

## कोल इंडिया लिमिटेड

(महारत्न कंपनी)

(भारत सरकार का उपक्रम)

“कोल भवन”

प्रेमइज नं० 04, एमएआर प्लॉट नं० ए एफ-III

एक्शन एरिया-1ए, न्यू टाउन, राजारहट

कोलकाता-700 156 (पश्चिम बंगाल)

दूरभाष सं: 033 2324 6666/ 2324 8888

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वेबसाइट: [www.coalindia.in](http://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-700156 (West Bengal)

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

Ref. No.: CIL/C-5B/JBCCI-X/489

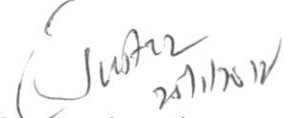
Dated: 25<sup>th</sup> January 2018

### NOTICE

A draft Compendium of Implementation Instructions, Rules and Guidelines of National Coal Wage Agreements (NCWA) updated up to NCWA-IX is attached.

All concerned are requested to kindly peruse the provisions and give further inputs, if any, on the document. It is specifically requested to kindly point out, if any Implementation Instruction/ Circulars etc. is left out in the document so that it can be examined further.

The observation, suggestions etc. may kindly be sent through email to [cjuster.cil@coalindia.in](mailto:cjuster.cil@coalindia.in) by 15<sup>th</sup> February 2018.

  
(Charles Juster)

General Manager (MP & IR/PC)

### Distribution:-

- 1) Director (Pers.)- ECL, BCCL, CCL, MCL, WCL, NCL, SECL
- 2) Director (T/ES), CMPDIL
- 3) Director (PA & W), SCCL
- 4) General Manager (P/IR), ECL, BCCL, CCL, MCL, WCL, NCL, SECL, CMPDIL

### Copy for information to:-

Director (P & IR), CIL



**COMPENDIUM OF IMPLEMENTATION INSTRUCTIONS,  
RULES & GUIDELINES**

**ON**

**NATIONAL COAL WAGE AGREEMENT MATTERS**

**..... 2017  
Volume 1**

**Coal India Ltd.  
New Town, Rajarhat, Kolkata**

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8	5	<p style="text-align: center;"><b>Leave &amp; Holidays</b></p> <p><b>Leave &amp; National/Festival Holidays (Chapter VI)</b></p> <p><b>1. I.I.No.5, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.5/2012/433 dated 20th March 2012</p> <p><b>2. I.I.No.5, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI-VIII/I.I.No.5/2009/145 dated 28th May 2009</p> <p><b>3. I.I.No.5, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI-VII/I.I.No.5/2005/57 dated 25th July 2005</p> <p><b>4. I.I.No.5, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI-VI/I.I.No.5/2001/23 dated 5th January 2001</p> <p><b>5. I.I.No.5, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.5/2624 dated 22nd February 1996</p> <p><b>6. I.I.No.8, Under NCWA-IV</b> Ref. No. CIL/ JBCCI-IV/IMP/I.I.No.8/ 89/857 dated 5th August 1989</p> <p><b>7. I.I.No.7, Under NCWA-III</b> Ref. No. I.I.No.7 dated 30th November 1983</p> <p><b>8. I.I.No.4, Under NCWA-II</b> Ref. No. IR/94/IMP dated 27th August 1979</p>	

9	6	<p><b>Return Railway Fare and Leave Travel Benefit</b></p> <p><b>Return Railway Fare and Leave Travel Benefit (Chapter VII)</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.6, Under NCWA IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.6/2012/434 dated 20th March 2012</li> <li><b>I.I.No.6, Under NCWA VIII</b> Ref. No. CIL/C-5B/JBCCI-VIII/I.I.No.6/2009/146 dated 28th May 2009</li> <li><b>I.I.No.6, Under NCWA VII</b> Ref. No. CIL/C-5B/JBCCI-VII/I.I.No.6/2005/58 dated 25th July 2005</li> <li><b>I.I.No.6, Under NCWA VI</b> Ref. No. CIL/C-5B/JBCCI-VI/I.I.No.6/2001/24 dated 5th January 2001</li> <li><b>I.I.No.6, Under NCWA V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.6 dated 22nd February 1996</li> <li><b>I.I.No.9, Under NCWA IV</b> Ref. No. CIL/JBCCI-IV/IMP/I.I.No.9/89/ 906 dated 9th August 1989</li> <li><b>I.I.No.3, Under NCWA III</b> Ref. No. I.I.No.3 dated 30th November 1983</li> <li><b>I.I.No.23, Under NCWA III</b> Ref. No.I.I.No.23 dated 23rd April 1984</li> <li><b>I.I.No. 59, Under NCWA III</b> Ref. No.I.I.No.59 dated 4th March 1986</li> <li><b>I.I.No. 36, Under NCWA III</b> Ref. No.I.I.No.36 dated 2<sup>nd</sup> August 1984</li> <li><b>Under NCWA II</b> Extract from Circular No. 18 dated 1st November 1979</li> <li><b>I.I.No. 20, Under NCWA II</b> Ref. No. JBCCI/IR/94/IMP/467 dated 13th February 1980 (LTC)</li> </ol> <p><b>Clarification:</b> CIL/C-5B/JBCCI/69/5349 dated 25<sup>th</sup> November 1993 (Definition of Family for the purpose of availing LTC/LLTC benefits to the employees covered under the provision of NCWA)</p> <ol style="list-style-type: none"> <li><b>I.I.No. 27, Under NCWA II</b> Ref. No. JBCCI/IR/94/IMP/524 dated 15th March 1980 (LTC)</li> <li><b>I.I.No. 29, Under NCWA II (Benefits of LTC Scheme)</b> Ref. No. IR/94/IMP/595 dated 17<sup>th</sup> April 1980 (LTC)</li> </ol>	
10	7	<p><b>Social Security</b></p> <p><b>Social Security (Chapter IX)</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.11, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.11/2012/475 dated 17th August 2012</li> <li><b>I.I.No.17, Under NCWA-VIII</b></li> </ol>	

		<p>Ref. No. CIL/C-5B/JBCCI-VIII/I.I.No.17/2009/175 dated 22nd July 2009</p> <p><b>3. I.I.No.20, Under NCWA-VIII Social Security (9.3.0, 9.4.0, 9.5.0)</b> Ref. No. CIL/C-5B/JBCCI-VIII/I.I.No.20/2010/212 dated 16th January 2010</p> <p><b>4. I.I.No.8, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI-VII/I.I.No.8/2005/73 dated 17th August 2005</p> <p><b>5. I.I.No.8, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI-VI/I.I.No.8/2001/26 dated 5th January 2001</p> <p><b>6. I.I.No.8, Under NCWA-V</b> Ref. No. CIL/JBCCI-VI/I.I.No.(8/96)/2627 dated 22nd February 1996</p> <p><b>Clarification:</b></p> <p><b>Provision to keep the name of Minor Dependent in Live Roster effective from 22.2.1996</b> Ref.: Fax message dated 16.10.2003 &amp; 12<sup>th</sup> November 2003</p> <p><b>Age limit for appointment of eligible dependents</b> Ref.: Letter no. CIL:C-5B: JBCCI/9.43/163 dated 25<sup>th</sup> July 2003</p> <p><b>7. Office Order (Clause 9.3.2. &amp; 9.4.0 Under NCWA-V)</b> Ref. No. CIL/C-5B:JBCCI:4004 dated 10<sup>th</sup> May 1996</p> <p><b>8. Office Order (Clause 9.4.0 (i) &amp; (ii) Under NCWA-V)</b> Ref. No. CIL/ JBCCI / 9.4.0 /273 dated 26<sup>th</sup> June 1996</p> <p><b>9. I.I.No.11, Under NCWA-IV</b> Ref. No. CIL/C-5(3)/JBCCI-IV/IMP/I.I.No.11/89/860 dated 5th August 1989</p> <p><b>10. I.I.No.14, Under NCWA-III</b> Ref. No. I.I.No. 14 dated 14th February 1984</p> <p><b>11. I.I.No.19, Under NCWA-III (Life Cover Scheme)</b> Ref. No. I.I.No. 19 dated 19<sup>th</sup> March 1984</p> <p><b>12. I.I.No.15, Under NCWA-III (Workmen's Compensation)</b> Ref. No. I.I.No. 15 dated 15<sup>th</sup> February 1984</p> <p><b>13. I.I.No.20, Under NCWA-III (Provision of Employment to Dependents)</b> (Clause 9.4.1 to 9.4.3) along with Corrigendum Ref. No. I.I.No. 20 dated 20<sup>th</sup> March 1984</p> <p><b>Clarification:</b> <b>Clarification on operation of Clause 9.4.3 of NCWA</b> Ref: CIL/C-5B/NCWAIV/3207 dated 13<sup>th</sup> September 1994</p> <p><b>Criteria for determination of age of the next of kin for appointment on compassionate ground</b> Ref: CIL/C-5B/JBCCI/943/163 dated 25<sup>th</sup> July 2003</p> <p><b>14. I.I. No. 2, Under NCWA-II</b> Ref. IR/94/IMP/549 dated 28th March 1980</p> <p><b>15. I.I. No. 3, Under NCWA-II (Workmen's Compensation)</b> Ref. IR/94/IMP dated 29th March 1979</p> <p><b>16. I.I. No. 42, Under NCWA-II (Workmen's Compensation)</b> Ref. CIL/C-(B)/315 dated 10<sup>th</sup> March 1983</p> <p><b>17. I.I. No. 6, Under NCWA-II</b> Ref. IR/94/IMP dated 27th August 1979</p>	
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11	8	<p style="text-align: center;"><b>Age Assessment</b></p> <p><b>Procedure for determination / verification of Age of the employees and for resolution of disputed cases of service record.</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.76, Under NCWA-III</b> Ref. CIL/NCWA-III/I.I.No.76/88/145 dated 25th April 1988</li> <li><b>I.I.No.37, Under NCWA-II</b> Ref.I.I.No.37 dated 5th February 1981</li> </ol>	
12	9	<p style="text-align: center;"><b>Pay Anomaly</b></p> <p><b>Pay Anomaly</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.14, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.14/15 dated 30th June 2014</li> <li><b>I.I.No.23, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.23/247 dated 24th May 2010</li> <li><b>I.I.No.17, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.17/ 361-413 dated 3rd May 2007</li> <li><b>I.I.No.18, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.18/414-468 dated 3rd May 2007</li> <li><b>I.I.No.18, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI-VI/I.I.No.18/2001/53 dated 17th April 2001</li> <li><b>I.I.No.40, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.40/238 dated 30th March 2004</li> <li><b>I.I.No. 18, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.18/96/ 639 dated 18th September 1996</li> <li><b>I.I. No. 30, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.30/98/1095 dated 6th March 1998</li> <li><b>I.I.No.18, Under NCWA-IV</b> Ref. No. CIL/JBCCI-IV/IMP/I.I.No.18/ 89/1815 dated 28th December 1989</li> <li><b>I.I.No.42, Under NCWA-III</b> Ref. No. I.I.No.42 dated 19th March 1985</li> <li><b>I.I.No.26, Under NCWA-II</b> Ref. No. IR/94/IMP/506 dated 6th August 1980</li> <li><b>I.I.No.32, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/696 dated 22<sup>nd</sup> June 1980</li> </ol>	
13	10	<p style="text-align: center;"><b>Payment of Overtime and Wages for weekly day of rest</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.12, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.12/ 2013/607 dated 24th June 2013</li> <li><b>I.I.No.09, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.09/2009/167 dated 22nd July 2009</li> <li><b>I.I.No.12, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.12/2005/91 dated 16th November 2005</li> <li><b>I.I.No.13, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/ I.I.No.13/2001/46 dated 8th March 2001</li> </ol>	

		<p><b>5. I.I.No.28, Under NCWA-VI (Payment of Overtime Allowance under Mines Act to Confidential &amp; Supervisory Staff)</b> Ref. No. CIL/C-5B/JBCCI/ I.I.No.28/2001/608 dated 20<sup>th</sup> September 2001</p> <p><b>6. I.I.No.14, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.14/96/ 437 dated 7th August 1996</p> <p><b>7. I.I.No.14, Under NCWA-IV</b> Ref. No. CIL/JBCCI-IV/IMP/I.I.No.14/89/ 1215 dated 28th September 1989</p> <p><b>8. I.I.No.27, Under NCWA-III</b> Ref. No. I.I.No.27 dated 25<sup>th</sup> April 1984</p> <p><b>9. I.I.No.29, Under NCWA-III</b> Ref. No. I.I.No.29 dated 7<sup>th</sup> June 1984</p> <p><b>10. I.I.No.08, Under NCWA-II</b> Ref. No. IR/94/IMP dated 27th August 1979</p> <p><b>11. I.I.No.19, Under NCWA-II</b> Ref. No. IR/94/IMP dated 24<sup>th</sup> November 1979</p> <p><b>12. I.I.No.17, Under NCWA-II</b> Ref. No. IR/94/IMP dated 28th October 1979</p> <p><b>13. I.I.No.13, Under NCWA-II</b> Ref. No. IR/94/IMP/253 dated 3<sup>rd</sup> October 1979</p> <p><b>14. I.I.No. 34, Under NCWA-II (Payment for work on Sunday-weekly rest day)</b> Ref. No. JBCCI/IR/94/IMP/986 dated 6<sup>th</sup> November 1980</p>	
14	11	<p style="text-align: center;"><b>Uniform Allowances to Matrons /Nurses</b></p> <p><b>1. I.I.No.15, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.15/ 2013/103 dated 24th June 2013</p> <p><b>2. I.I.No.22, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.22/ 2010/241 dated 11 May 2010</p> <p><b>3. Under NCWA IV</b> Ref. No. CIL/C-5(B)/JBCCI-IV/Uniform Allowance/89/1335 dated 23rd October 1989</p> <p><b>4. Under NCWA VI</b> Ref. No. CIL/C-5(B)/JBCCI-I.I.No.35/2003/125 October 1989</p>	
15	12	<p style="text-align: center;"><b>Date of Annual Increment</b></p> <p><b>1. I.I.No.25, Under NCWA-VIII</b> Ref. No. CIL/C5B/JBCCI/I.I.No.25/380 dated 1st December 2011</p> <p><b>2. I.I.No.23, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/469 dated 13th February 1980</p>	
16	13	<p style="text-align: center;"><b>Transport Subsidy payable to Physically Handicapped employees</b></p> <p><b>1. I.I.No.10, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.10/2012/ 474 dated 17th August 2012</p> <p><b>2. I.I.No.11, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.11/2009/ 169 dated 22nd July 2009</p> <p><b>3. I.I.No.16, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.16/308-60 dated 3rd May 2007</p> <p><b>4. I.I.No.33, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.33/2002 dated 21<sup>st</sup> May 2002</p>	



17	14	<p align="center"><b>Payment of Arrears</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.08, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI-VIII/SC-1/I.I.No.8/160 dated 15th July 2009</li> <li><b>I.I.No.13, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.13/2005/ 96 dated 6th December 2005</li> <li><b>Under NCWA-II, Extract of Circular No. 18 dated-1-11-79</b></li> <li><b>I.I.No.24, Under NCWA-II</b> Ref. No. JBCCI/IR/IMP/500 dated 4th March 1980</li> </ol>	
18	15	<p align="center"><b>Date of Retirement, Service Linked Weightage</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.10, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.10/2009/168 dated 22nd July 2009</li> <li><b>I.I.No.09, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.9/2005/ 74 dated 17th August 2005</li> <li><b>I.I.No.10, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.10/2001/28 dated 5<sup>th</sup> January 2001</li> </ol>	
19	16	<p align="center"><b>MGB in respect of Piece Rated Workers</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.12, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.12/2009/170 dated 22nd July 2009</li> <li><b>I.I.No.19, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.19/469-521 dated 3rd May 2007</li> <li><b>I.I.No.26, Under NCWA-III (Fixation benefit to PR workers who are doing TR jobs)</b> Ref. No. 26 dt. 23<sup>rd</sup> April 1984</li> </ol>	
20	17	<p align="center"><b>Implementation of Clause 2.11.0/2.11.1 of NCWA-VIII (SLI/SLU)</b></p> <p align="center">/</p> <p align="center"><b>Up-gradation of Daily Rated &amp; Monthly Rated employees who have remained in the same category/grade for 10 years or more</b></p> <p align="center">/</p> <p align="center"><b>Grant of Additional SPRA to Underground PR workers who have remained in the same group for a period of 7 years or more and 8 years or more for Surface PR workers</b></p> <p align="center">/</p> <p align="center"><b>Grant of four promotions during the service span of 30 years (SLP)</b></p> <p align="center">/</p> <p align="center"><b>Incremental Benefit on Promotion</b></p>	

		<p><b>1. I.I.No.26, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.26/381 dated 1st December 2011</p> <p><b>2. I.I.No.24, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.24/379 dated 1st December 2011</p> <p><b>Clarification:</b> Ref. No: CIL/C-5B/JBCCI/SC/604 dated 19<sup>th</sup> June 2013</p> <p><b>3. I.I.No.14, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.14/2009/172 dated 22nd July 2009</p> <p><b>Clarification:</b> <b>Consideration of Notional Seniority</b> Ref.: CIL/C-5/JBCCI/267 dated 18<sup>th</sup> June 2004</p> <p><b>Regarding Promotion of Foreman (Misc/Aux.) in TS&amp;S grade B to Foreman In-charge (Excavation) in T&amp;S grade A-extending SLU benefit</b> Ref.: CIL/C-5/JBCCI/Imp. /233 dated 25<sup>th</sup> February 2004</p> <p><b>Granting one increment</b> Ref.: CIL/C-5B/JBCCI/272 dated 5<sup>th</sup> July 2004</p> <p><b>Upgradation does not mean fixation in higher scale</b> Ref.: CIL/C-5B/JBCCI/274 dated 7<sup>th</sup> July 2004</p> <p><b>Implementation of Chapter XII, Para 12.6.1 of NCWA-VII (Protection of Wages upon upgradation under SLU/SLI)</b></p> <p><b>4. I.I.No.14, Under NCWA-VII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.14/201-53 dated 3rd May 2007</p> <p><b>5. I.I. No. 12, under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.12/2001/45 dated 8<sup>th</sup> March 2001</p> <p><b>6. I.I.No.26, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.26/2001/193 dated 6<sup>th</sup> June 2001</p> <p><b>7. I.I.No.31, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.31/2001/635 dated 27<sup>th</sup> September 2001</p> <p><b>Clarification:</b> <b>Service terms of Trainees appointed under provision of Para 9.3.2/9.4.0</b> Ref.: CIL/C-5B/JBCCI/383 dated 24<sup>th</sup> February 2005</p> <p><b>8. I.I.No.11, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.11/3101-49 dated 16<sup>th</sup> April 1996</p> <p><b>Clarification:</b> <b>Office Order on Clause 9.3.2. &amp; 9.4.0 under NCWA-V</b> Ref.: CIL:C-5B: JBCCI:4004 dated 10<sup>th</sup> May 1996 Ref.: CIL:C-5B: JBCCI:9.4.0 dated 26<sup>th</sup> June 1996</p> <p><b>9. I.I.No.17, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/IMP/I.I.No.17/96/625 dt. 12<sup>th</sup> September 1996</p> <p><b>10. I.I.No.29, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.29/98/1094 dt. 12<sup>th</sup> March 1998</p>	
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		<p><b>11. I.I.No.31, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.31/98/269 dt. 11<sup>th</sup> June 1998</p> <p><b>12. I.I.No.38, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/I.I.No.38/98/666 dt. 16<sup>th</sup> September 1998</p> <p><b>13. I.I.No.39, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.39/98/665 dt. 16<sup>th</sup> September 1998</p> <p><b>14. I.I.No.32, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.32/99/270 dt. 12<sup>th</sup> June 1998</p> <p><b>15. I.I.No.30, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.30/98/1093 dt. 6<sup>th</sup> March 1998</p> <p><b>16. I.I.No.40, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.40/99/52 dt. 20<sup>th</sup> April 1999</p> <p><b>17. I.I.No.49, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.49/2000/346 dt. 28<sup>th</sup> July 2000</p> <p><b>18. I.I.No.4, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI-IV/IMP/I.I.No.4/89/851 dt. 2<sup>nd</sup> August 1989</p> <p><b>19. I.I.No.22, Under NCWA-III</b> Ref. No. 22 dt. 23<sup>rd</sup> April 1984</p> <p><b>20. I.I.No.73, Under NCWA-III</b> Ref. No. CIL/NCWA-III/I.I.No.73/87/928 dt. 28<sup>th</sup> August 1987</p> <p><b>21. I.I.No.77, Under NCWA-III</b> Ref. No. CIL/NCWA-III/I.I.No.77/88/170 dt. 25<sup>th</sup> April 1987</p> <p><b>22. I.I.No.21, Under NCWA-III (Promotion Policy and Service Linked Promotion Scheme)</b> Ref. No. 21 dated 9<sup>th</sup> April 1984</p>	
21	18	<p><b>Tramming Rate of Piece Rated Workers of ECL &amp; BCCL under NCWA-VII</b></p> <p><b>1. I.I.No.19, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.19/2009/186 dated 19<sup>th</sup> August 2009</p> <p><b>2. I.I.No.22, Under NCWA-II (Fixation of Wage Rate &amp; Workload of Trammers)</b> Ref. No. JBCCI/IR/94/IMP/470 dated 13<sup>th</sup> February 1980</p>	
22	19	<p><b>Uniform Implementation of I.I.No.32 of NCWA-VI (I.I.No. 32-Career growth of ITI personnel)</b></p> <p><b>1. I.I.No.21, Under NCWA-VIII</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.21/240 dated 11<sup>th</sup> May 2010</p> <p><b>2. I.I.No.32, Under NCWA-VI</b></p>	

		<p>Ref. No. CIL/C-5B/JBCCI/I.I.No.32/2002/1048 dated 22<sup>nd</sup> January 2002</p> <p><b>Clarification:</b>  <b>I.I.No.32 dated 22.01.2002 applicable against ITI qualification only</b>  Ref.- CIL/C-5B/JBCCI/Imp/199 dated 4<sup>th</sup> November 2003</p>	
23	20	<p><b>Modification of Term “Shortfall in MGB”</b></p> <p>1. <b>I.I.No.20, Under NCWA-VII</b>  Ref. No. CIL/C-5B/JBCCI/I.I.No.20/46-129 dated 11th July 2007</p>	
24	21	<p><b>Dress Regulation</b></p> <p>1. <b>I.I.No.35, Under NCWA-VI</b>  Ref. No. CIL/C-5B/JBCCI/I.I.No.35/2003/125 dated 20<sup>th</sup> March 2003</p> <p>Addendum- CIL/C-5B/JBCCI/232 dated 8<sup>th</sup> March 2004</p>	
25	22	<p><b>Natural Calamity Fund</b></p> <p>1. <b>I.I.No.36, Under NCWA-VI</b>  Ref. No. CIL/C-5B/JBCCI/I.I.No.36/2003/126 dated 20<sup>th</sup> March 2003</p>	
26	23	<p><b>Housing, Water Supply, Medical &amp; Educational Facilities</b></p> <p>1. <b>I.I. No.9, Under NCWA-V</b>  Ref. No. CIL/C-5B/JBCCI/I.I.No.9/2628 dated 22<sup>nd</sup> February 1996</p> <p>2. <b>I.I. No 4, Under NCWA-III</b>  Ref. No. 4 dated 30<sup>th</sup> November 1983</p> <p>3. <b>I.I. No 18, Under NCWA-III</b>  Ref. No. 18 dated 13<sup>th</sup> March 1984</p> <p>4. <b>Extract from Circular No. 18 under NCWA-II dated 1-11-79</b>  (Medical facilities, Ambulances and expenditure on medicines)</p> <p>5. <b>I.I.No.31, Under NCWA-II</b>  Ref. No. IR/94/IMP/667 dated 25<sup>th</sup> May 1980</p>	
27	24	<p><b>Reimbursement of Tuition fee, Payment of Children’s Education Allowance, Payment of Leave salary</b></p> <p>1. <b>I.I.No.15, Under NCWA-V</b>  Ref. No. CIL/C-5B/JBCCI-V/IMP/I.I.No.15/438 dated 8<sup>th</sup> August 1996</p> <p>2. <b>I.I.No.15, Under NCWA-IV</b>  Ref. No. I.I.No.15/89 dated 28<sup>th</sup> September 1989</p>	
28	25	<p><b>Encashment of Earned Leave</b></p> <p>1. <b>I.I.No.9, Under NCWA-VI</b>  Ref. No. CIL/C-5B/JBCCI/I.I.No.9/2001/27 dated 5<sup>th</sup> January 2001</p>	

		<p>2. <b>I.I.No.20, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.20/2001/166 dated 30<sup>th</sup> May 2001</p> <p>3. <b>I.I.No.24, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.24/2001/194 dated 6<sup>th</sup> June 2001</p> <p>4. <b>I.I.No.29, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.29/2001/609 dated 20<sup>th</sup> September 2001</p>	
29	26	<p style="text-align: center;"><b>Uniformity in the grant of accumulated Earned Leave to the employees before Superannuation/Resignation</b></p> <p>1. Letter no. CIL/C-5B/NCWA/2725-32 dated 6<sup>th</sup> March 1996</p> <p>2. Letter no. CIL/C-5B/JBCCI-V/I.I.No.16/96/663 dated 20<sup>th</sup> September 1996</p>	
30	27	<p style="text-align: center;"><b>Placement in A-1 scale of Pay</b></p> <p>1. <b>I.I.No.11, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.11/2001/29 dated 5<sup>th</sup> January 2001</p> <p>2. <b>I.I.No.12, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.12/2001/45 dated 8<sup>th</sup> March 2001</p>	
31	28	<p style="text-align: center;"><b>Conveyance Reimbursement</b></p> <p>1. <b>I.I.No.15, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.15/2001/48 dated 8<sup>th</sup> March 2001</p>	
32	29	<p style="text-align: center;"><b>Casual Leave</b></p> <p>1. <b>I.I.No.16, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.16/2001/49 dated 8<sup>th</sup> March 2001</p> <p>2. <b>I.I.No.30, Under NCWA-II</b> Ref. No. IR/94/IMP/596 dated 17<sup>th</sup> April 1980</p> <p>3. <b>I.I.No.21, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/468 dated 13<sup>th</sup> February 1980</p> <p>4. <b>I.I.No.12, Under NCWA-II</b> Ref. No. IR/IMP/250 dated 25<sup>th</sup> September 1979</p> <p>5. <b>I.I.No.10, Under NCWA-II</b> Ref. dated 10<sup>th</sup> September 1979</p> <p>6. <b>I.I.No.14, Under NCWA-II</b> Ref. No. IR/94/IMP/255 dated 4<sup>th</sup> October 1979</p> <p>7. <b>Extract from Circular No. 18, Under NCWA-II</b> Ref. dated 1<sup>st</sup> November 1979</p> <p>8. <b>I.I.No.18, Under NCWA-II</b> Ref. No. IR/94/IMP dated 1<sup>st</sup> November 1979</p>	

33	30	<p align="center"><b>City Compensatory Allowance</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.17, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.17/2001/50 dated 16<sup>th</sup> March 2001</li> <li><b>I.I.No.21, Under NCWA-VI (Payment of CCA)</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.21/2001/167 dated 30<sup>th</sup> May 2001</li> <li><b>I.I.No.16, Under NCWA-II</b> Ref. No. IR/94/IMP/8146 dated 28<sup>th</sup> October 1979</li> <li><b>I.I.No.7, Under NCWA-II</b> Ref. No. IR/94/IMP dated 27<sup>th</sup> August 1979</li> </ol>	
34	31	<p align="center"><b>Grant of Special leave to employees</b></p> <ol style="list-style-type: none"> <li><b>I.I.No.25, Under NCWA-VI (Suffering from Brain Disorder)</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.25/2001/192 dated 6<sup>th</sup> June 2001</li> <li><b>I.I.No.5, Under NCWA-II (Suffering from TB, Cancer, Leprosy, Paralysis)</b> Ref. No. IR/94/IMP dated 27<sup>th</sup> August 1979</li> </ol>	
35	32	<p align="center"><b>Cadre Scheme</b></p> <p><b>Cadre Schemes of different discipline as finalized by Tech. Sub-Committees of Standardization Committee of JBCCI</b></p> <ol style="list-style-type: none"> <li><b>Cadre schemes –basis for promotion:</b> <ol style="list-style-type: none"> <li><b>I.I. No.64, Under NCWA-III</b> Ref. No. 64 dated 14<sup>th</sup> July 1986</li> </ol> </li> <li><b>Cadre schemes covered:</b> <ol style="list-style-type: none"> <li>Ram Car/ Shuttle/ Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator (Trainee)</li> <li>Auto Electrician (Excavation)</li> <li>Auto Electrician (E&amp;M)</li> <li>Armature Winder/Motor Winder (Excavation)</li> <li>Armature Winder/Motor Winder (E&amp;M)</li> </ol> <p><b>I.I. No.16, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.16/102 dated 18th May 2015</p> </li> <li><b>Cadre schemes covered:</b> <ol style="list-style-type: none"> <li>Surface Miner/Continuous Miner Operator (Excv.)</li> <li>Coal Sampling Personnel</li> <li>Excavation Personnel in Supervisory Cadre (Auxillary)</li> <li>Paramedical Staff               <ol style="list-style-type: none"> <li>CT Scan Technician</li> <li>MRI Technician</li> </ol> </li> <li>Sub-station Attendant (E&amp;M)-Cat VI to Foreman In charge (T&amp;S Grade A)</li> <li>Feeder Breaker Operator (E&amp;M)</li> <li>Lift Operator (E&amp;M)</li> <li>Security Personnel Security Guard to Sr Inspector</li> </ol> <p><b>I.I.No.13, Under NCWA-IX</b> Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.13/ 2014/09 dated 3rd June 2014</p> </li> <li><b>Cadre Scheme for promotion of EP Machinist</b> Corrigendum No. CIL/C-5B/JBCCI/236 dated 14th November 2007</li> </ol>	



**5. Cadre Scheme for promotion of Sr EP Mechanic to Foreman i/c**

Corrigendum No. CIL/C-5B/JBCCI/269 dated 21st February 2008

**6. Cadre schemes covered:**

- a) Excavation Personnel (Maintenance)
- b) Excavation Personnel (Operation)
- c) Dresser/OT Assistant modified scheme
- d) Clay Cartridge Maker
- e) Mason
- f) E&M cadre-Welder, Turner, Machinist, Moulder
- g) Diploma Holders in Excavation cadre
- h) DG set Operator
- i) Dumpman, Pitman, Tripman
- j) Sr EP Electrician to Supervisory cadre
- k) Sr EP Mechanic to Supervisory cadre

**I.I.No. 21, Under NCWA-VII**

Ref. No. CIL/C-5B/JBCCI/I.I.No.21/191 dated 31st August 2007

**7. Cadre schemes covered:**

- a) Dressing (Coal) personnel (UG)
- b) Cable Personnel
- c) Blasting Personnel
- d) Line Personnel
- e) Mine Support Personnel (UG)
- f) Tyndal Personnel
- g) Trammig Personnel
- h) Safai Karmachari
- i) Driller
- j) Pump Personnel
- k) Fan Personnel
- l) Compressor Personnel
- m) Conveyor Personnel
- n) Sand Stowing Personnel
- o) Siding / Wagon Cleaning Personnel
- p) Haulage Personnel
- q) SDL/LHD Personnel

**I.I. No. 34, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.34/2002/94 dated 24th December 2002

**7. Cadre Scheme for Translator (OL)/Stenographer (OL)/Hindi Cell (OL)**

**a. I.I.No.23, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.23/2001/171 dated 30<sup>th</sup> May 2001

**b. I.I.No.47, Under NCWA-V**

Ref. No. CIL/C-5B/JBCCI/I.I.No.47/99 dated 21<sup>st</sup> December 1999

**c. I.I.No.22, Under NCWA-V**

Ref. No. CIL/C-5B/JBCCI/I.I.No.22/98/946 dated 22<sup>nd</sup> January 1998

**d. I.I.No.39, Under NCWA-IV**

Ref. No. CIL/C-5B/JBCCI/I.I.No.39/6576 dated 31<sup>st</sup> December 1992

**8. Cadre Scheme for Coal Handling Personnel**

**a. I.I.No.37, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.37/203 dated 18<sup>th</sup> November 2003

**9. Cadre Scheme for E&M Discipline**

**a. I.I.No.38, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.38/204 dated 18<sup>th</sup> November 2003

**b. I.I.No.25, Under NCWA-V**

Ref. No. CIL/C-5B/JBCCI/I.I.No.25/98/1090 dated 2<sup>nd</sup> March 1998

**c. I.I.No.27, Under NCWA-V**

Ref. No. CIL/C-5B/JBCCI/I.I.No.27/98/1092 dated 27<sup>th</sup> February 1998

**d. I.I.No.43, Under NCWA-V (Electronics personnel)**

Ref. No. CIL/C-5B/JBCCI/I.I.No.43/99/352 dated 20<sup>th</sup> July 1999

**e. I.I.No.30, Under NCWA-III**

Ref. No. 30 dated 26<sup>th</sup> June 1984

**Clarification-**

**Rectification of anomaly in seniority in respect of Foreman**

Ref.-CIL/C-5B/JBCCI/4576 dated 9<sup>th</sup> August 1993

**Benefits indicated to be extended to Diploma Holders**

Ref.-CIL/C-5B:53190/2789-98 dated 11<sup>th</sup> March 1996

Ref.-CIL/C-5B:53190/2825 dated 15<sup>th</sup> March 1996

**Uniformity in cut-off date for purpose of fixation of notional seniority amongst Diploma Holders**

Ref.-CIL/C-5B/JBCCI/513 dated 13<sup>th</sup> August 1998

**f. I.I.No.33, Under NCWA-III**

Ref. No. 33 dated 17<sup>th</sup> July 1984

**g. I.I.No.37, Under NCWA-III**

Ref. No. 37 dated 25<sup>th</sup> September 1984

**h. I.I.No.53, Under NCWA-III**

Ref. No. 53 dated 17<sup>th</sup> October 1985

**10. Promotion Policy for Promotion from T&S Grade A to T&S Grade A1**

**a. I.I.No.39, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.39/205 dated 18<sup>th</sup> November 2003

**b. I.I.No.44, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.44/295 dated 9<sup>th</sup> August 2004

**11. Cadre Scheme for Caretaker Personnel**

**a. I.I.No.41, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.41/244 dated 12<sup>th</sup> April 2004

**b. I.I.No.61, Under NCWA-IV**

Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.61/4211 dated 19<sup>th</sup> December 1994

**12. Cadre Scheme for Press Personnel**

**a. I.I.No.42, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.42/245 dated 12<sup>th</sup> April 2004



		<p>b. <b>I.I.No.71, Under NCWA-III</b> Ref. No. I.I.No.71 dated 30<sup>th</sup> December 1986</p> <p>c. <b>I.I.No.78, Under NCWA-III</b> Ref. No. NCWA-III/I.I.No.78/88/2034 dated 29<sup>th</sup> December 1988</p> <p><b>13. Cadre Scheme and job description for Drivers</b></p> <p>a. <b>I.I.No.72, Under NCWA-III</b> Ref. No. 72 dated 1<sup>st</sup> January 1987</p> <p><b>14. Cadre Scheme for Process Personnel, Instrumentation Personnel, Fire Fighting Personnel and Safety Personnel posted at Dankuni Coal Complex, Dankuni</b></p> <p>a. <b>I.I.No.24, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.24/98/1089 dated 25<sup>th</sup> February 1998</p> <p>b. <b>I.I.No.13, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.13/436 dated 7<sup>th</sup> August 1996</p> <p><b>15. Cadre Scheme for Telecommunication Personnel</b></p> <p>a. <b>I.I.No.37, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.37/98/656 dated 16<sup>th</sup> September 1998</p> <p>b. <b>I.I.No.19, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.19/96/637 dated 18<sup>th</sup> September 1996</p> <p>c. <b>I.I.No.58, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.58/4208 dated 19<sup>th</sup> December 1994</p> <p>d. <b>I.I.No.52, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.52/6255 dated 28<sup>th</sup> March 1994</p> <p>e. <b>I.I.No.56, Under NCWA-III</b> Ref. No. I.I.No.56 dated 27<sup>th</sup> December 1985</p> <p>f. <b>I.I.No.43, Under NCWA-III</b> Ref. No. I.I.No.43</p> <p><b>16. Cadre Scheme for Security Personnel</b></p> <p>a. <b>I.I.No.20, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.20/96/865 dated 30<sup>th</sup> October 1996</p> <p>b. <b>I.I.No.40, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.40/6921 dated 31<sup>st</sup> December 1992</p> <p>c. <b>I.I.No.54, Under NCWA-III</b> Ref. No. I.I.No.54/84/879 dated 17<sup>th</sup> October 19</p> <p><b>17. Cadre Scheme for Para Medical Personnel</b></p> <p>i. <b>Cadre Scheme for Para-Medical staff</b></p> <p>a. <b>I.I.No.55, Under NCWA-III</b> Ref. No. 55 dated 17<sup>th</sup> December 1985</p> <p>b. <b>I.I.No.66, Under NCWA-III</b> Ref. No. 66 dated 2<sup>nd</sup> September 1986</p> <p>c. <b>I.I.No.33, Under NCWA-II</b> Ref. No. 33 dated 22<sup>nd</sup> June 1986</p> <p>ii. <b>Sanitary Personnel</b></p> <p>a. <b>I.I.No.21, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI-V/IMP/I.I.No.21/97/202 dated 29<sup>th</sup> May 1997</p>	
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		<p>b. <b>I.I.No.41, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.41/6571 dated 31<sup>st</sup> December 1992</p> <p>c. <b>I.I.No.35, Under NCWA-II</b> Ref. No. JBCCI/IR/94/Imp-988 dated 6<sup>th</sup> November 1980</p> <p>iii. <b>Staff Pharmacist</b></p> <p>a. <b>I.I.No.57, Under NCWA-</b> Ref. No. I.I.No. 57 dated 14<sup>th</sup> November 1994</p> <p>b. <b>I.I.No.36, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.36/98/581 dated 27<sup>th</sup> August 1998</p> <p>iv. <b>Staff Nurse</b></p> <p>a. <b>I.I.No.41, Under NCWA-V</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.41/99/350 dated 9<sup>th</sup> September 1979</p> <p>b. <b>I.I.No.33, Under NCWA-IV</b> Ref. dated 15<sup>th</sup> July 1992</p> <p><b>18. Cadre Scheme for General Civil Engineering employees</b></p> <p>a. <b>I.I.No.33, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/697 dated 22<sup>nd</sup> June 1980</p> <p><b>19. Cadre Scheme for Civil Engineering (Estimating employees)</b></p> <p>a. <b>I.I.No.33, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/697 dated 22<sup>nd</sup> June 1980</p> <p><b>20. Cadre Scheme for Mining/Supervisory employees</b></p> <p>a. <b>I.I.No.33, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/697 dated 22<sup>nd</sup> June 1980</p> <p>b. <b>I.I.No.45, Under NCWA-III</b> Ref. No. 45 dated 28<sup>th</sup> June 1985</p> <p><b>21. Cadre Scheme for Mining Survey/personnel employees</b></p> <p>a. <b>I.I.No.33, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/697 dated 22<sup>nd</sup> June 1980</p> <p><b>Clarification:</b> Ref. No. CIL/C-5B/JBCCI/47 dated 14<sup>th</sup> Nov. 2014 (Induction level of Mines Survey personnel is T&amp;S Grad C as Dy/ Mine Surveyor.</p> <p><b>22. Cadre Scheme for Ministerial Staff</b></p> <p>a. <b>I.I.No.34, Under NCWA-III</b> Ref. No. 34 dated 17<sup>th</sup> July 1984</p> <p><b>23. Cadre Scheme for Ministerial Staff-Loading Personnel</b></p> <p>a. <b>I.I.No.38, Under NCWA-III</b> Ref. No. 38 dated 25<sup>th</sup> September 1984</p>	
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	<p><b>24. Cadre Scheme for Accounts Personnel</b></p> <p>a. <b>I.I.No.49 Under NCWA-III</b> Ref. No. 49 dated 22<sup>nd</sup> July 1985</p> <p>b. <b>I.I.No.52 Under NCWA-III (Ministerial Staff Accounts personnel)</b> Ref. No. 52 dated 26<sup>th</sup> August 1985</p> <p><b>25. Cadre Scheme for Ministerial Staff-Secretariat Cadre and Cash personnel</b></p> <p>a. <b>I.I.No.40, Under NCWA-III</b> Ref. No. 40 dated 5<sup>th</sup> December 1984</p> <p>b. <b>I.I.No.47, Under NCWA-III</b> Ref. No. 47 dated 19<sup>th</sup> July 1985</p> <p><b>26. Cadre Scheme for Coal Washery personnel</b></p> <p>a. <b>I.I.No.60, Under NCWA-III</b> Ref. No. 60 dated 8<sup>th</sup> July 1986</p> <p><b>27. Cadre Scheme for Employees working in Hindi Cell</b></p> <p>a. <b>I.I.No.63, Under NCWA-III</b> Ref. No. 63 dated 14<sup>th</sup> July 1986</p> <p>b. <b>I.I.No.65, Under NCWA-III</b> Ref. No. 65 dated 13<sup>th</sup> August 1986</p> <p><b>28. Cadre Scheme for Personnel of Quality Control Department other than washery and Research &amp; Development</b></p> <p>a. <b>I.I.No.50, Under NCWA-III</b> Ref. No. 50 dated 26<sup>th</sup> August 1985</p> <p><b>29. Job description of Sand Pontoon Khalasi</b></p> <p>a. <b>I.I.No. 34, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/986 dated 6<sup>th</sup> November 1980</p> <p><b>30. Job description not covered under Wage Board in respect of Coal Washeries</b></p> <p>a. <b>I.I.No. 38, Under NCWA-II</b> Ref. No. JBCCI/IR/94/IMP/1262 16<sup>th</sup> March 1981</p> <p>b. <b>I.I.No. 39, Under NCWA-II</b> Ref. No. CIL:C-5B/Imp/1/936-51 dated 10<sup>th</sup> August 1982</p> <p>c. <b>I.I.No. 41, Under NCWA-II</b> Ref. No. CIL: III JBCCI/99/90 dated 8<sup>th</sup> October 1982</p> <p>d. <b>I.I.No. 43, Under NCWA-II</b> Ref. No. JBCCI/III/94/IMP/1685 dated 2<sup>nd</sup> September 1983</p> <p><b>31. Job description not covered under Wage Board in respect of Coke-Ovens and By-product plants</b></p> <p>a. <b>I.I.No. 38, Under NCWA-II</b></p>	
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**32. Job description not covered under Wage Board in respect of Central Ropeways**

**a. I.I.No. 38, Under NCWA-II**

Ref. No. JBCCI/IR/94/IMP/1262 16<sup>th</sup> March 1981

**33. Job description of Excavation Workers**

**I.I.No. 16, Under NCWA-III**

Ref. No. 16 dated 22<sup>nd</sup> February 1984

**I.I.No. 51, Under NCWA-III**

Ref. No. 51 dated 26<sup>th</sup> August 1985

**34. Job description not covered under Wage Board in respect of Central Excavation Workshops at Barkakana and Korba**

**I.I.No. 38, Under NCWA-II**

Ref. No. JBCCI/IR/94/IMP/1262 16<sup>th</sup> March 1981

**I.I.No. 41, Under NCWA-II**

Ref. No. CIL-III JBCCI/99/90 dated 8<sup>th</sup> October 1982

**I.I.No. 39, Under NCWA-II**

Ref. No. CIL:C-5B/Imp/1/936-51 dated 10<sup>th</sup> August 1982

**35. Job description of Persons in Clerical grade-III**

**I.I.No. 25, Under NCWA-III**

Ref. No. 25 dated 18<sup>th</sup> April 1984

**I.I.No. 28, Under NCWA-III**

Ref. No. 28 dated 18<sup>th</sup> April 1984

**36. Categorization of Brakeman/Pointsman working in a siding other than Washery siding and Pay Loader**

**I.I.No. 39, Under NCWA-III**

Ref. No. 39 dated 27<sup>th</sup> September 1984

**37. Categorization of Operator of Underground Coal Cutter A.M. 500 and above**

**I.I.No. 74, Under NCWA-III**

Ref. No. CIL/NCWA-III/I.I.No.74/87/1026 dated 16<sup>th</sup> September 1987

**38. Categorization of Crane Operator**

**I.I.No. 75, Under NCWA-III**

Ref. No. CIL/NCWA-III/I.I.No.75/88/202 dated 22<sup>nd</sup> February 1988

**39. Re designation of Winding Engine Khalasi as Winding Engine Operator**

**I.I.No. 31, Under NCWA-III**

Ref. No. 31 dated 4<sup>th</sup> July 1984

**40. Cadre Scheme & Implementation Instructions in respect of**

**Data Processing Personnel /Electronic Data Processing Personnel**

**I.I.No.22, Under NCWA-VI**

Ref. No. CIL/C-5B/JBCCI/I.I.No.22/2001/172 dated 29<sup>th</sup> May 2001

**I.I.No. 48, Under NCWA-III (Cadre Scheme for EDP Personnel)**

Ref. No. 48 dated 22<sup>nd</sup> July 1985

**I.I.No. 40, Under NCWA-II**

Ref. No. CIL/C-5B/Impl/I/10 dated 25<sup>th</sup> August 1982

**I.I.No. 41, Under NCWA-II**

Ref. No. CIL: III JBCCI/99/90 dated 8<sup>th</sup> October 1982

**41. Implementation Instructions in respect of New Jobs in Underground mines and Large Size Integrated Water Supply Scheme**

**I.I.No. 41, Under NCWA-II**

Ref. No. CIL: III JBCCI/99/90 dated 8<sup>th</sup> October 1982

**I.I.No. 39, Under NCWA-II**

Ref. No. CIL:C-5B/Impl/1/936-51 dated 10<sup>th</sup> August 1982

**42. Cadre Scheme and Job Description for Drilling personnel employed in Geology / Exploration dept.**

**I.I.No. 57, Under NCWA-III**

Ref. No. 57 dated 17<sup>th</sup> December 1985

**43. Workload for Soft Coke matter**

**I.I.No. 62, Under NCWA-III**

Ref. No. 62 dated 8<sup>th</sup> July 1986

**44. Ex-cadre post in Central Workshop Barkakana and Korba**

**I.I.No. 67, Under NCWA-III**

Ref. No. 67 dated 3<sup>rd</sup> September 1986

**I.I.No. 39, Under NCWA-II**

Ref. No. 39 dated 10<sup>th</sup> August 1982

**45. Nomenclature, Job description & categorization of coal employees**

**I.I.No. 68, Under NCWA-III**

Ref. No. 68 dated 5<sup>th</sup> September 1986

**Grouping, Nomenclature, Job Description & Work Norms of Coal Employees and National Coal Wage Agreement dated 11th December, 1974**

**46. Implementation Instructions of Crude Benzol Driver/ Operator in Coke Plants**

**I.I.No. 70, Under NCWA-III**

		<p>Ref. No. 70 dated 3<sup>rd</sup> November 1986</p> <p><b>I.I.No. 69, Under NCWA-III</b> Ref. No. 69 dated 8<sup>th</sup> October 1986</p> <p><b>I.I.No. 38, Under NCWA-II</b> Ref. No. 38 dated 16<sup>th</sup> March 1981</p> <p><b>47. Policy for Revenue discipline</b> <b>Clarification:</b></p> <p><b>Employees working in Revenue discipline must possess Amanat certificate / Surveyor's certificate as per Cadre Scheme.</b> Ref.: CIL/C-5B/JBCCI/Imp/234 dated 15th February 2004</p>	
36	33	<p><b>Placement of Explosive Carrier / Blasting Crew in OC mines in Cat-IV and Cableman Excavation in Cat-E</b></p> <p>1. <b>I.I.No.30, Under NCWA-VI</b> Ref. No. CIL/C-5B/JBCCI/I.I.No.30/2001/610 dated 6<sup>th</sup> June 2001</p>	
37	34	<p><b>Placement of Turbine Operator of CPP at Kathara Area in E&amp;M cadre holding Diploma (3 years course) in Electrical or Mechanical Engineering</b></p> <p>1. Letter no. CIL/C-5B/JBCCI/Imp Vol II/99/867 dated 17th December 1999</p> <p>2. <b>I.I.No.32, Under NCWA-IV</b> Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.32/92/2952 dated 15<sup>th</sup> July 1992</p> <p>3. <b>I.I.No.30, Under NCWA-III</b> Ref. No. CIL/C-5B/JBCCI /I.I.No.30/84/684 dated 26<sup>th</sup> June 1984</p>	
38	35	<p><b>Recovery of Electrical Charges</b></p> <p>1. <b>Under NCWA-II</b> Extract from Circular No. 18 dated 1st November 1979</p> <p>2. <b>Fax Message no. CIL/C-5B/JBCCI/PLRS/2005-06/699-744 dated 23rd December 2006</b> Recovery of Electrical Charges</p>	
39	36	<p><b>Gratuity</b></p> <p>1. <b>I.I.No.6, Under NCWA-II</b> Ref. No. IR/94/IMP dated 27<sup>th</sup> August 1979</p>	
40	37	<p><b>Abolition of Contract Labour</b></p> <p>1. <b>I.I.No.35, Under NCWA-III</b> Ref. No. 35 dated 17<sup>th</sup> July 1984</p>	

41	38	<b>Additional Payment</b> 1. <b>I.I.No.12, Under NCWA-III</b> Ref. No. 12 dated 24 <sup>th</sup> January 1984	
42	39	<b>Payment of due leave wages at the time of superannuation / death</b> 1. <b>I.I.No.61, Under NCWA-III</b> Ref. No. 61 dated 8 <sup>th</sup> July 1986	

DRAFT

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA – 700 001

No.CIL/C-5B/JBCCI-IX/I.I.No.01/2012/428

Dated: 19 March, 2012

**NATIONAL COAL WAGE AGREEMENT –IX**  
**IMPLEMENTATION INSTRUCTION NO.01**

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 : Scope & Coverage, revised basic wages, Dearness Allowance etc. of Daily rated/Monthly rated workers under National Coal Wage Agreement- IX

The National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31<sup>st</sup> January, 2012 which has come into force w.e.f. 1<sup>st</sup> July, 2011 provides as under: - (Chapter-I & II)

**1.0 SCOPE AND COVERAGE (Chapter-I)**

- 1.1 The Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-IX (hereinafter shall be referred to as NCWA-IX) and will be effective from 1.7.2011 to 30.6.2016.
- 1.2 This Agreement shall cover all categories of employees in the Coal Industry who were covered under National Coal Wage Agreements – I to VIII and also employees of those establishments, which are functioning and may be functioning under the Coal Companies.
- 1.3 The scope of the agreement covers the wage structure including Dearness Allowance, fitment in the revised pay, fringe benefits, service conditions, welfare, social security/pension, safety & other matters as contained in the different chapters of this Agreement.
- 1.4 Other Issues which were not deliberated can be taken up in the Standardization Committee meeting including some of the above items. The committee will try to finalise it within 3 months.





## 2.0 COMPONENT OF WAGE (Chapter-II)

2.1 The wage of employees in Coal Mining Industry shall consist of :-

- (a) Basic Wage
- (b) Special Dearness Allowance (SDA) at the rate of 17.95% of attendance bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution of provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- (c) Variable Dearness Allowance (VDA) linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100 ) (hereinafter called Index Number) adjustable quarterly depending on variation in Consumer Price Index number above 4245.

### 2.2.0 Minimum wage

2.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by the Agreement shall be Rs.17565.93 per month or Rs.675.61 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 4245. This amount includes the minimum guaranteed benefit of Rs.3513.19 per month or Rs.135.12 per day.

2.2.2 The break up of the minimum wage of Rs.17565.93 per month or Rs.675.61 per day as on 1<sup>st</sup> July, 2011 linked to AICPI No.4245 will be as indicated below:

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	321.54	604.33	8360.00	15712.62
b.	Attendance Bonus @ 10% of basic wage	32.15	60.43	836.00	1571.26
c.	Special DA	5.77	10.85	150.06	282.05
d.	Variable DA	181.03	Nil	4706.68	Nil
<b>Total</b>		<b>540.49</b>		<b>14052.74</b>	
Minimum Guaranteed Benefit		135.12		3513.19	
<b>Total:</b>		<b>675.61</b>	<b>675.61</b>	<b>17565.93</b>	<b>17565.93</b>

The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 4245 as on 1.7.2011, as detailed under Clause 2.6.0.



### **2.3.0 Basic Wage Structure**

2.3.1 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under **Annexure-IIA**.

2.3.2 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in **Annexure-IIB**.

#### **2.3.3 Wages of Piece-Rated Workers**

The rates of basic wages of different group of Piece-rated workers together with the rates of fall back wages etc. are incorporated in **Chapter – III of NCWA-IX (I.I. No. 2 of NCWA-IX)**

### **2.4.0 Attendance Bonus**

2.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of Basic wage.

2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance (SDA) along with wages; the quarterly bonus shall not attract any other fringe benefits.

### **2.5.0 Special Dearness Allowance (SDA)**

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.15712.62 as computed would be Rs.282.05. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.



## **2.6.0 Variable Dearness Allowance (VDA)**

It is agreed to pay 100% DA Neutralization for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2011 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI 4245 (Base 1960 = 100) shall be "NIL" as on 1.7.2011. The VDA will be revised quarterly and paid on and from 1<sup>st</sup> March, 1<sup>st</sup> June, 1<sup>st</sup> September and 1<sup>st</sup> December of every year on the basis of average of AICPI Number for the quarter ending December (Oct-Dec), March (Jan-March), June (April-June) & September (July-Sept.) respectively.

## **2.7.0 Minimum Guaranteed Benefit (MGB)**

All employees covered by this agreement who were on the rolls of different units/establishments of Coal Companies as on 30<sup>th</sup> June, 2011 and continued to be on the rolls on 1.7.2011 will be given a minimum guaranteed benefit @ 25% of emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.06.2011.

## **2.8.0 Fixation of Time Rated & Monthly Rated employees.**

2.8.1 The existing total emoluments of an employee, as on 30.6.2011 comprising of Basic wage, VDA, Special DA, Attendance Bonus and MGB @ 25% of emoluments, will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus ( @ 10% of basic pay ) and Special DA ( @ 17.95% of Attendance Bonus ).

2.8.2 A few illustrations of fitment of employees on revision of pay are given in "Annexure – IIC".

## **2.9.0 Date of Annual Increments**

2.9.1 Applicable as per I.I.No.25 dated 01.12.2011 of NCWA-VIII (Clarification Order will be issued).

## **2.10.0 Rate of Increment**

Rate of increment shall be fixed @ 3% of basic wage of each category/grade on progressive basis.

## **2.11.0 Service Linked Promotion- Applicable as per I.I.No.24 dated 01.12.2011 of NCWA-VIII.**



### 3.0 Procedure to be followed for fixation of revised Basic Pay:-

For the fixation of revised Basic Pay of existing employees as on 1.7.2011 from NCWA-VIII to NCWA-IX, the details of each employee have to be tabulated in the format enclosed. The basic pay as on 1.7.2011 under NCWA-IX may be written in the proper column. For deriving new basic as on 1.7.2011, the revised basic shall be derived as per Clause No. 2.8.1 & 2.8.2.

The following may further be carefully noted.

- (a) The fixation in the revised Basic pay is with reference to the wages of each employee as on 30.06.2011 and not the wages of concerned employee as on 01.07.2011.
- (b) The fixation in respect of such employees who continued to be on the rolls of the company as on 01.07.2011.
- (c) The Revised Basic fixation statement will be prepared for each pay unit and will be attested after verification of the concerned Personnel Officer/Welfare Officer or In-charge of the pay unit and also certified by nominated Finance Officer/Area Accounts Officer. The statement in the format should be prepared in triplicate – one copy will be retained in the pay unit concerned, the second copy will be forwarded to the Area (Hqrs.) and the third copy will be sent to Personnel Deptt. of the Company(HQ) for safe custody & future reference. This format/statement will be filled up by pay unit/colliery, Grade-wise and category wise for ready reference and for checking by Internal Audit team of the Company as and when necessary.
- (d) A few illustrations of fixation of employees in the revised Basic Pay with Minimum Guaranteed Benefit are given in **Annexure-IIC**.
- (e) Fixation of pay of employees appointed on or after 01.07.2011.

The instruction contained in the preceding paragraph especially with regard to fixation does not apply to the employees appointed on or after 01.07.2011. They will be fixed at the appropriate Basic Pay in the concerned revised Basic Pay / Wage structure as per Annexure-IIA/IIB of the agreement.

- (f) For fixation in case of promotion on or after 1.7.2011, the provisions of I.I.No.26 dated 01.12.2011 of NCWA-VIII shall be applicable.



- 4.0 Further instructions regarding wage rates, work norms etc. for the piece-rated workers are being issued separately.
- 5.0 It is requested to initiate action for collecting information/data in respect of all employees in daily rated and monthly rated category/grade as per the Format-I and to fix the revised Basic Pay for different categories/grades of the employees at the earliest.

These orders will be effective from 1st July, 2011.

You are requested to take necessary action to implement the above decision.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution :-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. Chief General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.



**Annexure - II A**  
**(Vide Clause 2.3.1)**

**Revised Pay/Wage Structure (w.e.f. 1.7.2011)**

**Existing Pay**  
**(NCWA- VIII)**

**Revised pay in NCWA - IX**  
**w.e.f 1.7.2011**

**A. DAILY RATED WORKERS**

**Category**

I	Rs. 321.54	Rs. 604.33
II	Rs. 328.78	Rs. 617.94
III	Rs. 338.80	Rs. 636.77
IV	Rs. 345.67	Rs. 649.69
V	Rs. 360.03	Rs. 676.68
VI	Rs. 375.77	Rs. 706.26

**B. EXCAVATION**

Spl.	Rs. 442.99	Rs. 832.60
A	Rs. 421.51	Rs. 792.23
B	Rs. 397.06	Rs. 746.27
C	Rs. 380.20	Rs. 714.58
D	Rs. 366.93	Rs. 689.65
E	Rs. 342.99	Rs. 644.65

**C. MONTHLY RATED**

**Grade**

A1	Rs. 15199.08	Rs. 28566.68
A	Rs. 11784.52	Rs. 22149.01
B	Rs. 10935.02	Rs. 20552.37
C	Rs. 10127.70	Rs. 19035.02
D	Rs. 9367.07	Rs. 17605.41
E	Rs. 8979.97	Rs. 16877.86
F	Rs. 8880.56	Rs. 16691.02
G	Rs. 8757.06	Rs. 16458.90
H	Rs. 8571.79	Rs. 16110.68

**D. CLERICAL GRADE**

Spl.	Rs. 10935.02	Rs. 20552.37
I	Rs. 10127.70	Rs. 19035.02
II	Rs. 9367.07	Rs. 17605.41
III	Rs. 8979.97	Rs. 16877.86



**Annexure - II B**  
**(Vide Clause 2.3.2)**

## **Revised Pay for Assam (North East) Coalfields**

Existing Pay in NCWA - VIII w.e.f 1.7.2006		Revised Pay in NCWA - IX w.e.f 1.7.2011	
<b>A. DAILY RATED WORKERS</b>			
<b>Category</b>			
I	Rs. 369.77	Rs.	694.98
II	Rs. 378.11	Rs.	710.66
III	Rs. 389.62	Rs.	732.29
IV	Rs. 397.52	Rs.	747.14
V	Rs. 414.04	Rs.	778.19
VI	Rs. 432.13	Rs.	812.19
<b>B. EXCAVATION</b>			
Spl.	Rs. 509.44	Rs.	957.49
A	Rs. 484.74	Rs.	911.07
B	Rs. 456.62	Rs.	858.22
C	Rs. 437.22	Rs.	821.76
D	Rs. 421.96	Rs.	793.07
E	Rs. 394.43	Rs.	741.33
<b>C. MONTHLY RATED</b>			
<b>Grade</b>			
A1	Rs. 17477.96	Rs.	32849.83
A	Rs. 13552.80	Rs.	25472.49
B	Rs. 12576.78	Rs.	23638.06
C	Rs. 11647.46	Rs.	21891.41
D	Rs. 10773.86	Rs.	20249.47
E	Rs. 10328.02	Rs.	19411.52
F	Rs. 10213.55	Rs.	19196.37
G	Rs. 10071.97	Rs.	18930.27
H	Rs. 9859.60	Rs.	18531.12
<b>D. CLERICAL GRADE</b>			
Spl.	Rs. 12576.78-	Rs.	23638.06
I	Rs. 11647.46-	Rs.	21891.41
II	Rs. 10773.86-	Rs.	20249.47
III	Rs. 10328.02-	Rs.	19411.52



**Illustration of Fixation****Example - One**

NCWA -VIII (Rs.321.54) Daily	Cat - I	As on 30.06.2011	NCWA - IX (Rs.604.33)	Cat - I	As on 01.07.2011
Basic Wage		321.54	Basic Wage		604.33
Attance Bonus		32.15	Attance Bonus		60.43
Special D.A		5.77	Special D.A		10.85
Variable D.A		181.03	Variable D.A		
<b>TOTAL</b>		<b>540.49</b>	<b>TOTAL</b>		<b>675.61</b>
Fittment Benefit		135.12			
<b>TOTAL</b>		<b>675.61</b>			

**Example - Two**

NCWA -VIII Excavation Spl (Rs.442.99) Monthly	As on 30.06.2011	NCWA - IX Excavation Spl (Rs.832.60)	As on 01.07.2011
Basic Wage	442.99	Basic Wage	832.60
Attance Bonus	44.30	Attance Bonus	83.26
Special D.A	7.95	Special D.A	14.94
Variable D.A	249.40	Variable D.A	0
<b>TOTAL</b>	<b>744.64</b>	<b>TOTAL</b>	<b>930.80</b>
Fittment Benefit	186.16		
<b>TOTAL</b>	<b>930.80</b>		

**Example - Three**

NCWA -VIII T & S A1 (Rs.15199.08) Daily	As on 30.06.2011	NCWA - IX T & S A1 (Rs.28566.68)	As on 01.07.2011
Basic Wage	15199.08	Basic Wage	28566.68
Attance Bonus	1519.91	Attance Bonus	2856.67
Special D.A	272.82	Special D.A	512.77
Variable D.A	8557.08	Variable D.A	0
<b>TOTAL</b>	<b>25548.89</b>	<b>TOTAL</b>	<b>31936.12</b>
Fittment Benefit	6387.23		
<b>TOTAL</b>	<b>31936.12</b>		





Annexure- V D A  
(vide Clause 2.6.0)

PERIOD		AICPI INDEX (1960=100)	Rates of VDA (% of basic) (Base = 4245)
From	To		
01.07.2011	31.08.2011	4245	0.0
01.09.2011	30.11.2011	4276	0.7
01.12.2011	28.02.2012	4443	4.7
01.03.2012	31.05.2012	4520	6.5



**MASTER FORMAT- I****BASIC PAY FIXATION FROM NCWA-VIII TO NCWA-IX****CLASS: DAILY RATED / MONTHLY RATED / EXCAVATION****PAY UNIT: .....**

1.	NAME		
2.	DESIGNATION		
3.	IDENTIFY/PHOTO CARD NO.		
4.	CMPF/PF NO.		
5.	FORM "B" SL. NO.		
6.	DT. OF APPOINTMENT		
7.	DT. OF ENTRY IN PRESENT CAT/GR.		
8.	WHETHER EMPLOYED IN SUERFACE OR U/G		
9.	CATEGORY/GRADE/GROUP		
11.	PAY AS ON 30.6.2011 UNDER NCWA-VIII	BASIC	
		VDA	
		SDA	
		ATTENDANCE BONUS	
		TOTAL :	
		MGB (25% OF TOTAL EMOLUMENTS)	
		TOTAL:	
12.	PERSONAL PAY, IF ANY, AS ON 30.6.2011 UNDER NCWA-VIII		
13.	LAST DATE OF INCREMENT UNDER NCWA-VIII		
14.	REVISED BASIC PAY FIXED AS ON 1.7.2011 UNDER NCWA-IX	BASIC	
		VDA	NIL
		SDA	
		ATTENDANCE BONUS	
		TOTAL :	
15.	REVISED DATE OF NORMAL INCREMENT UNDER NCWA-IX		

Signature of the person  
preparing the statementSignature of Personnel  
Officer, Welfare Officer or  
Officer-in-charge.Signature of Finance/  
Accounts Officer.

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY**  
**COAL INDIA LIMITED**  
**10, NETAJI SUBHAS ROAD,**  
**KOLKATA – 700 001**

No.CIL/C-5B/JBCCI-VIII/I.I.No.01/2009//30

Dated: 31<sup>st</sup> March, 2009

**NATIONAL COAL WAGE AGREEMENT – VIII**

**IMPLEMENTATION INSTRUCTION NO.01**



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 : Scope, coverage, revised basic wages, Dearness allowance etc. of Daily rated/Monthly rated workers under National Coal Wage Agreement-VIII

1.0 The National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24<sup>th</sup> January, 2009 which has come into force w.e.f. 1<sup>st</sup> July,2006 provides as under :- (Chapter-I & II )

**2.0 SCOPE AND COVERAGE (Chapter-I)**

- 2.1 This Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-VIII and will be effective from 1.7.2006 to 30.06.2011 (Clause 1.1)
- 2.2 This Agreement shall cover all categories of employees in the Coal Industry who have been covered by National Coal Wage Agreement-I to VII and also employees of those establishments which are functioning and may be functioning under the Coal Companies (Clause 1.2)
- 2.3 The scope of agreement covers the wage structure including Dearness allowance, fixation in the revised pay, fringe benefits, service conditions, welfare, Social Security/Pension, Safety and other matters as contained in different Chapters of this Agreement.

### 3.0 COMPONENT OF WAGE (Chapter-II)

3.1 The wage of employees in Coal Mining Industry shall consist of:-

- a) Basic Wage
- b) Special Dearness Allowance (SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- c) Variable Dearness Allowance linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100) (here after called Index Number) adjustable quarterly depending on variation in consumer price index number above 2716.

### 3.2 MINIMUM WAGE (Clause 2.2.0)

3.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by this Agreement shall be Rs.9,346.06 per month or Rs.359.46 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 2716. This amount includes the minimum guaranteed benefit of Rs.1808.79 per month or Rs.69.57 per day inclusive of Interim Relief.

3.2.2 The break up of the minimum wage of Rs.9,346.06 per month or Rs.359.46 per day as on 1<sup>st</sup> July,2006 linked to AICPI No.2716 will be as indicated below :-

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	213.46	321.54	5550.00	8360.00
b.	Attendance Bonus @ 10% of basic wage	21.34	32.15	555.00	836.00
c.	Special DA	3.83	5.77	99.62	150.06
d.	Variable DA	51.23	Nil	1332.00	Nil
<b>Total</b>		<b>289.86</b>		<b>7536.62</b>	
Minimum Guaranteed Benefit inclusive of Interim Relief		69.57		1808.79	
<b>Total :</b>		<b>359.43</b>	<b>359.46</b>	<b>9345.41</b>	<b>9346.06*</b>

- Note:** 1. Conversion from monthly to daily rated rounded off to two decimal points.  
2. \*Refer Clause 3.7.0 of these instructions.

CPM



3.2.3 The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 2716 as detailed under Clause 2.6.0

**3.3.0 Basic Wage Structure (Clause 2.3.0)**

3.3.1 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under **Annexure-IIA**.

3.3.2 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in **Annexure-IIB**.

**3.3.3 Wages of Piece-Rated Workers:**

The rates of basic wages of different group of Piece-rated workers together with the rates of fall back wages etc., are incorporated in **Chapter-III**

**3.4.0 Attendance Bonus (Clause 2.4.0)**

3.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of Basic Wage.

3.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance (SDA) along with wages, the quarterly bonus shall not attract any other fringe benefits.

**3.5.0 Special Dearness Allowance.**

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.8360/- as computed would be Rs.150.06. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance. (Clause 2.5.0)



**3.6.0 Variable Dearness Allowance (VDA)(Clause 2.6.0)**

It is agreed to pay 100% DA Neutralization for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2006 is tabulated under Annexure-VDA. The Variable Dearness Allowance at AICPI 2716 (Base 1960 = 100) shall be 'NIL' as on 1.7.2006. The VDA will be revised quarterly and paid on and from 1<sup>st</sup> March, 1<sup>st</sup> June, 1<sup>st</sup> September and 1<sup>st</sup> December of every year on the basis of average of AICPI Number for the quarter ending December (Oct.-Dec.), March(Jan-March), June(April-June) & September(July-Sept.) respectively.

**3.7.0 Minimum Guaranteed Benefit.(Clause 2.7.0)**

All employees covered by the agreement who were on the rolls of different units/establishments of Coal Companies as on 30<sup>th</sup> June, 2006 and continued to be on the rolls on 1.7.2006 will be given a minimum guaranteed benefit @ 24% of emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.6.2006. Interim Relief being paid shall be adjusted.

**3.8.0 Fixation of Time Rated & Monthly Rated employees.(Clause 2.8.0)**

3.8.1 The existing total emoluments of an employee, as on 30.6.2006 comprising of Basic wage, VDA, Special DA., Attendance Bonus and MGB @ 24% of emoluments, will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus ( @ 10% of basic pay ) and Special DA ( @ 17.95% of Attendance Bonus ).

3.8.2 A few illustrations of fixation of employees in the revised scale of pay are given in "Annexure-IIIC".


**3.9.0 Date of Annual Increments. (Clause 2.9.0)**

3.9.1 The anniversary date of increment of employees in the revised grade will remain the same as has been agreed to under NCWA-II, III, IV, V, VI & VII viz. 1<sup>st</sup> of March and 1<sup>st</sup> of September each year.

3.9.2 The employees who have joined Coal Companies on or after 1.7.2006 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.

3.9.3 The amount already drawn in the existing scales under NCWA-VII including interim relief/increment etc. drawn from 1<sup>st</sup> July, 2006 would be adjusted from the amount that have become due in terms of the revised wages.

Am



**3.10.0 Rate of increment**

Rate of increment shall be fixed @ 3% of basic wage of each category/grade on progressive basis.

**3.11.0 Upgradation of Daily Rated and Monthly Rated Employees who have remained in the same Category/Grade for more than 7/8 years.**

3.11.1 Daily rated and Monthly rated employees who have remained in the same category/grade for a period of 7/8 years (Underground/Surface workers respectively) would be upgraded in the next higher category/grade. Such upgradation will be undertaken once in a year on 1<sup>st</sup> January and so on. Monthly rated employees in T&S Gr.A-1 and Daily Rated employees in Excavation Special Category who have stagnated for more than 7/8 years will be admitted one incremental amount in lieu of up-gradation.

NOTE: Since there is no scale of pay and its stages, the stage benefit of higher scale will be "Zero" in case of upgradation. However, this issue will be reviewed by a sub-committee constituted under clause No.13.5.1 of NCWA-VIII.

**4.0 Procedure to be followed for fixation of revised Basic Pay :-**

For the fixation of revised Basic Pay of existing employees as on 1.7.2006 from NCWA-VII to NCWA-VIII the details of each employee have to be tabulated in the format enclosed. The basic pay as on 1.7.2006 under NCWA-VIII may be written in the proper column. For deriving new basic as on 1.7.2006, the revised basic chart is enclosed. The following may further be carefully noted.

- (a) The fixation in the revised Basic pay is with reference to the wages of each employee as on 30.06.2006 and not the wages of concerned employee as on 01.07.2006.
- (b) The fixation in respect of such employees who continued to be on the rolls of the company as on 01.07.2006.
- (c) The above Revised Basic fixation statement will be prepared for each pay unit and will be attested after verification of the concerned Personnel Officer/Welfare Officer or In-charge of the pay unit and also certified by nominated Finance Officer/Area Accounts Officer. The statement in the format should be prepared in triplicate – one copy will be retained in the pay unit concerned, the second copy will be forwarded to the Area(Hqrs.) and the third copy will be sent to Personnel Deptt. of the Company(HQ) for safe custody & future reference. This format/statement will be filled by pay unit/colliery, Grade-wise and category wise for ready reference and for checking by internal audit team of the Company as and when necessary.
- (d) A few illustrations of fixation of employees in the revised Basic Pay with Minimum Guaranteed Benefit are given in **Annexure-IIIC**.




- (e) Fixation of pay of employees appointed on or after 01.07.2006. The instruction contained in the preceeding paragraph specially with regard to fixation does not apply to the employees appointed on or after 01.07.2006. They will be fixed at the appropriate Basic Pay in the concerned revised Basic Pay / Wage structure as per Annexure-IIA/IIB of the agreement.
- (f) While fixation will be done after 1.7.2006, the stage benefit will be 'Zero' in case of upgradation.
- (g) For fixation in case of promotion on or after 1.7.2006, 3% of existing basic shall be allowed as promotional benefit. If the basic so arrived at is less than the initial basic of promoted category, then the fixation shall be at initial basic of promoted category. However, this issue will be reviewed by a sub-committee constituted under clause No.13.5.1 of NCWA-VIII.

5.0 Further instructions regarding wage rates, work norms etc. for the piece-rated workers are being issued separately.

6.0 It is requested to initiate action for collecting information/data in respect of all employees in daily rated and monthly rated category/grade as per the Format-I and to fix the revised Basic Pay for different categories/grades of the employees at the earliest.

These orders will be effective from 1st July, 2006.

You are requested to take necessary action to implement the above decision.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata
19. Sr. PO(AW)/FM(Estt./Bill), CIL, Kolkata.



**Annexure - II A**  
**(Vide Clause 2.3.1)**

**Revised Pay/Wage Structure (w.e.f. 1.7.2006)**

**Existing NCWA - VII**

**Pay Scales**

**Revised pay in NCWA - VIII**

**w.e.f 1.7.2006**

**A. DAILY RATED WORKERS**

**Category**

I	Rs. 213.46-	5.34-	309.58	Rs.	321.54
II	Rs. 218.28-	5.46-	316.56	Rs.	328.78
III	Rs. 224.94-	5.62-	326.10	Rs.	338.80
IV	Rs. 229.50-	5.74-	332.82	Rs.	345.67
V	Rs. 239.03-	5.98-	346.67	Rs.	360.03
VI	Rs. 249.48-	7.48-	384.12	Rs.	375.77

**B. EXCAVATION**

Spl.	Rs. 294.11-	8.82-	452.87	Rs.	442.99
B	Rs. 263.62-	7.91-	406.00	Rs.	397.06
C	Rs. 252.42-	7.57-	388.68	Rs.	380.20
D	Rs. 243.61-	6.09-	353.23	Rs.	366.93
E	Rs. 227.72-	5.69-	330.14	Rs.	342.99

**C. MONTHLY RATED**

**Grade**

A1	Rs. 10091-	303-	13727	Rs.	15199.08
A	Rs. 7824-	235-	12054	Rs.	11784.52
B	Rs. 7260-	218-	11184	Rs.	10935.02
C	Rs. 6724-	202-	10360	Rs.	10127.70
D	Rs. 6219-	155-	9009	Rs.	9367.07
E	Rs. 5962-	149-	8644	Rs.	8979.97
F	Rs. 5896-	147-	8542	Rs.	8880.56
G	Rs. 5814-	145-	8424	Rs.	8757.06
H	Rs. 5691-	142-	8247	Rs.	8571.79

**D. CLERICAL GRADE**

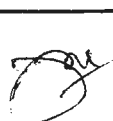

Spl.	Rs. 7260-	218-	11184-	Rs.	10935.02
I	Rs. 6724-	202-	10360-	Rs.	10127.70
II	Rs. 6219-	155-	9009-	Rs.	9367.07
III	Rs. 5962-	149-	8644	Rs.	8979.97

**Annexure - II B**  
**(Vide Clause**  
**2.3.2)**

## **Revised Pay for Assam (North East)** **Coalfields**

<b>Existing NCWA - VII</b>				<b>Revised pay in NCWA - VIII</b>
<b>Pay Scales</b>				<b>w.e.f 1.7.2006</b>
<b>A. DAILY RATED WORKERS</b>				
<b>Category</b>				
I	Rs. 245.48-	6.14-	356.00	Rs. 369.77
II	Rs. 251.03-	6.28-	364.07	Rs. 378.11
III	Rs. 258.68-	6.47-	375.14	Rs. 389.62
IV	Rs. 263.92-	6.60-	382.72	Rs. 397.52
V	Rs. 274.89-	6.87-	398.55	Rs. 414.04
VI	Rs. 286.90-	8.61-	441.88	Rs. 432.13
<b>B. EXCAVATION</b>				
Spl.	Rs. 338.23-	10.15-	520.93	Rs. 509.44
A	Rs. 321.83-	9.65-	495.53	Rs. 484.74
B	Rs. 303.16-	9.09-	466.78	Rs. 456.62
C	Rs. 290.28-	8.71-	447.06	Rs. 437.22
D	Rs. 280.15-	7.00-	406.15	Rs. 421.96
E	Rs. 261.87-	6.55-	379.77	Rs. 394.43
<b>C. MONTHLY RATED</b>				
<b>Grade</b>				
A1	Rs. 11604-	348-	15780	Rs. 17477.96
A	Rs. 8998-	270-	13858	Rs. 13552.80
B	Rs. 8350-	251-	12868	Rs. 12576.78
C	Rs. 7733-	232-	11909	Rs. 11647.46
D	Rs. 7153-	179-	10375	Rs. 10773.86
E	Rs. 6857-	171-	9935	Rs. 10328.02
F	Rs. 6781-	170-	9841	Rs. 10213.55
G	Rs. 6687-	167-	9693	Rs. 10071.97
H	Rs. 6546-	164-	9498	Rs. 9859.60
<b>D. CLERICAL GRADE</b>				
Spl.	Rs. 8350-	251-	12868	Rs. 12576.78
I	Rs. 7733-	232-	11909	Rs. 11647.46
II	Rs. 7153-	179-	10375	Rs. 10773.86
III	Rs. 6857-	171-	9935	Rs. 10328.02

## Illustration of Fixation

## Example - One

NCWA -VII (Rs.213.46 - 5.34 -309.58) Daily	Cat - I	As on 30.06.2006	NCWA - VIII (Rs.321.54)	Cat - I	As on 01.07.2006
Basic Wage		213.46	Basic Wage		321.54
Attance Bonus		21.34	Attance Bonus		32.15
Special D.A		3.83	Special D.A		5.77
Variable D.A		51.23	Variable D.A		
<b>TOTAL</b>		<b>289.86</b>	<b>TOTAL</b>		<b>359.46</b>
Fittment Benefit including I.R		69.57			
<b>TOTAL</b>		<b>359.43</b>			

## Example - Two

NCWA -VII Excavation Spl (Rs.294.11 -8.82 -452.84) Monthly	As on 30.06.2006	NCWA - VIII Excavation Spl (Rs.442.99)	As on 01.07.2006
Basic Wage	294.11	Basic Wage	442.99
Attance Bonus	29.41	Attance Bonus	44.30
Special D.A	5.28	Special D.A	7.95
Variable D.A	70.59	Variable D.A	0
<b>TOTAL</b>	<b>399.39</b>	<b>TOTAL</b>	<b>495.24</b>
Fittment Benefit including I.R	95.85		
<b>TOTAL</b>	<b>495.24</b>		

## Example - Three

NCWA -VII T & S A1 (Rs.10091 - 303 -13727) Daily	As on 30.06.2006	NCWA - VIII T & S A1 (Rs.15199.08)	As on 01.07.2006
Basic Wage	10091.00	Basic Wage	15199.08
Attance Bonus	1009.10	Attance Bonus	1519.91
Special D.A	181.13	Special D.A	272.82
Variable D.A	2421.84	Variable D.A	0
<b>TOTAL</b>	<b>13703.07</b>	<b>TOTAL</b>	<b>16991.81</b>
Fittment Benefit including I.R	3288.74		
<b>TOTAL</b>	<b>16991.81</b>		




Annexure- V D A  
(vide Clause 2.6.0)

PERIOD		AICPI INDEX (1960=100)	Rates of VDA (% of basic) (Base = 2716)
From	To		
01.07.2006	31.08.2006	2716	0.0
01.09.2006	30.11.2006	2769	1.9
01.12.2006	28.12.2006	2838	4.5
01.03.2007	31.05.2007	2899	6.7
01.06.2007	31.08.2007	2907	7.0
01.09.2007	30.11.2007	2944	8.4
01.12.2007	29.02.2008	3028	11.5
01.03.2008	31.05.2008	3058	12.6
01.06.2008	31.08.2008	3089	13.7
01.09.2008	30.11.2008	3172	16.8
01.12.2008	28.02.2009	3302	21.6
01.03.2009	31.05.2009	3370	24.1



**MASTER FORMAT-I****BASIC PAY FIXATION FROM NCWA-VII TO NCWA-VIII****CLASS : DAILY RATED / MONTHLY RATED / EXCAVATION****PAY UNIT : .....**

1.	NAME		
2.	DESIGNATION		
3.	IDENTIFY/PHOTO CARD NO.		
4.	CMPF/PF NO.		
5.	FORM "B" SL. NO.		
6.	DT. OF APPOINTMENT		
7.	DT. OF ENTRY IN PRESENT CAT/GR.		
8.	WHETHER EMPLOYED IN SUERFACE OR U/G		
9.	CATEGORY/GRADE/GROUP		
10.	SCALE OF PAY UNDER NCWA-VII AS ON 30.6.2006		
11.	PAY AS ON 30.6.2006 UNDER NCWA-VII	BASIC	
		VDA	
		SDA	
		ATTENDANCE BONUS	
		TOTAL :	
		MGB (24% OF TOTAL EMOLUMENTS)	
		TOTAL:	
12.	PERSONAL PAY, IF ANY, AS ON 30.6.2006 UNDER NCWA-VII		
13.	LAST DATE OF INCREMENT UNDER NCWA-VII		
14.	REVISED BASIC PAY FIXED ON 1.7.2006 UNDER NCWA-VIII	BASIC	
		VDA	NIL
		SDA	
		ATTENDANCE BONUS	
		TOTAL :	
15.	REVISED DATE OF NORMAL INCREMENT UNDER NCWA-VIII		

Signature of the person  
preparing the statementSignature of Personnel  
Officer, Welfare Officer or  
Officer-in-charge.Signature of Finance/  
Accounts Officer.


NEC

## REVISED BASIC CHART

Grade	NCWA - VII							NCWA - VIII				
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.6546 - 164 - 9498											
Revised Basic Wage	Rs.9859.60											
H	6546.00	1571.04	117.50	654.60	8889.14	2133.39	11022.53	9859.60	176.97	985.96	11022.53	
	6710.00	1610.40	120.44	671.00	9111.84	2186.84	11298.68	10106.60	181.42	1010.66	11298.68	
	6874.00	1649.76	123.39	687.40	9334.55	2240.29	11574.84	10353.63	185.85	1035.36	11574.84	
	7038.00	1689.12	126.33	703.80	9557.25	2293.74	11850.99	10600.65	190.28	1060.06	11850.99	
	7202.00	1728.48	129.28	720.20	9779.96	2347.19	12127.15	10847.66	194.72	1084.77	12127.15	
	7366.00	1767.84	132.22	736.60	10002.66	2400.64	12403.30	11094.68	199.15	1109.47	12403.30	
	7530.00	1807.20	135.16	753.00	10225.36	2454.09	12679.45	11341.70	203.58	1134.17	12679.45	
	7694.00	1846.56	138.11	769.40	10448.07	2507.54	12955.61	11588.72	208.02	1158.87	12955.61	
	7858.00	1885.92	141.05	785.80	10670.77	2560.99	13231.76	11835.73	212.46	1183.57	13231.76	
	8022.00	1925.28	143.99	802.20	10893.47	2614.43	13507.90	12082.74	216.89	1208.27	13507.90	
	8186.00	1964.64	146.94	818.60	11116.18	2667.88	13784.06	12329.77	221.31	1232.98	13784.06	
	8350.00	2004.00	149.88	835.00	11338.88	2721.33	14060.21	12576.78	225.75	1257.68	14060.21	
	8514.00	2043.36	152.83	851.40	11561.59	2774.78	14336.37	12823.80	230.19	1282.38	14336.37	
	8678.00	2082.72	155.77	867.80	11784.29	2828.23	14612.52	13070.82	234.62	1307.08	14612.52	
	8842.00	2122.08	158.71	884.20	12006.99	2881.68	14888.67	13317.83	239.06	1331.78	14888.67	
	9006.00	2161.44	161.66	900.60	12229.70	2935.13	15164.83	13564.85	243.49	1356.49	15164.83	
	9170.00	2200.80	164.60	917.00	12452.40	2988.58	15440.98	13811.87	247.92	1381.19	15440.98	
	9334.00	2240.16	167.55	933.40	12675.11	3042.03	15717.14	14058.89	252.36	1405.89	15717.14	
	9498.00	2279.52	170.49	949.80	12897.81	3095.47	15993.28	14305.90	256.79	1430.59	15993.28	

NEC

## REVISED BASIC CHART

		NCWA - VII						NCWA - VIII					
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bonrs	Total	
Existing Scale		Rs.6781 - 170 - 9841											
Revised Basic Wage		Rs.10213.55											
F	6781.00	1627.44	121.72	678.10	9208.26	2209.98	11418.24	10213.55		183.33	1021.36	11418.24	
	6951.00	1668.24	124.77	695.10	9439.11	2265.39	11704.50	10469.61		187.93	1046.96	11704.50	
	7121.00	1709.04	127.82	712.10	9669.96	2320.79	11990.75	10725.66		192.52	1072.57	11990.75	
	7291.00	1749.84	130.87	729.10	9900.81	2376.20	12277.01	10981.72		197.12	1098.17	12277.01	
	7461.00	1790.64	133.92	746.10	10131.66	2431.60	12563.26	11237.77		201.71	1123.78	12563.26	
	7631.00	1831.44	136.98	763.10	10362.52	2487.00	12849.52	11493.82		206.32	1149.38	12849.52	
	7801.00	1872.24	140.03	780.10	10593.37	2542.41	13135.78	11749.88		210.91	1174.99	13135.78	
	7971.00	1913.04	143.08	797.10	10824.22	2597.81	13422.03	12005.93		215.51	1200.59	13422.03	
	8141.00	1953.84	146.13	814.10	11055.07	2653.22	13708.29	12261.99		220.10	1226.20	13708.29	
	8311.00	1994.64	149.18	831.10	11285.92	2708.62	13994.54	12518.04		224.70	1251.80	13994.54	
	8481.00	2035.44	152.23	848.10	11516.77	2764.03	14280.80	12774.10		229.29	1277.41	14280.80	
	8651.00	2076.24	155.29	865.10	11747.63	2819.43	14567.06	13030.15		233.90	1303.01	14567.06	
	8821.00	2117.04	158.34	882.10	11978.48	2874.83	14853.31	13286.20		238.49	1328.62	14853.31	
	8991.00	2157.84	161.39	899.10	12209.33	2930.24	15139.57	13542.26		243.08	1354.23	15139.57	
	9161.00	2198.64	164.44	916.10	12440.18	2985.64	15425.82	13798.31		247.68	1379.83	15425.82	
	9331.00	2239.44	167.49	933.10	12671.03	3041.05	15712.08	14054.37		252.27	1405.44	15712.08	
	9501.00	2280.24	170.54	950.10	12901.88	3096.45	15998.33	14310.42		256.87	1431.04	15998.33	
	9671.00	2321.04	173.59	967.10	13132.73	3151.86	16284.59	14566.47		261.47	1456.65	16284.59	
	9841.00	2361.84	176.65	984.10	13363.59	3207.26	16570.85	14822.53		266.07	1482.25	16570.85	
Existing Scale		Rs.6687 - 167 - 9693											
Revised Basic Wage		Rs.10071.97											
G	6687.00	1604.88	120.03	668.70	9080.61	2179.35	11259.96	10071.97		180.79	1007.20	11259.96	
	6854.00	1644.96	123.03	685.40	9307.39	2233.77	11541.16	10323.51		185.30	1032.35	11541.16	
	7021.00	1685.04	126.03	702.10	9534.17	2288.20	11822.37	10575.04		189.83	1057.50	11822.37	
	7188.00	1725.12	129.02	718.80	9760.94	2342.63	12103.57	10826.58		194.33	1082.66	12103.57	
	7355.00	1765.20	132.02	735.50	9987.72	2397.05	12384.77	11078.10		198.86	1107.81	12384.77	
	7522.00	1805.28	135.02	752.20	10214.50	2451.48	12665.98	11329.65		203.37	1132.96	12665.98	
	7689.00	1845.36	138.02	768.90	10441.28	2505.91	12947.19	11581.19		207.88	1158.12	12947.19	
	7856.00	1885.44	141.02	785.60	10668.06	2560.33	13228.39	11832.72		212.40	1183.27	13228.39	
	8023.00	1925.52	144.01	802.30	10894.83	2614.76	13509.59	12084.25		216.91	1208.43	13509.59	
	8190.00	1965.60	147.01	819.00	11121.61	2669.19	13790.80	12335.79		221.43	1233.58	13790.80	
	8357.00	2005.68	150.01	835.70	11348.39	2723.61	14072.00	12587.33		225.94	1258.73	14072.00	
	8524.00	2045.76	153.01	852.40	11575.17	2778.04	14353.21	12838.86		230.46	1283.89	14353.21	
	8691.00	2085.84	156.00	869.10	11801.94	2832.47	14634.41	13090.40		234.97	1309.04	14634.41	
	8858.00	2125.92	159.00	885.80	12028.72	2886.89	14915.61	13341.93		239.49	1334.19	14915.61	
	9025.00	2166.00	162.00	902.50	12255.50	2941.32	15196.82	13593.47		244.00	1359.35	15196.82	
	9192.00	2206.08	165.00	919.20	12482.28	2995.75	15478.03	13845.01		248.52	1384.50	15478.03	
	9359.00	2246.16	167.99	935.90	12709.05	3050.17	15759.22	14096.53		253.04	1409.65	15759.22	
	9526.00	2286.24	170.99	952.60	12935.83	3104.60	16040.43	14348.08		257.54	1434.81	16040.43	
	9693.00	2326.32	173.99	969.30	13162.61	3159.03	16321.64	14599.61		262.07	1459.96	16321.64	

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## REVISED BASIC CHART

NCWA - VII								NCWA - VIII				
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bonus	Total
Existing Scale		Rs.7153 - 179 - 10375										
Revised Basic Wage		Rs.10773.86										
D/Clerical	7153.00	1716.72	128.40	715.30	9713.42	2331.22	12044.64	10773.86		193.39	1077.39	12044.64
II	7332.00	1759.68	131.61	733.20	9956.49	2389.56	12346.05	11043.47		198.23	1104.35	12346.05
	7511.00	1802.64	134.82	751.10	10199.56	2447.89	12647.45	11313.07		203.07	1131.31	12647.45
	7690.00	1845.60	138.04	769.00	10442.64	2506.23	12948.87	11582.69		207.91	1158.27	12948.87
	7869.00	1888.56	141.25	786.90	10685.71	2564.57	13250.28	11852.30		212.75	1185.23	13250.28
	8048.00	1931.52	144.46	804.80	10928.78	2622.91	13551.69	12121.91		217.59	1212.19	13551.69
	8227.00	1974.48	147.67	822.70	11171.85	2681.25	13853.10	12391.52		222.43	1239.15	13853.10
	8406.00	2017.44	150.89	840.60	11414.93	2739.58	14154.51	12661.13		227.27	1266.11	14154.51
	8585.00	2060.40	154.10	858.50	11658.00	2797.92	14455.92	12930.74		232.11	1293.07	14455.92
	8764.00	2103.36	157.31	876.40	11901.07	2856.26	14757.33	13200.35		236.94	1320.04	14757.33
	8943.00	2146.32	160.53	894.30	12144.15	2914.60	15058.75	13469.97		241.78	1347.00	15058.75
	9122.00	2189.28	163.74	912.20	12387.22	2972.93	15360.15	13739.57		246.62	1373.96	15360.15
	9301.00	2232.24	166.95	930.10	12630.29	3031.27	15661.56	14009.18		251.46	1400.92	15661.56
	9480.00	2275.20	170.17	948.00	12873.37	3089.61	15962.98	14278.80		256.30	1427.88	15962.98
	9659.00	2318.16	173.38	965.90	13116.44	3147.95	16264.39	14548.41		261.14	1454.84	16264.39
	9838.00	2361.12	176.59	983.80	13359.51	3206.28	16565.79	14818.00		265.99	1481.80	16565.79
	10017.00	2404.08	179.81	1001.70	13602.59	3264.62	16867.21	15087.62		270.83	1508.76	16867.21
	10196.00	2447.04	183.02	1019.60	13845.66	3322.96	17168.62	15357.23		275.67	1535.72	17168.62
	10375.00	2490.00	186.23	1037.50	14088.73	3381.30	17470.03	15626.84		280.51	1562.68	17470.03
Existing Scale		Rs.6857 - 171 - 9935										
Revised Basic Wage		Rs.10328.02										
E/Clerical	6857.00	1645.68	123.08	685.70	9311.46	2234.75	11546.21	10328.02		185.39	1032.80	11546.21
III	7028.00	1686.72	126.15	702.80	9543.67	2290.48	11834.15	10585.58		190.01	1058.56	11834.15
	7199.00	1727.76	129.22	719.90	9775.88	2346.21	12122.09	10843.14		194.64	1084.31	12122.09
	7370.00	1768.80	132.29	737.00	10008.09	2401.94	12410.03	11100.71		199.25	1110.07	12410.03
	7541.00	1809.84	135.36	754.10	10240.30	2457.67	12697.97	11358.27		203.87	1135.83	12697.97
	7712.00	1850.88	138.43	771.20	10472.51	2513.40	12985.91	11615.83		208.50	1161.58	12985.91
	7883.00	1891.92	141.50	788.30	10704.72	2569.13	13273.85	11873.39		213.12	1187.34	13273.85
	8054.00	1932.96	144.57	805.40	10936.93	2624.86	13561.79	12130.95		217.75	1213.09	13561.79
	8225.00	1974.00	147.64	822.50	11169.14	2680.59	13849.73	12388.51		222.37	1238.85	13849.73
	8396.00	2015.04	150.71	839.60	11401.35	2736.32	14137.67	12646.07		226.99	1264.61	14137.67
	8567.00	2056.08	153.78	856.70	11633.56	2792.05	14425.61	12903.63		231.62	1290.36	14425.61
	8738.00	2097.12	156.85	873.80	11865.77	2847.78	14713.55	13161.19		236.24	1316.12	14713.55
	8909.00	2138.16	159.92	890.90	12097.98	2903.51	15001.49	13418.75		240.87	1341.87	15001.49
	9080.00	2179.20	162.99	908.00	12330.19	2959.24	15289.43	13676.31		245.49	1367.63	15289.43
	9251.00	2220.24	166.06	925.10	12562.40	3014.97	15577.37	13933.87		250.11	1393.39	15577.37
	9422.00	2261.28	169.12	942.20	12794.60	3070.71	15865.31	14191.43		254.74	1419.14	15865.31
	9593.00	2302.32	172.19	959.30	13026.81	3126.44	16153.25	14448.99		259.36	1444.90	16153.25
	9764.00	2343.36	175.26	976.40	13259.02	3182.17	16441.19	14706.55		263.98	1470.66	16441.19
	9935.00	2384.40	178.33	993.50	13491.23	3237.90	16729.13	14964.11		268.61	1496.41	16729.13



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## REVISED BASIC CHART

Grade	Pre Revised Basic as on 30.06.06	NCWA - VII					Total	M.G.Benft	Total	Revised Basic as on 1.07.06	NCWA - VIII			
		D.A	Spl.DA	Attn.Bonus	Total	D.A					Spl.DA	Attn.Bons	Total	
Existing Scale		Rs.8350 - 251 - 12868												
Revised Basic Wage		Rs.12576.78												
B/Clerical	8350.00	2004.00	149.88	835.00	11338.88	2721.33	14060.21		12576.78		225.75	1257.68	14060.21	
Spl	8601.00	2064.24	154.39	860.10	11679.73	2803.13	14482.86		12954.84		232.54	1295.48	14482.86	
	8852.00	2124.48	158.89	885.20	12020.57	2884.94	14905.51		13332.90		239.32	1333.29	14905.51	
	9103.00	2184.72	163.40	910.30	12361.42	2966.74	15328.16		13710.95		246.11	1371.10	15328.16	
	9354.00	2244.96	167.90	935.40	12702.26	3048.54	15750.80		14089.00		252.90	1408.90	15750.80	
	9605.00	2305.20	172.41	960.50	13043.11	3130.35	16173.46		14467.07		259.68	1446.71	16173.46	
	9856.00	2365.44	176.92	985.60	13383.96	3212.15	16596.11		14845.13		266.47	1484.51	16596.11	
	10107.00	2425.68	181.42	1010.70	13724.80	3293.95	17018.75		15223.18		273.27	1522.32	17018.75	
	10358.00	2485.92	185.93	1035.80	14065.65	3375.76	17441.41		15601.24		280.05	1560.12	17441.41	
	10609.00	2546.16	190.43	1060.90	14406.49	3457.56	17864.05		15979.29		286.83	1597.93	17864.05	
	10860.00	2606.40	194.94	1086.00	14747.34	3539.36	18286.70		16357.35		293.62	1635.73	18286.70	
	11111.00	2666.64	199.44	1111.10	15088.18	3621.16	18709.34		16735.40		300.40	1673.54	18709.34	
	11362.00	2726.88	203.95	1136.20	15429.03	3702.97	19132.00		17113.47		307.18	1711.35	19132.00	
	11613.00	2787.12	208.45	1161.30	15769.87	3784.77	19554.64		17491.52		313.97	1749.15	19554.64	
	11864.00	2847.36	212.96	1186.40	16110.72	3866.57	19977.29		17869.57		320.76	1786.96	19977.29	
	12115.00	2907.60	217.46	1211.50	16451.56	3948.38	20399.94		18247.63		327.55	1824.76	20399.94	
12366.00	2967.84	221.97	1236.60	16792.41	4030.18	20822.59		18625.69		334.33	1862.57	20822.59		
12617.00	3028.08	226.48	1261.70	17133.26	4111.98	21245.24		19003.74		341.13	1900.37	21245.24		
12868.00	3088.32	230.98	1286.80	17474.10	4193.78	21667.88		19381.80		347.90	1938.18	21667.88		
Existing Scale		Rs.7733 - 232 - 11909												
Revised Basic Wage		Rs.11647.46												
C/Clerical	7733.00	1855.92	138.81	773.30	10501.03	2520.25	13021.28		11647.46		209.07	1164.75	13021.28	
I	7965.00	1911.60	142.97	796.50	10816.07	2595.86	13411.93		11996.90		215.34	1199.69	13411.93	
	8197.00	1967.28	147.14	819.70	11131.12	2671.47	13802.59		12346.34		221.62	1234.63	13802.59	
	8429.00	2022.96	151.30	842.90	11446.16	2747.08	14193.24		12695.77		227.89	1269.58	14193.24	
	8661.00	2078.64	155.46	866.10	11761.20	2822.69	14583.89		13045.21		234.16	1304.52	14583.89	
	8893.00	2134.32	159.63	889.30	12076.25	2898.30	14974.55		13394.65		240.43	1339.47	14974.55	
	9125.00	2190.00	163.79	912.50	12391.29	2973.91	15365.20		13744.09		246.70	1374.41	15365.20	
	9357.00	2245.68	167.96	935.70	12706.34	3049.52	15755.86		14093.53		252.98	1409.35	15755.86	
	9589.00	2301.36	172.12	958.90	13021.38	3125.13	16146.51		14442.97		259.24	1444.30	16146.51	
	9821.00	2357.04	176.29	982.10	13336.43	3200.74	16537.17		14792.41		265.52	1479.24	16537.17	
	10053.00	2412.72	180.45	1005.30	13651.47	3276.35	16927.82		15141.84		271.80	1514.18	16927.82	
	10285.00	2468.40	184.62	1028.50	13966.52	3351.96	17318.48		15491.28		278.07	1549.13	17318.48	
	10517.00	2524.08	188.78	1051.70	14281.56	3427.57	17709.13		15840.72		284.34	1584.07	17709.13	
	10749.00	2579.76	192.94	1074.90	14596.60	3503.19	18099.79		16190.16		290.61	1619.02	18099.79	
	10981.00	2635.44	197.11	1098.10	14911.65	3578.80	18490.45		16539.61		296.88	1653.96	18490.45	
	11213.00	2691.12	201.27	1121.30	15226.69	3654.41	18881.10		16889.04		303.16	1688.90	18881.10	
11445.00	2746.80	205.44	1144.50	15541.74	3730.02	19271.76		17238.49		309.42	1723.85	19271.76		
11677.00	2802.48	209.60	1167.70	15856.78	3805.63	19662.41		17587.92		315.70	1758.79	19662.41		
11909.00	2858.16	213.77	1190.90	16171.83	3881.24	20053.07		17937.36		321.97	1793.74	20053.07		

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# REVISED BASIC CHART

NCWA - VII								NCWA - VIII				
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale		Rs.11604 - 348 - 15780										
Revised Basic Wage		Rs.17477.96										
A1	11604.00	2784.96	208.29	1160.40	15757.65	3781.84	19539.49	17477.96		313.73	1747.80	19539.49
	11952.00	2868.48	214.54	1195.20	16230.22	3895.25	20125.47	18002.12		323.14	1800.21	20125.47
	12300.00	2952.00	220.79	1230.00	16702.79	4008.67	20711.46	18526.29		332.54	1852.63	20711.46
	12648.00	3035.52	227.03	1264.80	17175.35	4122.08	21297.43	19050.43		341.96	1905.04	21297.43
	12996.00	3119.04	233.28	1299.60	17647.92	4235.50	21883.42	19574.60		351.36	1957.46	21883.42
	13344.00	3202.56	239.52	1334.40	18120.48	4348.92	22469.40	20098.75		360.77	2009.88	22469.40
	13692.00	3286.08	245.77	1369.20	18593.05	4462.33	23055.38	20622.91		370.18	2062.29	23055.38
	14040.00	3369.60	252.02	1404.00	19065.62	4575.75	23641.37	21147.07		379.59	2114.71	23641.37
	14388.00	3453.12	258.26	1438.80	19538.18	4689.16	24227.34	21671.22		389.00	2167.12	24227.34
	14736.00	3536.64	264.51	1473.60	20010.75	4802.58	24813.33	22195.39		398.40	2219.54	24813.33
	15084.00	3620.16	270.76	1508.40	20483.32	4916.00	25399.32	22719.55		407.81	2271.96	25399.32
	15432.00	3703.68	277.00	1543.20	20955.88	5029.41	25985.29	23243.69		417.23	2324.37	25985.29
	15780.00	3787.20	283.25	1578.00	21428.45	5142.83	26571.28	23767.86		426.63	2376.79	26571.28
Existing Scale		Rs.8998 - 270 - 13858										
Revised Basic Wage		Rs.13552.80										
A	8998.00	2159.52	161.51	899.80	12218.83	2932.52	15151.35	13552.80		243.27	1355.28	15151.35
	9268.00	2224.32	166.36	926.80	12585.48	3020.52	15606.00	13959.48		250.57	1395.95	15606.00
	9538.00	2289.12	171.21	953.80	12952.13	3108.51	16060.64	14366.15		257.87	1436.62	16060.64
	9808.00	2353.92	176.05	980.80	13318.77	3196.51	16515.28	14772.82		265.18	1477.28	16515.28
	10078.00	2418.72	180.90	1007.80	13685.42	3284.50	16969.92	15179.50		272.47	1517.95	16969.92
	10348.00	2483.52	185.75	1034.80	14052.07	3372.50	17424.57	15586.18		279.77	1558.62	17424.57
	10618.00	2548.32	190.59	1061.80	14418.71	3460.49	17879.20	15992.85		287.07	1599.28	17879.20
	10888.00	2613.12	195.44	1088.80	14785.36	3548.49	18333.85	16399.52		294.38	1639.95	18333.85
	11158.00	2677.92	200.29	1115.80	15152.01	3636.48	18788.49	16806.20		301.67	1680.62	18788.49
	11428.00	2742.72	205.13	1142.80	15518.65	3724.48	19243.13	17212.87		308.97	1721.29	19243.13
	11698.00	2807.52	209.98	1169.80	15885.30	3812.47	19697.77	17619.55		316.27	1761.95	19697.77
	11968.00	2872.32	214.83	1196.80	16251.95	3900.47	20152.42	18026.23		323.57	1802.62	20152.42
	12238.00	2937.12	219.67	1223.80	16618.59	3988.46	20607.05	18432.89		330.87	1843.29	20607.05
	12508.00	3001.92	224.52	1250.80	16985.24	4076.46	21061.70	18839.57		338.17	1883.96	21061.70
	12778.00	3066.72	229.37	1277.80	17351.89	4164.45	21516.34	19246.24		345.48	1924.62	21516.34
	13048.00	3131.52	234.21	1304.80	17718.53	4252.45	21970.98	19652.92		352.77	1965.29	21970.98
	13318.00	3196.32	239.06	1331.80	18085.18	4340.44	22425.62	20059.59		360.07	2005.96	22425.62
	13588.00	3261.12	243.90	1358.80	18451.82	4428.44	22880.26	20466.27		367.36	2046.63	22880.26
	13858.00	3325.92	248.75	1385.80	18818.47	4516.43	23334.90	20872.94		374.67	2087.29	23334.90

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## REVISED BASIC CHART

Grade	Pre Revised Basic as on 30.06.06	NCWA - VII					Total	M.G.Benft	Total	Revised Basic as on 1.07.06	NCWA - VIII			
		D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft					D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.280.15 - 7.00 - 406.15													
Revised Basic Wage	Rs.421.96													
Excv.D	280.15	67.24	5.02	28.02	380.43	91.30	471.73		421.96		7.58	42.20		471.73
	287.15	68.92	5.15	28.72	389.94	93.58	483.52		432.51		7.76	43.25		483.52
	294.15	70.60	5.28	29.42	399.45	95.87	495.32		443.06		7.95	44.31		495.32
	301.15	72.28	5.41	30.12	408.96	98.15	507.11		453.60		8.15	45.36		507.11
	308.15	73.96	5.53	30.82	418.46	100.43	518.89		464.15		8.33	46.41		518.89
	315.15	75.64	5.66	31.52	427.97	102.71	530.68		474.69		8.52	47.47		530.68
	322.15	77.32	5.78	32.22	437.47	104.99	542.46		485.22		8.72	48.52		542.46
	329.15	79.00	5.91	32.92	446.98	107.28	554.26		495.79		8.89	49.58		554.26
	336.15	80.68	6.03	33.62	456.48	109.56	566.04		506.32		9.09	50.63		566.04
	343.15	82.36	6.16	34.32	465.99	111.84	577.83		516.86		9.28	51.69		577.83
	350.15	84.04	6.29	35.02	475.50	114.12	589.62		527.41		9.47	52.74		589.62
	357.15	85.72	6.41	35.72	485.00	116.40	601.40		537.95		9.65	53.80		601.40
	364.15	87.40	6.54	36.42	494.51	118.68	613.19		548.49		9.85	54.85		613.19
	371.15	89.08	6.66	37.12	504.01	120.96	624.97		559.03		10.04	55.90		624.97
	378.15	90.76	6.79	37.82	513.52	123.24	636.76		569.58		10.22	56.96		636.76
	385.15	92.44	6.91	38.52	523.02	125.53	648.55		580.12		10.42	58.01		648.55
	392.15	94.12	7.04	39.22	532.53	127.81	660.34		590.67		10.60	59.07		660.34
	399.15	95.80	7.16	39.92	542.03	130.09	672.12		601.21		10.79	60.12		672.12
	406.15	97.48	7.29	40.62	551.54	132.37	683.91		611.75		10.98	61.18		683.91
Existing Scale	Rs.261.87 - 6.55 - 379.77													
Revised Basic Wage	Rs.394.43													
Excv.E	261.87	62.85	4.69	26.19	355.60	85.34	440.94		394.43		7.08	39.44		440.95
	268.42	64.42	4.82	26.84	364.50	87.48	451.98		404.29		7.26	40.43		451.98
	274.97	65.99	4.94	27.50	373.40	89.61	463.01		414.16		7.43	41.42		463.01
	281.52	67.56	5.05	28.15	382.28	91.75	474.03		424.01		7.62	42.40		474.03
	288.07	69.14	5.17	28.81	391.19	93.89	485.08		433.90		7.79	43.39		485.08
	294.62	70.71	5.29	29.46	400.08	96.02	496.10		443.76		7.96	44.38		496.10
	301.17	72.28	5.41	30.12	408.98	98.16	507.14		453.63		8.15	45.36		507.14
	307.72	73.85	5.52	30.77	417.86	100.29	518.15		463.49		8.31	46.35		518.15
	314.27	75.42	5.64	31.43	426.76	102.42	529.18		473.35		8.50	47.33		529.18
	320.82	77.00	5.76	32.08	435.66	104.56	540.22		483.22		8.68	48.32		540.22
	327.37	78.57	5.88	32.74	444.56	106.69	551.25		493.09		8.85	49.31		551.25
	333.92	80.14	5.99	33.39	453.44	108.82	562.26		502.94		9.03	50.29		562.26
	340.47	81.71	6.11	34.05	462.34	110.96	573.30		512.82		9.20	51.28		573.30
	347.02	83.28	6.23	34.70	471.23	113.09	584.32		522.67		9.38	52.27		584.32
	353.57	84.86	6.35	35.36	480.14	115.23	595.37		532.56		9.55	53.26		595.37
	360.12	86.43	6.46	36.01	489.02	117.37	606.39		542.41		9.74	54.24		606.39
	366.67	88.00	6.58	36.67	497.92	119.50	617.42		552.28		9.91	55.23		617.42
	373.22	89.57	6.70	37.32	506.81	121.64	628.45		562.14		10.10	56.21		628.45
	379.77	91.14	6.82	37.98	515.71	123.77	639.48		572.01		10.27	57.20		639.48

NEC

## REVISED BASIC CHART

Grade	NCWA - VII							NCWA - VIII				
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.303.16 - 9.09 - 466.78											
Revised Basic Wage	Rs.456.62											
Excv.B	303.16	72.76	5.44	30.32	411.68	98.80	510.48	456.62	8.20	45.66		510.48
	312.25	74.94	5.60	31.23	424.02	101.76	525.78	470.31	8.44	47.03		525.78
	321.34	77.12	5.77	32.13	436.36	104.73	541.09	484.00	8.69	48.40		541.09
	330.43	79.30	5.93	33.04	448.70	107.69	556.39	497.69	8.93	49.77		556.39
	339.52	81.48	6.09	33.95	461.04	110.65	571.69	511.37	9.18	51.14		571.69
	348.61	83.67	6.26	34.86	473.40	113.62	587.02	525.09	9.42	52.51		587.02
	357.70	85.85	6.42	35.77	485.74	116.58	602.32	538.77	9.67	53.88		602.32
	366.79	88.03	6.58	36.68	498.08	119.54	617.62	552.46	9.91	55.25		617.62
	375.88	90.21	6.75	37.59	510.43	122.50	632.93	566.15	10.16	56.62		632.93
	384.97	92.39	6.91	38.50	522.77	125.46	648.23	579.84	10.41	57.98		648.23
	394.06	94.57	7.07	39.41	535.11	128.43	663.54	593.53	10.66	59.35		663.54
	403.15	96.76	7.24	40.32	547.47	131.39	678.86	607.24	10.90	60.72		678.86
	412.24	98.94	7.40	41.22	559.80	134.35	694.15	620.92	11.14	62.09		694.15
	421.33	101.12	7.56	42.13	572.14	137.31	709.45	634.60	11.39	63.46		709.45
	430.42	103.30	7.73	43.04	584.49	140.28	724.77	648.30	11.64	64.83		724.77
	439.51	105.48	7.89	43.95	596.83	143.24	740.07	661.99	11.88	66.20		740.07
	448.60	107.66	8.05	44.86	609.17	146.20	755.37	675.67	12.13	67.57		755.37
	457.69	109.85	8.22	45.77	621.53	149.17	770.70	689.38	12.38	68.94		770.70
	466.78	112.03	8.38	46.68	633.87	152.13	786.00	703.08	12.61	70.31		786.00
Existing Scale	Rs.290.28 - 8.71 - 447.06											
Revised Basic Wage	Rs.437.22											
Excv.C	290.28	69.67	5.21	29.03	394.19	94.60	488.79	437.22	7.85	43.72		488.79
	298.99	71.76	5.37	29.90	406.02	97.45	503.47	450.35	8.08	45.04		503.47
	307.70	73.85	5.52	30.77	417.84	100.28	518.12	463.46	8.31	46.35		518.12
	316.41	75.94	5.68	31.64	429.67	103.12	532.79	476.58	8.55	47.66		532.79
	325.12	78.03	5.84	32.51	441.50	105.96	547.46	489.70	8.79	48.97		547.46
	333.83	80.12	5.99	33.38	453.32	108.80	562.12	502.82	9.02	50.28		562.12
	342.54	82.21	6.15	34.25	465.15	111.64	576.79	515.93	9.27	51.59		576.79
	351.25	84.30	6.30	35.13	476.98	114.48	591.46	529.05	9.50	52.91		591.46
	359.96	86.39	6.46	36.00	488.81	117.31	606.12	542.17	9.73	54.22		606.12
	368.67	88.48	6.62	36.87	500.64	120.15	620.79	555.29	9.97	55.53		620.79
	377.38	90.57	6.77	37.74	512.46	122.99	635.45	568.41	10.20	56.84		635.45
	386.09	92.66	6.93	38.61	524.29	125.83	650.12	581.53	10.44	58.15		650.12
	394.80	94.75	7.09	39.48	536.12	128.67	664.79	594.65	10.68	59.46		664.79
	403.51	96.84	7.24	40.35	547.94	131.50	679.44	607.76	10.90	60.78		679.44
	412.22	98.93	7.40	41.22	559.77	134.35	694.12	620.89	11.14	62.09		694.12
	420.93	101.02	7.56	42.09	571.60	137.18	708.78	634.00	11.38	63.40		708.78
	429.64	103.11	7.71	42.96	583.42	140.02	723.44	647.11	11.62	64.71		723.44
	438.35	105.20	7.87	43.84	595.26	142.86	738.12	660.24	11.86	66.02		738.12
	447.06	107.29	8.02	44.71	607.08	145.70	752.78	673.36	12.08	67.34		752.78

NEC

## REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.338.23 - 10.15 - 520.93											
Revised Basic Wage	Rs.509.44											
Excv.Spl	338.23	81.18	6.07	33.82	459.30	110.23	569.53	509.44	9.15	50.94		569.53
	348.38	83.61	6.25	34.84	473.08	113.54	586.62	524.73	9.42	52.47		586.62
	358.53	86.05	6.44	35.85	486.87	116.85	603.72	540.03	9.69	54.00		603.72
	368.68	88.48	6.62	36.87	500.65	120.16	620.81	555.32	9.96	55.53		620.81
	378.83	90.92	6.80	37.88	514.43	123.46	637.89	570.59	10.24	57.06		637.89
	388.98	93.36	6.98	38.90	528.22	126.77	654.99	585.88	10.52	58.59		654.99
	399.13	95.79	7.16	39.91	541.99	130.08	672.07	601.16	10.79	60.12		672.07
	409.26	98.23	7.35	40.93	555.79	133.39	689.18	616.47	11.06	61.65		689.18
	419.43	100.66	7.53	41.94	569.56	136.70	706.26	631.75	11.34	63.17		706.26
	429.58	103.10	7.71	42.96	583.35	140.00	723.35	647.03	11.62	64.70		723.35
	439.73	105.54	7.89	43.97	597.13	143.31	740.44	662.32	11.89	66.23		740.44
	449.88	107.97	8.08	44.99	610.92	146.62	757.54	677.61	12.17	67.76		757.54
	460.03	110.41	8.26	46.00	624.70	149.93	774.63	692.90	12.44	69.29		774.63
	470.18	112.84	8.44	47.02	638.48	153.24	791.72	708.19	12.71	70.82		791.72
	480.33	115.28	8.62	48.03	652.26	156.54	808.80	723.46	12.99	72.35		808.80
	490.48	117.72	8.80	49.05	666.05	159.85	825.90	738.76	13.26	73.88		825.90
	500.63	120.15	8.99	50.06	679.83	163.16	842.99	754.05	13.54	75.40		842.99
	510.78	122.59	9.17	51.08	693.62	166.47	860.09	769.35	13.81	76.93		860.09
	520.93	125.02	9.35	52.09	707.39	169.77	877.16	784.61	14.09	78.46		877.16
Existing Scale	Rs.321.83 - 9.65 - 495.53											
Revised Basic Wage	Rs.484.74											
Excv.A	321.83	77.24	5.78	32.18	437.03	104.89	541.92	484.74	8.71	48.47		541.92
	331.48	79.56	5.95	33.15	450.14	108.03	558.17	499.28	8.96	49.93		558.17
	341.13	81.87	6.12	34.11	463.23	111.17	574.40	513.80	9.22	51.38		574.40
	350.78	84.19	6.30	35.08	476.35	114.32	590.67	528.35	9.49	52.83		590.67
	360.43	86.50	6.47	36.04	489.44	117.46	606.90	542.87	9.74	54.29		606.90
	370.08	88.82	6.64	37.01	502.55	120.61	623.16	557.42	10.00	55.74		623.16
	379.73	91.14	6.82	37.97	515.66	123.76	639.42	571.96	10.26	57.20		639.42
	389.38	93.45	6.99	38.94	528.76	126.90	655.66	586.48	10.53	58.65		655.66
	399.03	95.77	7.16	39.90	541.86	130.05	671.91	601.02	10.79	60.10		671.91
	408.68	98.08	7.34	40.87	554.97	133.19	688.16	615.55	11.05	61.56		688.16
	418.33	100.40	7.51	41.83	568.07	136.34	704.41	630.09	11.31	63.01		704.41
	427.98	102.72	7.68	42.80	581.18	139.48	720.66	644.62	11.58	64.46		720.66
	437.63	105.03	7.86	43.76	594.28	142.63	736.91	659.16	11.83	65.92		736.91
	447.28	107.35	8.03	44.73	607.39	145.77	753.16	673.70	12.09	67.37		753.16
	456.93	109.66	8.20	45.69	620.48	148.91	769.39	688.22	12.35	68.82		769.39
	466.58	111.98	8.38	46.66	633.60	152.06	785.66	702.77	12.61	70.28		785.66
	476.23	114.30	8.55	47.62	646.70	155.21	801.91	717.31	12.87	71.73		801.91
	485.88	116.61	8.72	48.59	659.80	158.35	818.15	731.83	13.14	73.18		818.15
	495.53	118.93	8.89	49.55	672.90	161.50	834.40	746.37	13.39	74.64		834.40

NEC

# REVISED BASIC CHART

Grade	NCWA - VII							NCWA - VIII				
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.274.89 - 6.87 - 398.55											
Revised Basic Wage	Rs.414.04											
Cat - V	274.89	65.97	4.93	27.49	373.28	89.59	462.87	414.04	7.43	41.40	462.87	
	281.76	67.62	5.06	28.18	382.62	91.83	474.45	424.40	7.61	42.44	474.45	
	288.63	69.27	5.18	28.86	391.94	94.06	486.00	434.72	7.81	43.47	486.00	
	295.50	70.92	5.30	29.55	401.27	96.31	497.58	445.08	7.99	44.51	497.58	
	302.37	72.57	5.43	30.24	410.61	98.55	509.16	455.44	8.18	45.54	509.16	
	309.24	74.22	5.55	30.92	419.93	100.78	520.71	465.77	8.36	46.58	520.71	
	316.11	75.87	5.67	31.61	429.26	103.02	532.28	476.13	8.54	47.61	532.28	
	322.98	77.52	5.80	32.30	438.60	105.26	543.86	486.48	8.73	48.65	543.86	
	329.85	79.16	5.92	32.99	447.92	107.50	555.42	496.82	8.92	49.68	555.42	
	336.72	80.81	6.04	33.67	457.24	109.74	566.98	507.16	9.10	50.72	566.98	
	343.59	82.46	6.17	34.36	466.58	111.98	578.56	517.52	9.29	51.75	578.56	
	350.46	84.11	6.29	35.05	475.91	114.22	590.13	527.87	9.47	52.79	590.13	
	357.33	85.76	6.41	35.73	485.23	116.45	601.68	538.20	9.66	53.82	601.68	
	364.20	87.41	6.54	36.42	494.57	118.70	613.27	548.57	9.84	54.86	613.27	
	371.07	89.06	6.66	37.11	503.90	120.94	624.84	558.92	10.03	55.89	624.84	
	377.94	90.71	6.78	37.79	513.22	123.17	636.39	569.24	10.23	56.92	636.39	
	384.81	92.35	6.91	38.48	522.55	125.41	647.96	579.59	10.41	57.96	647.96	
	391.68	94.00	7.03	39.17	531.88	127.65	659.53	589.95	10.59	58.99	659.53	
	398.55	95.65	7.15	39.86	541.21	129.89	671.10	600.30	10.77	60.03	671.10	
Existing Scale	Rs.286.90 - 8.61 - 441.88											
Revised Basic Wage	Rs.432.13											
Cat - VI	286.90	68.86	5.15	28.69	389.60	93.50	483.10	432.13	7.76	43.21	483.10	
	295.51	70.92	5.30	29.55	401.28	96.31	497.59	445.10	7.98	44.51	497.59	
	304.12	72.99	5.46	30.41	412.98	99.12	512.10	458.07	8.22	45.81	512.10	
	312.73	75.06	5.61	31.27	424.67	101.92	526.59	471.03	8.46	47.10	526.59	
	321.34	77.12	5.77	32.13	436.36	104.73	541.09	484.00	8.69	48.40	541.09	
	329.95	79.19	5.92	33.00	448.06	107.53	555.59	496.97	8.92	49.70	555.59	
	338.56	81.25	6.08	33.86	459.75	110.34	570.09	509.94	9.16	50.99	570.09	
	347.17	83.32	6.23	34.72	471.44	113.15	584.59	522.92	9.38	52.29	584.59	
	355.78	85.39	6.39	35.58	483.14	115.95	599.09	535.88	9.62	53.59	599.09	
	364.39	87.45	6.54	36.44	494.82	118.76	613.58	548.84	9.86	54.88	613.58	
	373.00	89.52	6.70	37.30	506.52	121.56	628.08	561.81	10.09	56.18	628.08	
	381.61	91.59	6.85	38.16	518.21	124.37	642.58	574.78	10.32	57.48	642.58	
	390.22	93.65	7.00	39.02	529.89	127.17	657.06	587.74	10.55	58.77	657.06	
	398.83	95.72	7.16	39.88	541.59	129.98	671.57	600.72	10.78	60.07	671.57	
	407.44	97.79	7.31	40.74	553.28	132.79	686.07	613.69	11.01	61.37	686.07	
	416.05	99.85	7.47	41.61	564.98	135.59	700.57	626.66	11.24	62.67	700.57	
	424.66	101.92	7.62	42.47	576.67	138.40	715.07	639.62	11.49	63.96	715.07	
	433.27	103.98	7.78	43.33	588.36	141.21	729.57	652.59	11.72	65.26	729.57	
	441.88	106.05	7.93	44.19	600.05	144.01	744.06	665.56	11.94	66.56	744.06	

NEC

## REVISED BASIC CHART

Grade	NCWA - VII							NCWA - VIII				
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.258.68 - 6.47 - 375.14											
Revised Basic Wage	Rs.389.62											
Cat - III	258.68	62.08	4.64	25.87	351.27	84.31	435.58	389.62	7.00	38.96	435.58	
	265.15	63.64	4.76	26.52	360.07	86.42	446.49	399.38	7.17	39.94	446.49	
	271.62	65.19	4.88	27.16	368.85	88.52	457.37	409.11	7.35	40.91	457.37	
	278.09	66.74	4.99	27.81	377.63	90.63	468.26	418.86	7.51	41.89	468.26	
	284.56	68.29	5.11	28.46	386.42	92.74	479.16	428.60	7.70	42.86	479.16	
	291.03	69.85	5.22	29.10	395.20	94.85	490.05	438.35	7.87	43.83	490.05	
	297.50	71.40	5.34	29.75	403.99	96.96	500.95	448.09	8.05	44.81	500.95	
	303.97	72.95	5.46	30.40	412.78	99.07	511.85	457.85	8.22	45.78	511.85	
	310.44	74.51	5.57	31.04	421.56	101.17	522.73	467.58	8.39	46.76	522.73	
	316.91	76.06	5.69	31.69	430.35	103.28	533.63	477.33	8.57	47.73	533.63	
	323.38	77.61	5.80	32.34	439.13	105.39	544.52	487.07	8.74	48.71	544.52	
	329.85	79.16	5.92	32.99	447.92	107.50	555.42	496.82	8.92	49.68	555.42	
	336.32	80.72	6.04	33.63	456.71	109.61	566.32	506.57	9.09	50.66	566.32	
	342.79	82.27	6.15	34.28	465.49	111.72	577.21	516.31	9.27	51.63	577.21	
	349.26	83.82	6.27	34.93	474.28	113.83	588.11	526.06	9.44	52.61	588.11	
	355.73	85.38	6.39	35.57	483.07	115.94	599.01	535.81	9.62	53.58	599.01	
	362.20	86.93	6.50	36.22	491.85	118.04	609.89	545.55	9.79	54.55	609.89	
	368.67	88.48	6.62	36.87	500.64	120.15	620.79	555.29	9.97	55.53	620.79	
	375.14	90.03	6.73	37.51	509.41	122.26	631.67	565.03	10.14	56.50	631.67	
Existing Scale	Rs.263.92 - 6.60 - 382.72											
Revised Basic Wage	Rs.397.52											
Cat - IV	263.92	63.34	4.74	26.39	358.39	86.01	444.40	397.52	7.13	39.75	444.40	
	270.52	64.92	4.86	27.05	367.35	88.16	455.51	407.45	7.32	40.74	455.51	
	277.12	66.51	4.97	27.71	376.31	90.31	466.62	417.39	7.49	41.74	466.62	
	283.72	68.09	5.09	28.37	385.27	92.46	477.73	427.33	7.67	42.73	477.73	
	290.32	69.68	5.21	29.03	394.24	94.62	488.86	437.28	7.85	43.73	488.86	
	296.92	71.26	5.33	29.69	403.20	96.77	499.97	447.22	8.03	44.72	499.97	
	303.52	72.84	5.45	30.35	412.16	98.92	511.08	457.16	8.20	45.72	511.08	
	310.12	74.43	5.57	31.01	421.13	101.07	522.20	467.10	8.39	46.71	522.20	
	316.72	76.01	5.69	31.67	430.09	103.22	533.31	477.04	8.57	47.70	533.31	
	323.32	77.60	5.80	32.33	439.05	105.37	544.42	486.99	8.73	48.70	544.42	
	329.92	79.18	5.92	32.99	448.01	107.52	555.53	496.92	8.92	49.69	555.53	
	336.52	80.76	6.04	33.65	456.97	109.67	566.64	506.86	9.09	50.69	566.64	
	343.12	82.35	6.16	34.31	465.94	111.83	577.77	516.81	9.28	51.68	577.77	
	349.72	83.93	6.28	34.97	474.90	113.98	588.88	526.75	9.46	52.67	588.88	
	356.32	85.52	6.40	35.63	483.87	116.13	600.00	536.70	9.63	53.67	600.00	
	362.92	87.10	6.51	36.29	492.82	118.28	611.10	546.63	9.81	54.66	611.10	
	369.52	88.68	6.63	36.95	501.78	120.43	622.21	556.56	9.99	55.66	622.21	
	376.12	90.27	6.75	37.61	510.75	122.58	633.33	566.51	10.17	56.65	633.33	
	382.72	91.85	6.87	38.27	519.71	124.73	644.44	576.44	10.36	57.64	644.44	

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## REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.245.48 - 6.14 - 356.00											
Revised Basic Wage	Rs.369.77											
Cat - I	245.48	58.92	4.41	24.55	333.36	80.01	413.37	369.77		6.64	36.98	413.39
	251.62	60.39	4.52	25.16	341.69	82.00	423.69	378.99		6.80	37.90	423.69
	257.76	61.86	4.63	25.78	350.03	84.01	434.04	388.25		6.97	38.82	434.04
	263.90	63.34	4.74	26.39	358.37	86.01	444.38	397.50		7.13	39.75	444.38
	270.04	64.81	4.85	27.00	366.70	88.01	454.71	406.73		7.31	40.67	454.71
	276.18	66.28	4.96	27.62	375.04	90.01	465.05	415.98		7.47	41.60	465.05
	282.32	67.76	5.07	28.23	383.38	92.01	475.39	425.23		7.64	42.52	475.39
	288.46	69.23	5.18	28.85	391.72	94.01	485.73	434.48		7.80	43.45	485.73
	294.60	70.70	5.29	29.46	400.05	96.01	496.06	443.73		7.96	44.37	496.06
	300.74	72.18	5.40	30.07	408.39	98.01	506.40	452.98		8.12	45.30	506.40
	306.88	73.65	5.51	30.69	416.73	100.01	516.74	462.22		8.30	46.22	516.74
	313.02	75.12	5.62	31.30	425.06	102.01	527.07	471.46		8.46	47.15	527.07
	319.16	76.60	5.73	31.92	433.41	104.02	537.43	480.73		8.63	48.07	537.43
	325.30	78.07	5.84	32.53	441.74	106.02	547.76	489.97		8.79	49.00	547.76
	331.44	79.55	5.95	33.14	450.08	108.02	558.10	499.22		8.96	49.92	558.10
	337.58	81.02	6.06	33.76	458.42	110.02	568.44	508.46		9.13	50.85	568.44
	343.72	82.49	6.17	34.37	466.75	112.02	578.77	517.70		9.30	51.77	578.77
	349.86	83.97	6.28	34.99	475.10	114.02	589.12	526.96		9.46	52.70	589.12
	356.00	85.44	6.39	35.60	483.43	116.02	599.45	536.21		9.62	53.62	599.45
Existing Scale	Rs.251.03 - 6.28 - 364.07											
Revised Basic Wage	Rs.378.11											
Cat - II	251.03	60.25	4.51	25.10	340.89	81.81	422.70	378.11		6.78	37.81	422.70
	257.31	61.75	4.62	25.73	349.41	83.86	433.27	387.56		6.95	38.76	433.27
	263.59	63.26	4.73	26.36	357.94	85.91	443.85	397.02		7.13	39.70	443.85
	269.87	64.77	4.84	26.99	366.47	87.95	454.42	406.48		7.29	40.65	454.42
	276.15	66.28	4.96	27.62	375.01	90.00	465.01	415.95		7.47	41.59	465.01
	282.43	67.78	5.07	28.24	383.52	92.04	475.56	425.39		7.63	42.54	475.56
	288.71	69.29	5.18	28.87	392.05	94.09	486.14	434.85		7.81	43.48	486.14
	294.99	70.80	5.30	29.50	400.59	96.14	496.73	444.33		7.97	44.43	496.73
	301.27	72.30	5.41	30.13	409.11	98.19	507.30	453.77		8.15	45.38	507.30
	307.55	73.81	5.52	30.76	417.64	100.23	517.87	463.23		8.32	46.32	517.87
	313.83	75.32	5.63	31.38	426.16	102.28	528.44	472.69		8.48	47.27	528.44
	320.11	76.83	5.75	32.01	434.70	104.33	539.03	482.16		8.65	48.22	539.03
	326.39	78.33	5.86	32.64	443.22	106.37	549.59	491.61		8.82	49.16	549.59
	332.67	79.84	5.97	33.27	451.75	108.42	560.17	501.07		8.99	50.11	560.17
	338.95	81.35	6.08	33.90	460.28	110.47	570.75	510.54		9.16	51.05	570.75
	345.23	82.86	6.20	34.52	468.81	112.51	581.32	519.99		9.33	52.00	581.32
	351.51	84.36	6.31	35.15	477.33	114.56	591.89	529.44		9.51	52.94	591.89
	357.79	85.87	6.42	35.78	485.86	116.61	602.47	538.90		9.68	53.89	602.47
	364.07	87.38	6.54	36.41	494.40	118.66	613.06	548.38		9.84	54.84	613.06





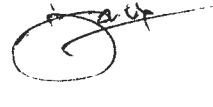

# REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.5691 - 142 - 8247											
Revised Basic Wage	Rs.8571.79											
H	5691.00	1365.84	102.15	569.10	7728.09	1854.74	9582.83	8571.79	153.87	857.18	9582.83	
	5833.00	1399.92	104.70	583.30	7920.92	1901.02	9821.94	8785.67	157.70	878.57	9821.94	
	5975.00	1434.00	107.25	597.50	8113.75	1947.30	10061.05	8999.55	161.54	899.96	10061.05	
	6117.00	1468.08	109.80	611.70	8306.58	1993.58	10300.16	9213.43	165.39	921.34	10300.16	
	6259.00	1502.16	112.35	625.90	8499.41	2039.86	10539.27	9427.32	169.22	942.73	10539.27	
	6401.00	1536.24	114.90	640.10	8692.24	2086.14	10778.38	9641.20	173.06	964.12	10778.38	
	6543.00	1570.32	117.45	654.30	8885.07	2132.42	11017.49	9855.09	176.89	985.51	11017.49	
	6685.00	1604.40	120.00	668.50	9077.90	2178.69	11256.59	10068.96	180.73	1006.90	11256.59	
	6827.00	1638.48	122.54	682.70	9270.72	2224.97	11495.69	10282.83	184.58	1028.28	11495.69	
	6969.00	1672.56	125.09	696.90	9463.55	2271.25	11734.80	10496.71	188.42	1049.67	11734.80	
	7111.00	1706.64	127.64	711.10	9656.38	2317.53	11973.91	10710.60	192.25	1071.06	11973.91	
	7253.00	1740.72	130.19	725.30	9849.21	2363.81	12213.02	10924.48	196.09	1092.45	12213.02	
	7395.00	1774.80	132.74	739.50	10042.04	2410.09	12452.13	11138.36	199.93	1113.84	12452.13	
	7537.00	1808.88	135.29	753.70	10234.87	2456.37	12691.24	11352.24	203.78	1135.22	12691.24	
	7679.00	1842.96	137.84	767.90	10427.70	2502.65	12930.35	11566.12	207.62	1156.61	12930.35	
	7821.00	1877.04	140.39	782.10	10620.53	2548.93	13169.46	11780.01	211.45	1178.00	13169.46	
	7963.00	1911.12	142.94	796.30	10813.36	2595.21	13408.57	11993.89	215.29	1199.39	13408.57	
	8105.00	1945.20	145.48	810.50	11006.18	2641.48	13647.66	12207.75	219.13	1220.78	13647.66	
	8247.00	1979.28	148.03	824.70	11199.01	2687.76	13886.77	12421.64	222.97	1242.16	13886.77	

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# REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.5896 - 147 - 8542											
Revised Basic Wage	Rs.8880.56											
F	5896.00	1415.04	105.83	589.60	8006.47	1921.55	9928.02	8880.56	159.40	888.06	9928.02	
	6043.00	1450.32	108.47	604.30	8206.09	1969.46	10175.55	9101.98	163.37	910.20	10175.55	
	6190.00	1485.60	111.11	619.00	8405.71	2017.37	10423.08	9323.39	167.35	932.34	10423.08	
	6337.00	1520.88	113.75	633.70	8605.33	2065.28	10670.61	9544.80	171.33	954.48	10670.61	
	6484.00	1556.16	116.39	648.40	8804.95	2113.19	10918.14	9766.21	175.31	976.62	10918.14	
	6631.00	1591.44	119.03	663.10	9004.57	2161.10	11165.67	9987.63	179.28	998.76	11165.67	
	6778.00	1626.72	121.67	677.80	9204.19	2209.00	11413.19	10209.03	183.26	1020.90	11413.19	
	6925.00	1662.00	124.30	692.50	9403.80	2256.91	11660.71	10430.44	187.23	1043.04	11660.71	
	7072.00	1697.28	126.94	707.20	9603.42	2304.82	11908.24	10651.86	191.19	1065.19	11908.24	
	7219.00	1732.56	129.58	721.90	9803.04	2352.73	12155.77	10873.27	195.17	1087.33	12155.77	
	7366.00	1767.84	132.22	736.60	10002.66	2400.64	12403.30	11094.68	199.15	1109.47	12403.30	
	7513.00	1803.12	134.86	751.30	10202.28	2448.55	12650.83	11316.09	203.13	1131.61	12650.83	
	7660.00	1838.40	137.50	766.00	10401.90	2496.46	12898.35	11537.50	207.10	1153.75	12898.35	
	7807.00	1873.68	140.14	780.70	10601.52	2544.36	13145.88	11758.92	211.07	1175.89	13145.88	
	7954.00	1908.96	142.77	795.40	10801.13	2592.27	13393.40	11980.32	215.05	1198.03	13393.40	
	8101.00	1944.24	145.41	810.10	11000.75	2640.18	13640.93	12201.74	219.02	1220.17	13640.93	
	8248.00	1979.52	148.05	824.80	11200.37	2688.09	13888.46	12423.15	222.99	1242.32	13888.46	
	8395.00	2014.80	150.69	839.50	11399.99	2736.00	14135.99	12644.56	226.97	1264.46	14135.99	
	8542.00	2050.08	153.33	854.20	11599.61	2783.91	14383.52	12865.97	230.95	1286.60	14383.52	
Existing Scale	Rs.5814 - 145 - 8424											
Revised Basic Wage	Rs.8757.06											
G	5814.00	1395.36	104.36	581.40	7895.12	1894.83	9789.95	8757.06	157.18	875.71	9789.95	
	5959.00	1430.16	106.96	595.90	8092.02	1942.09	10034.11	8975.45	161.11	897.55	10034.11	
	6104.00	1464.96	109.57	610.40	8288.93	1989.34	10278.27	9193.85	165.03	919.39	10278.27	
	6249.00	1499.76	112.17	624.90	8485.83	2036.60	10522.43	9412.25	168.95	941.23	10522.43	
	6394.00	1534.56	114.77	639.40	8682.73	2083.86	10766.59	9630.65	172.87	963.07	10766.59	
	6539.00	1569.36	117.38	653.90	8879.64	2131.11	11010.75	9849.05	176.79	984.91	11010.75	
	6684.00	1604.16	119.98	668.40	9076.54	2178.37	11254.91	10067.45	180.71	1006.75	11254.91	
	6829.00	1638.96	122.58	682.90	9273.44	2225.63	11499.07	10285.85	184.63	1028.59	11499.07	
	6974.00	1673.76	125.18	697.40	9470.34	2272.88	11743.22	10504.24	188.56	1050.42	11743.22	
	7119.00	1708.56	127.79	711.90	9667.25	2320.14	11987.39	10722.65	192.47	1072.27	11987.39	
	7264.00	1743.36	130.39	726.40	9864.15	2367.40	12231.55	10941.06	196.38	1094.11	12231.55	
	7409.00	1778.16	132.99	740.90	10061.05	2414.65	12475.70	11159.45	200.31	1115.94	12475.70	
	7554.00	1812.96	135.59	755.40	10257.95	2461.91	12719.86	11377.85	204.23	1137.78	12719.86	
	7699.00	1847.76	138.20	769.90	10454.86	2509.17	12964.03	11596.25	208.15	1159.63	12964.03	
	7844.00	1882.56	140.80	784.40	10651.76	2556.42	13208.18	11814.64	212.08	1181.46	13208.18	
	7989.00	1917.36	143.40	798.90	10848.66	2603.68	13452.34	12033.04	216.00	1203.30	13452.34	
	8134.00	1952.16	146.01	813.40	11045.57	2650.94	13696.51	12251.45	219.91	1225.15	13696.51	
	8279.00	1986.96	148.61	827.90	11242.47	2698.19	13940.66	12469.84	223.84	1246.98	13940.66	
	8424.00	2021.76	151.21	842.40	11439.37	2745.45	14184.82	12688.24	227.76	1268.82	14184.82	

# REVISED BASIC CHART

NCWA - VII							NCWA - VIII					
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.6219 - 155 - 9009											
Revised Basic Wage	Rs.9367.07											
D/Clerical	6219.00	1492.56	111.63	621.90	8445.09	2026.82	10471.91	9367.07		168.13	936.71	10471.91
II	6374.00	1529.76	114.41	637.40	8655.57	2077.34	10732.91	9600.53		172.33	960.05	10732.91
	6529.00	1566.96	117.20	652.90	8866.06	2127.85	10993.91	9833.99		176.52	983.40	10993.91
	6684.00	1604.16	119.98	668.40	9076.54	2178.37	11254.91	10067.45		180.71	1006.75	11254.91
	6839.00	1641.36	122.76	683.90	9287.02	2228.88	11515.90	10300.91		184.90	1030.09	11515.90
	6994.00	1678.56	125.54	699.40	9497.50	2279.40	11776.90	10534.37		189.09	1053.44	11776.90
	7149.00	1715.76	128.32	714.90	9707.98	2329.92	12037.90	10767.83		193.29	1076.78	12037.90
	7304.00	1752.96	131.11	730.40	9918.47	2380.43	12298.90	11001.30		197.47	1100.13	12298.90
	7459.00	1790.16	133.89	745.90	10128.95	2430.95	12559.90	11234.76		201.66	1123.48	12559.90
	7614.00	1827.36	136.67	761.40	10339.43	2481.46	12820.89	11468.22		205.85	1146.82	12820.89
	7769.00	1864.56	139.45	776.90	10549.91	2531.98	13081.89	11701.68		210.04	1170.17	13081.89
	7924.00	1901.76	142.24	792.40	10760.40	2582.49	13342.89	11935.14		214.24	1193.51	13342.89
	8079.00	1938.96	145.02	807.90	10970.88	2633.01	13603.89	12168.60		218.43	1216.86	13603.89
	8234.00	1976.16	147.80	823.40	11181.36	2683.53	13864.89	12402.06		222.62	1240.21	13864.89
	8389.00	2013.36	150.58	838.90	11391.84	2734.04	14125.88	12635.52		226.81	1263.55	14125.88
	8544.00	2050.56	153.36	854.40	11602.32	2784.56	14386.88	12868.99		230.99	1286.90	14386.88
	8699.00	2087.76	156.15	869.90	11812.81	2835.07	14647.88	13102.45		235.19	1310.24	14647.88
	8854.00	2124.96	158.93	885.40	12023.29	2885.59	14908.88	13335.91		239.38	1333.59	14908.88
	9009.00	2162.16	161.71	900.90	12233.77	2936.11	15169.88	13569.37		243.57	1356.94	15169.88
Existing Scale	Rs.5962 - 149 - 8644											
Revised Basic Wage	Rs.8979.97											
E/Clerical	5962.00	1430.88	107.02	596.20	8096.10	1943.06	10039.16	8979.97		161.19	898.00	10039.16
III	6111.00	1466.64	109.69	611.10	8298.43	1991.62	10290.05	9204.39		165.22	920.44	10290.05
	6260.00	1502.40	112.37	626.00	8500.77	2040.18	10540.95	9428.82		169.25	942.88	10540.95
	6409.00	1538.16	115.04	640.90	8703.10	2088.74	10791.84	9653.24		173.28	965.32	10791.84
	6558.00	1573.92	117.72	655.80	8905.44	2137.30	11042.74	9877.67		177.30	987.77	11042.74
	6707.00	1609.68	120.39	670.70	9107.77	2185.86	11293.63	10102.08		181.34	1010.21	11293.63
	6856.00	1645.44	123.07	685.60	9310.11	2234.43	11544.54	10326.53		185.36	1032.65	11544.54
	7005.00	1681.20	125.74	700.50	9512.44	2282.99	11795.43	10550.94		189.40	1055.09	11795.43
	7154.00	1716.96	128.41	715.40	9714.77	2331.55	12046.32	10775.37		193.41	1077.54	12046.32
	7303.00	1752.72	131.09	730.30	9917.11	2380.11	12297.22	10999.80		197.44	1099.98	12297.22
	7452.00	1788.48	133.76	745.20	10119.44	2428.67	12548.11	11224.21		201.48	1122.42	12548.11
	7601.00	1824.24	136.44	760.10	10321.78	2477.23	12799.01	11448.65		205.50	1144.86	12799.01
	7750.00	1860.00	139.11	775.00	10524.11	2525.79	13049.90	11673.06		209.53	1167.31	13049.90
	7899.00	1895.76	141.79	789.90	10726.45	2574.35	13300.80	11897.49		213.56	1189.75	13300.80
	8048.00	1931.52	144.46	804.80	10928.78	2622.91	13551.69	12121.91		217.59	1212.19	13551.69
	8197.00	1967.28	147.14	819.70	11131.12	2671.47	13802.59	12346.34		221.62	1234.63	13802.59
	8346.00	2003.04	149.81	834.60	11333.45	2720.03	14053.48	12570.76		225.64	1257.08	14053.48
	8495.00	2038.80	152.49	849.50	11535.79	2768.59	14304.38	12795.19		229.67	1279.52	14304.38
	8644.00	2074.56	155.16	864.40	11738.12	2817.15	14555.27	13019.61		233.70	1301.96	14555.27

*[Handwritten signatures]*

# REVISED BASIC CHART

NCWA - VII												NCWA - VIII											
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D.A	Spl.DA	Attn.Bons	Total											
Existing Scale		Rs.7260 - 218 - 11184																					
Revised Basic Wage		Rs.10935.02																					
B/Clerical	7260.00	1742.40	130.32	726.00	9858.72	2366.09	12224.81	10935.02	196.29	1093.50	12224.81												
Spl	7478.00	1794.72	134.23	747.80	10154.75	2437.14	12591.89	11263.38	202.17	1126.34	12591.89												
	7696.00	1847.04	138.14	769.60	10450.78	2508.19	12958.97	11591.73	208.07	1159.17	12958.97												
	7914.00	1899.36	142.06	791.40	10746.82	2579.24	13326.06	11920.09	213.96	1192.01	13326.06												
	8132.00	1951.68	145.97	813.20	11042.85	2650.28	13693.13	12248.43	219.86	1224.84	13693.13												
	8350.00	2004.00	149.88	835.00	11338.88	2721.33	14060.21	12576.78	225.75	1257.68	14060.21												
	8568.00	2056.32	153.80	856.80	11634.92	2792.38	14427.30	12905.13	231.66	1290.51	14427.30												
	8786.00	2108.64	157.71	878.60	11930.95	2863.43	14794.38	13233.49	237.54	1323.35	14794.38												
	9004.00	2160.96	161.62	900.40	12226.98	2934.48	15161.46	13561.84	243.44	1356.18	15161.46												
	9222.00	2213.28	165.53	922.20	12523.01	3005.52	15528.53	13890.18	249.33	1389.02	15528.53												
	9440.00	2265.60	169.45	944.00	12819.05	3076.57	15895.62	14218.54	255.23	1421.85	15895.62												
	9658.00	2317.92	173.36	965.80	13115.08	3147.62	16262.70	14546.89	261.12	1454.69	16262.70												
	9876.00	2370.24	177.27	987.60	13411.11	3218.67	16629.78	14875.25	267.01	1487.52	16629.78												
	10094.00	2422.56	181.19	1009.40	13707.15	3289.72	16996.87	15203.61	272.90	1520.36	16996.87												
	10312.00	2474.88	185.10	1031.20	14003.18	3360.76	17363.94	15531.95	278.79	1553.20	17363.94												
	10530.00	2527.20	189.01	1053.00	14299.21	3431.81	17731.02	15860.30	284.69	1586.03	17731.02												
	10748.00	2579.52	192.93	1074.80	14595.25	3502.86	18098.11	16188.65	290.59	1618.87	18098.11												
	10966.00	2631.84	196.84	1096.60	14891.28	3573.91	18465.19	16517.01	296.48	1651.70	18465.19												
	11184.00	2684.16	200.75	1118.40	15187.31	3644.96	18832.27	16845.36	302.37	1684.54	18832.27												
Existing Scale		Rs.6724 - 202 - 10360																					
Revised Basic Wage		Rs.10127.70																					
C/Clerical	6724.00	1613.76	120.70	672.40	9130.86	2191.40	11322.26	10127.70	181.79	1012.77	11322.26												
	6926.00	1662.24	124.32	692.60	9405.16	2257.24	11662.40	10431.95	187.25	1043.20	11662.40												
	7128.00	1710.72	127.95	712.80	9679.47	2323.07	12002.54	10736.20	192.72	1073.62	12002.54												
	7330.00	1759.20	131.57	733.00	9953.77	2388.91	12342.68	11040.46	198.18	1104.05	12342.68												
	7532.00	1807.68	135.20	753.20	10228.08	2454.74	12682.82	11344.71	203.64	1134.47	12682.82												
	7734.00	1856.16	138.83	773.40	10502.39	2520.57	13022.96	11648.96	209.10	1164.90	13022.96												
	7936.00	1904.64	142.45	793.60	10776.69	2586.41	13363.10	11953.22	214.56	1195.32	13363.10												
	8138.00	1953.12	146.08	813.80	11051.00	2652.24	13703.24	12257.47	220.02	1225.75	13703.24												
	8340.00	2001.60	149.70	834.00	11325.30	2718.07	14043.37	12561.71	225.49	1256.17	14043.37												
	8542.00	2050.08	153.33	854.20	11599.61	2783.91	14383.52	12865.97	230.95	1286.60	14383.52												
	8744.00	2098.56	156.95	874.40	11873.91	2849.74	14723.65	13170.23	236.40	1317.02	14723.65												
	8946.00	2147.04	160.58	894.60	12148.22	2915.57	15063.79	13474.48	241.86	1347.45	15063.79												
	9148.00	2195.52	164.21	914.80	12422.53	2981.41	15403.94	13778.74	247.33	1377.87	15403.94												
	9350.00	2244.00	167.83	935.00	12696.83	3047.24	15744.07	14082.98	252.79	1408.30	15744.07												
	9552.00	2292.48	171.46	955.20	12971.14	3113.07	16084.21	14387.24	258.25	1438.72	16084.21												
	9754.00	2340.96	175.08	975.40	13245.44	3178.91	16424.35	14691.49	263.71	1469.15	16424.35												
	9956.00	2389.44	178.71	995.60	13519.75	3244.74	16764.49	14995.74	269.18	1499.57	16764.49												
	10158.00	2437.92	182.34	1015.80	13794.06	3310.57	17104.63	15300.00	274.63	1530.00	17104.63												
	10360.00	2486.40	185.96	1036.00	14068.36	3376.41	17444.77	15604.25	280.10	1560.42	17444.77												

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# REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.10091- 303 - 13727											
Revised Basic Wage	Rs.15199.08											
A1	10091.00	2421.84	181.13	1009.10	13703.07	3288.74	16991.81	15199.08	272.82	1519.91	16991.81	
	10394.00	2494.56	186.57	1039.40	14114.53	3387.49	17502.02	15655.46	281.01	1565.55	17502.02	
	10697.00	2567.28	192.01	1069.70	14525.99	3486.24	18012.23	16111.84	289.21	1611.18	18012.23	
	11000.00	2640.00	197.45	1100.00	14937.45	3584.99	18522.44	16568.22	297.40	1656.82	18522.44	
	11303.00	2712.72	202.89	1130.30	15348.91	3683.74	19032.65	17024.60	305.59	1702.46	19032.65	
	11606.00	2785.44	208.33	1160.60	15760.37	3782.49	19542.86	17480.97	313.78	1748.10	19542.86	
	11909.00	2858.16	213.77	1190.90	16171.83	3881.24	20053.07	17937.36	321.97	1793.74	20053.07	
	12212.00	2930.88	219.21	1221.20	16583.29	3979.99	20563.28	18393.74	330.17	1839.37	20563.28	
	12515.00	3003.60	224.64	1251.50	16994.74	4078.74	21073.48	18850.11	338.36	1885.01	21073.48	
	12818.00	3076.32	230.08	1281.80	17406.20	4177.49	21583.69	19306.49	346.55	1930.65	21583.69	
	13121.00	3149.04	235.52	1312.10	17817.66	4276.24	22093.90	19762.87	354.74	1976.29	22093.90	
	13424.00	3221.76	240.96	1342.40	18229.12	4374.99	22604.11	20219.25	362.94	2021.92	22604.11	
	13727.00	3294.48	246.40	1372.70	18640.58	4473.74	23114.32	20675.63	371.13	2067.56	23114.32	
Existing Scale	Rs.7824 - 235 - 12054											
Revised Basic Wage	Rs.11784.52											
A	7824.00	1877.76	140.44	782.40	10624.60	2549.90	13174.50	11784.52	211.53	1178.45	13174.50	
	8059.00	1934.16	144.66	805.90	10943.72	2626.49	13570.21	12138.48	217.88	1213.85	13570.21	
	8294.00	1990.56	148.88	829.40	11262.84	2703.08	13965.92	12492.44	224.24	1249.24	13965.92	
	8529.00	2046.96	153.10	852.90	11581.96	2779.67	14361.63	12846.40	230.59	1284.64	14361.63	
	8764.00	2103.36	157.31	876.40	11901.07	2856.26	14757.33	13200.35	236.94	1320.04	14757.33	
	8999.00	2159.76	161.53	899.90	12220.19	2932.85	15153.04	13554.31	243.30	1355.43	15153.04	
	9234.00	2216.16	165.75	923.40	12539.31	3009.43	15548.74	13908.26	249.65	1390.83	15548.74	
	9469.00	2272.56	169.97	946.90	12858.43	3086.02	15944.45	14262.22	256.01	1426.22	15944.45	
	9704.00	2328.96	174.19	970.40	13177.55	3162.61	16340.16	14616.18	262.36	1461.62	16340.16	
	9939.00	2385.36	178.41	993.90	13496.67	3239.20	16735.87	14970.15	268.71	1497.01	16735.87	
	10174.00	2441.76	182.62	1017.40	13815.78	3315.79	17131.57	15324.09	275.07	1532.41	17131.57	
	10409.00	2498.16	186.84	1040.90	14134.90	3392.38	17527.28	15678.05	281.42	1567.81	17527.28	
	10644.00	2554.56	191.06	1064.40	14454.02	3468.96	17922.98	16032.01	287.77	1603.20	17922.98	
	10879.00	2610.96	195.28	1087.90	14773.14	3545.55	18318.69	16385.97	294.12	1638.60	18318.69	
	11114.00	2667.36	199.50	1111.40	15092.26	3622.14	18714.40	16739.92	300.49	1673.99	18714.40	
	11349.00	2723.76	203.71	1134.90	15411.37	3698.73	19110.10	17093.88	306.83	1709.39	19110.10	
	11584.00	2780.16	207.93	1158.40	15730.49	3775.32	19505.81	17447.84	313.19	1744.78	19505.81	
	11819.00	2836.56	212.15	1181.90	16049.61	3851.91	19901.52	17801.80	319.54	1780.18	19901.52	
	12054.00	2892.96	216.37	1205.40	16368.73	3928.50	20297.23	18155.76	325.89	1815.58	20297.23	

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# REVISED BASIC CHART

NCWA - VII								NCWA - VIII				
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.243.61 - 6.09 - 353.23											
Revised Basic Wage	Rs.366.93											
Excv.D	243.61	58.47	4.37	24.36	330.81	79.39	410.20	366.93		6.58	36.69	410.20
	249.70	59.93	4.48	24.97	339.08	81.38	420.46	376.10		6.75	37.61	420.46
	255.79	61.39	4.59	25.58	347.35	83.36	430.71	385.27		6.91	38.53	430.71
	261.88	62.85	4.70	26.19	355.62	85.35	440.97	394.44		7.09	39.44	440.97
	267.97	64.31	4.81	26.80	363.89	87.33	451.22	403.62		7.24	40.36	451.22
	274.06	65.77	4.92	27.41	372.16	89.32	461.48	412.79		7.41	41.28	461.48
	280.15	67.24	5.03	28.02	380.44	91.31	471.75	421.97		7.58	42.20	471.75
	286.24	68.70	5.14	28.62	388.70	93.29	481.99	431.14		7.74	43.11	481.99
	292.33	70.16	5.25	29.23	396.97	95.27	492.24	440.31		7.90	44.03	492.24
	298.42	71.62	5.36	29.84	405.24	97.26	502.50	449.48		8.07	44.95	502.50
	304.51	73.08	5.47	30.45	413.51	99.24	512.75	458.65		8.23	45.87	512.75
	310.60	74.54	5.58	31.06	421.78	101.23	523.01	467.83		8.40	46.78	523.01
	316.69	76.01	5.68	31.67	430.05	103.21	533.26	477.00		8.56	47.70	533.26
	322.78	77.47	5.79	32.28	438.32	105.20	543.52	486.17		8.73	48.62	543.52
	328.87	78.93	5.90	32.89	446.59	107.18	553.77	495.34		8.90	49.53	553.77
	334.96	80.39	6.01	33.50	454.86	109.17	564.03	504.52		9.06	50.45	564.03
	341.05	81.85	6.12	34.11	463.13	111.15	574.28	513.69		9.22	51.37	574.28
	347.14	83.31	6.23	34.71	471.39	113.13	584.52	522.85		9.38	52.29	584.52
	353.23	84.78	6.34	35.32	479.67	115.12	594.79	532.04		9.55	53.20	594.79
Existing Scale	Rs.227.72 - 5.69 - 330.14											
Revised Basic Wage	Rs.342.99											
Excv.E	227.72	54.65	4.09	22.77	309.23	74.22	383.45	342.99		6.16	34.30	383.45
	233.41	56.02	4.19	23.34	316.96	76.07	393.03	351.56		6.31	35.16	393.03
	239.10	57.38	4.29	23.91	324.68	77.92	402.60	360.12		6.47	36.01	402.60
	244.79	58.75	4.39	24.48	332.41	79.78	412.19	368.70		6.62	36.87	412.19
	250.48	60.12	4.50	25.05	340.15	81.64	421.79	377.28		6.78	37.73	421.79
	256.17	61.48	4.60	25.62	347.87	83.49	431.36	385.85		6.92	38.59	431.36
	261.86	62.85	4.70	26.19	355.60	85.34	440.94	394.42		7.08	39.44	440.94
	267.55	64.21	4.80	26.76	363.32	87.20	450.52	402.98		7.24	40.30	450.52
	273.24	65.58	4.90	27.32	371.04	89.05	460.09	411.55		7.38	41.16	460.09
	278.93	66.94	5.01	27.89	378.77	90.91	469.68	420.12		7.55	42.01	469.68
	284.62	68.31	5.11	28.46	386.50	92.76	479.26	428.70		7.69	42.87	479.26
	290.31	69.67	5.21	29.03	394.22	94.61	488.83	437.25		7.85	43.73	488.83
	296.00	71.04	5.31	29.60	401.95	96.47	498.42	445.84		8.00	44.58	498.42
	301.69	72.41	5.42	30.17	409.69	98.33	508.02	454.42		8.16	45.44	508.02
	307.38	73.77	5.52	30.74	417.41	100.18	517.59	462.99		8.30	46.30	517.59
	313.07	75.14	5.62	31.31	425.14	102.03	527.17	471.55		8.46	47.16	527.17
	318.76	76.50	5.72	31.88	432.86	103.89	536.75	480.12		8.62	48.01	536.75
	324.45	77.87	5.82	32.45	440.59	105.74	546.33	488.69		8.77	48.87	546.33
	330.14	79.23	5.93	33.01	448.31	107.60	555.91	497.26		8.92	49.73	555.91

*[Handwritten signatures and initials]*

# REVISED BASIC CHART

NCWA - VII							NCWA - VIII					
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.263.62 - 7.91 - 406.00											
Revised Basic Wage	Rs.397.06											
Excv.B	263.62	63.27	4.73	26.36	357.98	85.92	443.90	397.06		7.13	39.71	443.90
	271.53	65.17	4.87	27.15	368.72	88.49	457.21	408.97		7.34	40.90	457.21
	279.44	67.07	5.02	27.94	379.47	91.07	470.54	420.89		7.56	42.09	470.54
	287.35	68.96	5.16	28.74	390.21	93.65	483.86	432.81		7.77	43.28	483.86
	295.26	70.86	5.30	29.53	400.95	96.23	497.18	444.72		7.99	44.47	497.18
	303.17	72.76	5.44	30.32	411.69	98.81	510.50	456.64		8.20	45.66	510.50
	311.08	74.66	5.58	31.11	422.43	101.38	523.81	468.55		8.41	46.85	523.81
	318.99	76.56	5.73	31.90	433.18	103.96	537.14	480.47		8.62	48.05	537.14
	326.90	78.46	5.87	32.69	443.92	106.54	550.46	492.38		8.84	49.24	550.46
	334.81	80.35	6.01	33.48	454.65	109.11	563.76	504.28		9.05	50.43	563.76
	342.72	82.25	6.15	34.27	465.39	111.69	577.08	516.19		9.27	51.62	577.08
	350.63	84.15	6.29	35.06	476.13	114.27	590.40	528.11		9.48	52.81	590.40
	358.54	86.05	6.44	35.85	486.88	116.85	603.73	540.03		9.70	54.00	603.73
	366.45	87.95	6.58	36.65	497.63	119.43	617.06	551.96		9.90	55.20	617.06
	374.36	89.85	6.72	37.44	508.37	122.01	630.38	563.87		10.12	56.39	630.38
	382.27	91.74	6.86	38.23	519.10	124.58	643.68	575.77		10.33	57.58	643.68
	390.18	93.64	7.00	39.02	529.84	127.16	657.00	587.68		10.55	58.77	657.00
	398.09	95.54	7.15	39.81	540.59	129.74	670.33	599.60		10.77	59.96	670.33
	406.00	97.44	7.29	40.60	551.33	132.32	683.65	611.52		10.98	61.15	683.65
Existing Scale	Rs.252.42 - 7.57 - 388.68											
Revised Basic Wage	Rs.380.20											
Excv.C	252.42	60.58	4.53	25.24	342.77	82.27	425.04	380.20		6.82	38.02	425.04
	259.99	62.40	4.67	26.00	353.06	84.74	437.80	391.61		7.03	39.16	437.80
	267.56	64.21	4.80	26.76	363.33	87.20	450.53	403.00		7.23	40.30	450.53
	275.13	66.03	4.94	27.51	373.61	89.67	463.28	414.40		7.44	41.44	463.28
	282.70	67.85	5.07	28.27	383.89	92.13	476.02	425.79		7.65	42.58	476.02
	290.27	69.66	5.21	29.03	394.17	94.60	488.77	437.21		7.84	43.72	488.77
	297.84	71.48	5.35	29.78	404.45	97.07	501.52	448.61		8.05	44.86	501.52
	305.41	73.30	5.48	30.54	414.73	99.54	514.27	460.01		8.26	46.00	514.27
	312.98	75.12	5.62	31.30	425.02	102.01	527.03	471.42		8.47	47.14	527.03
	320.55	76.93	5.75	32.06	435.29	104.47	539.76	482.81		8.67	48.28	539.76
	328.12	78.75	5.89	32.81	445.57	106.94	552.51	494.21		8.88	49.42	552.51
	335.69	80.57	6.03	33.57	455.86	109.41	565.27	505.63		9.08	50.56	565.27
	343.26	82.38	6.16	34.33	466.13	111.87	578.00	517.02		9.28	51.70	578.00
	350.83	84.20	6.30	35.08	476.41	114.34	590.75	528.42		9.49	52.84	590.75
	358.40	86.02	6.43	35.84	486.69	116.81	603.50	539.83		9.69	53.98	603.50
	365.97	87.83	6.57	36.60	496.97	119.27	616.24	551.22		9.90	55.12	616.24
	373.54	89.65	6.71	37.35	507.25	121.74	628.99	562.63		10.10	56.26	628.99
	381.11	91.47	6.84	38.11	517.53	124.21	641.74	574.03		10.31	57.40	641.74
	388.68	93.28	6.98	38.87	527.81	126.67	654.48	585.43		10.51	58.54	654.48

*[Handwritten signatures]*

# REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.294.11 - 8.82 - 452.87											
Revised Basic Wage	Rs.442.99											
Excv.Spl	294.11	70.59	5.28	29.41	399.39	95.85	495.24	442.99	7.95	44.30	495.24	
	302.93	72.70	5.44	30.29	411.36	98.73	510.09	456.27	8.19	45.63	510.09	
	311.75	74.82	5.60	31.18	423.35	101.60	524.95	469.56	8.43	46.96	524.95	
	320.57	76.94	5.75	32.06	435.32	104.48	539.80	482.85	8.67	48.28	539.80	
	329.39	79.05	5.91	32.94	447.29	107.35	554.64	496.13	8.90	49.61	554.64	
	338.21	81.17	6.07	33.82	459.27	110.23	569.50	509.41	9.15	50.94	569.50	
	347.03	83.29	6.23	34.70	471.25	113.10	584.35	522.70	9.38	52.27	584.35	
	355.85	85.40	6.39	35.59	483.23	115.97	599.20	535.98	9.62	53.60	599.20	
	364.67	87.52	6.55	36.47	495.21	118.85	614.06	549.28	9.85	54.93	614.06	
	373.49	89.64	6.70	37.35	507.18	121.72	628.90	562.55	10.09	56.26	628.90	
	382.31	91.75	6.86	38.23	519.15	124.60	643.75	575.83	10.34	57.58	643.75	
	391.13	93.87	7.02	39.11	531.13	127.47	658.60	589.11	10.58	58.91	658.60	
	399.95	95.99	7.18	40.00	543.12	130.35	673.47	602.42	10.81	60.24	673.47	
	408.77	98.10	7.34	40.88	555.09	133.22	688.31	615.69	11.05	61.57	688.31	
	417.59	100.22	7.50	41.76	567.07	136.10	703.17	628.98	11.29	62.90	703.17	
	426.41	102.34	7.65	42.64	579.04	138.97	718.01	642.26	11.52	64.23	718.01	
	435.23	104.46	7.81	43.52	591.02	141.84	732.86	655.54	11.77	65.55	732.86	
	444.05	106.57	7.97	44.41	603.00	144.72	747.72	668.83	12.01	66.88	747.72	
	452.87	108.69	8.13	45.29	614.98	147.60	762.58	682.12	12.25	68.21	762.58	
Existing Scale	Rs.279.85 - 8.40 - 431.05											
Revised Basic Wage	Rs.421.51											
Excv.A	279.85	67.16	5.02	27.99	380.02	91.21	471.23	421.51	7.57	42.15	471.23	
	288.25	69.18	5.17	28.83	391.43	93.94	485.37	434.16	7.79	43.42	485.37	
	296.65	71.20	5.32	29.67	402.84	96.68	499.52	446.81	8.03	44.68	499.52	
	305.05	73.21	5.48	30.51	414.25	99.42	513.67	459.48	8.24	45.95	513.67	
	313.45	75.23	5.63	31.35	425.66	102.16	527.82	472.13	8.48	47.21	527.82	
	321.85	77.24	5.78	32.19	437.06	104.89	541.95	484.77	8.70	48.48	541.95	
	330.25	79.26	5.93	33.03	448.47	107.63	556.10	497.43	8.93	49.74	556.10	
	338.65	81.28	6.08	33.87	459.88	110.37	570.25	510.09	9.15	51.01	570.25	
	347.05	83.29	6.23	34.71	471.28	113.11	584.39	522.74	9.38	52.27	584.39	
	355.45	85.31	6.38	35.55	482.69	115.85	598.54	535.39	9.61	53.54	598.54	
	363.85	87.32	6.53	36.39	494.09	118.58	612.67	548.03	9.84	54.80	612.67	
	372.25	89.34	6.68	37.23	505.50	121.32	626.82	560.68	10.07	56.07	626.82	
	380.65	91.36	6.83	38.07	516.91	124.06	640.97	573.35	10.29	57.33	640.97	
	389.05	93.37	6.98	38.91	528.31	126.79	655.10	585.99	10.51	58.60	655.10	
	397.45	95.39	7.13	39.75	539.72	129.53	669.25	598.64	10.75	59.86	669.25	
	405.85	97.40	7.29	40.59	551.13	132.27	683.40	611.29	10.97	61.13	683.40	
	414.25	99.42	7.44	41.43	562.54	135.01	697.55	623.96	11.19	62.40	697.55	
	422.65	101.44	7.59	42.27	573.95	137.75	711.70	636.62	11.42	63.66	711.70	
	431.05	103.45	7.74	43.11	585.35	140.49	725.84	649.26	11.65	64.93	725.84	

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# REVISED BASIC CHART

Grade	NCWA - VII						NCWA - VIII					
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.239.03 - 5.98 - 346.67											
Revised Basic Wage	Rs.360.03											
Cat - V	239.03	57.37	4.29	23.90	324.59	77.90	402.49	360.03	6.46	36.00		402.49
	245.01	58.80	4.40	24.50	332.71	79.85	412.56	369.03	6.63	36.90		412.56
	250.99	60.24	4.51	25.10	340.84	81.80	422.64	378.05	6.78	37.81		422.64
	256.97	61.67	4.61	25.70	348.95	83.75	432.70	387.05	6.95	38.70		432.70
	262.95	63.11	4.72	26.30	357.08	85.70	442.78	396.07	7.10	39.61		442.78
	268.93	64.54	4.83	26.89	365.19	87.65	452.84	405.06	7.27	40.51		452.84
	274.91	65.98	4.93	27.49	373.31	89.60	462.91	414.07	7.43	41.41		462.91
	280.89	67.41	5.04	28.09	381.43	91.54	472.97	423.07	7.59	42.31		472.97
	286.87	68.85	5.15	28.69	389.56	93.49	483.05	432.08	7.76	43.21		483.05
	292.85	70.28	5.26	29.29	397.68	95.44	493.12	441.09	7.92	44.11		493.12
	298.83	71.72	5.36	29.88	405.79	97.39	503.18	450.10	8.07	45.01		503.18
	304.81	73.15	5.47	30.48	413.91	99.34	513.25	459.10	8.24	45.91		513.25
	310.79	74.59	5.58	31.08	422.04	101.29	523.33	468.11	8.41	46.81		523.33
	316.77	76.02	5.69	31.68	430.16	103.24	533.40	477.12	8.57	47.71		533.40
	322.75	77.46	5.79	32.28	438.28	105.19	543.47	486.13	8.73	48.61		543.47
	328.73	78.90	5.90	32.87	446.40	107.14	553.54	495.14	8.89	49.51		553.54
	334.71	80.33	6.01	33.47	454.52	109.08	563.60	504.14	9.05	50.41		563.60
	340.69	81.77	6.12	34.07	462.65	111.04	573.69	513.16	9.21	51.32		573.69
	346.67	83.20	6.22	34.67	470.76	112.98	583.74	522.15	9.37	52.22		583.74
Existing Scale	Rs.249.48 - 7.48 - 384.12											
Revised Basic Wage	Rs.375.77											
Cat - VI	249.48	59.88	4.47	24.95	338.78	81.31	420.09	375.77	6.74	37.58		420.09
	256.96	61.67	4.61	25.70	348.94	83.75	432.69	387.04	6.95	38.70		432.69
	264.44	63.47	4.75	26.44	359.10	86.18	445.28	398.30	7.15	39.83		445.28
	271.92	65.26	4.88	27.19	369.25	88.62	457.87	409.57	7.34	40.96		457.87
	279.40	67.06	5.02	27.94	379.42	91.06	470.48	420.84	7.56	42.08		470.48
	286.88	68.85	5.15	28.69	389.57	93.50	483.07	432.10	7.76	43.21		483.07
	294.36	70.65	5.28	29.44	399.73	95.93	495.66	443.37	7.95	44.34		495.66
	301.84	72.44	5.42	30.18	409.88	98.37	508.25	454.62	8.17	45.46		508.25
	309.32	74.24	5.55	30.93	420.04	100.81	520.85	465.90	8.36	46.59		520.85
	316.80	76.03	5.69	31.68	430.20	103.25	533.45	477.16	8.57	47.72		533.45
	324.28	77.83	5.82	32.43	440.36	105.69	546.05	488.44	8.77	48.84		546.05
	331.76	79.62	5.96	33.18	450.52	108.13	558.65	499.71	8.97	49.97		558.65
	339.24	81.42	6.09	33.92	460.67	110.56	571.23	510.96	9.17	51.10		571.23
	346.72	83.21	6.22	34.67	470.82	113.00	583.82	522.23	9.37	52.22		583.82
	354.20	85.01	6.36	35.42	480.99	115.44	596.43	533.51	9.57	53.35		596.43
	361.68	86.80	6.49	36.17	491.14	117.87	609.01	544.75	9.78	54.48		609.01
	369.16	88.60	6.63	36.92	501.30	120.31	621.61	556.03	9.98	55.60		621.61
	376.64	90.39	6.76	37.66	511.45	122.75	634.20	567.28	10.19	56.73		634.20
	384.12	92.19	6.89	38.41	521.61	125.19	646.80	578.56	10.38	57.86		646.80

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# REVISED BASIC CHART

Grade	NCWA - VII							NCWA - VIII				
	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.224.94 - 5.62 - 326.10											
Revised Basic Wage	Rs.338.80											
Cat - III	224.94	53.99	4.04	22.49	305.46	73.31	378.77	338.80	6.09	33.88	378.77	
	230.56	55.33	4.14	23.06	313.09	75.14	388.23	347.27	6.23	34.73	388.23	
	236.18	56.68	4.24	23.62	320.72	76.97	397.69	355.73	6.39	35.57	397.69	
	241.80	58.03	4.34	24.18	328.35	78.80	407.15	364.19	6.54	36.42	407.15	
	247.42	59.38	4.44	24.74	335.98	80.64	416.62	372.66	6.69	37.27	416.62	
	253.04	60.73	4.54	25.30	343.61	82.47	426.08	381.13	6.84	38.11	426.08	
	258.66	62.08	4.64	25.87	351.25	84.30	435.55	389.59	7.00	38.96	435.55	
	264.28	63.43	4.74	26.43	358.88	86.13	445.01	398.06	7.14	39.81	445.01	
	269.90	64.78	4.84	26.99	366.51	87.96	454.47	406.52	7.30	40.65	454.47	
	275.52	66.12	4.95	27.55	374.14	89.79	463.93	414.98	7.45	41.50	463.93	
	281.14	67.47	5.05	28.11	381.77	91.63	473.40	423.45	7.60	42.35	473.40	
	286.76	68.82	5.15	28.68	389.41	93.46	482.87	431.93	7.75	43.19	482.87	
	292.38	70.17	5.25	29.24	397.04	95.29	492.33	440.38	7.91	44.04	492.33	
	298.00	71.52	5.35	29.80	404.67	97.12	501.79	448.85	8.06	44.88	501.79	
	303.62	72.87	5.45	30.36	412.30	98.95	511.25	457.31	8.21	45.73	511.25	
	309.24	74.22	5.55	30.92	419.93	100.78	520.71	465.77	8.36	46.58	520.71	
	314.86	75.57	5.65	31.49	427.57	102.62	530.19	474.25	8.51	47.43	530.19	
	320.48	76.92	5.75	32.05	435.20	104.45	539.65	482.72	8.66	48.27	539.65	
	326.10	78.26	5.85	32.61	442.82	106.28	549.10	491.17	8.81	49.12	549.10	
Existing Scale	Rs.229.50 - 5.74 - 332.82											
Revised Basic Wage	Rs.345.67											
Cat - IV	229.50	55.08	4.12	22.95	311.65	74.80	386.45	345.67	6.21	34.57	386.45	
	235.24	56.46	4.22	23.52	319.44	76.67	396.11	354.32	6.36	35.43	396.11	
	240.98	57.84	4.33	24.10	327.25	78.54	405.79	362.98	6.51	36.30	405.79	
	246.72	59.21	4.43	24.67	335.03	80.41	415.44	371.61	6.67	37.16	415.44	
	252.46	60.59	4.53	25.25	342.83	82.28	425.11	380.26	6.82	38.03	425.11	
	258.20	61.97	4.63	25.82	350.62	84.15	434.77	388.90	6.98	38.89	434.77	
	263.94	63.35	4.74	26.39	358.42	86.02	444.44	397.55	7.14	39.75	444.44	
	269.68	64.72	4.84	26.97	366.21	87.89	454.10	406.19	7.29	40.62	454.10	
	275.42	66.10	4.94	27.54	374.00	89.76	463.76	414.83	7.45	41.48	463.76	
	281.16	67.48	5.05	28.12	381.81	91.63	473.44	423.49	7.60	42.35	473.44	
	286.90	68.86	5.15	28.69	389.60	93.50	483.10	432.13	7.76	43.21	483.10	
	292.64	70.23	5.25	29.26	397.38	95.37	492.75	440.76	7.91	44.08	492.75	
	298.38	71.61	5.36	29.84	405.19	97.24	502.43	449.42	8.07	44.94	502.43	
	304.12	72.99	5.46	30.41	412.98	99.12	512.10	458.07	8.22	45.81	512.10	
	309.86	74.37	5.56	30.99	420.78	100.99	521.77	466.72	8.38	46.67	521.77	
	315.60	75.74	5.67	31.56	428.57	102.86	531.43	475.36	8.53	47.54	531.43	
	321.34	77.12	5.77	32.13	436.36	104.73	541.09	484.00	8.69	48.40	541.09	
	327.08	78.50	5.87	32.71	444.16	106.60	550.76	492.65	8.84	49.27	550.76	
	332.82	79.88	5.97	33.28	451.95	108.47	560.42	501.29	9.00	50.13	560.42	

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# REVISED BASIC CHART

NCWA - VII							NCWA - VIII					
Grade	Pre Revised Basic as on 30.06.06	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.06	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.213.46 - 5.34 - 309.58											
Revised Basic Wage	Rs.321.54											
Cat - I	213.46	51.23	3.83	21.34	289.86	69.57	359.43	321.54		5.77	32.15	359.46
	218.80	52.51	3.93	21.88	297.12	71.31	368.43	329.56		5.91	32.96	368.43
	224.14	53.79	4.02	22.41	304.36	73.05	377.41	337.59		6.06	33.76	377.41
	229.48	55.08	4.12	22.95	311.63	74.79	386.42	345.65		6.20	34.57	386.42
	234.82	56.36	4.22	23.48	318.88	76.53	395.41	353.69		6.35	35.37	395.41
	240.16	57.64	4.31	24.02	326.13	78.27	404.40	361.73		6.50	36.17	404.40
	245.50	58.92	4.41	24.55	333.38	80.01	413.39	369.78		6.63	36.98	413.39
	250.84	60.20	4.50	25.08	340.62	81.75	422.37	377.81		6.76	37.78	422.37
	256.18	61.48	4.60	25.62	347.88	83.49	431.37	385.86		6.92	38.59	431.37
	261.52	62.76	4.69	26.15	355.12	85.23	440.35	393.89		7.07	39.39	440.35
	266.86	64.05	4.79	26.69	362.39	86.97	449.36	401.95		7.22	40.19	449.36
	272.20	65.33	4.89	27.22	369.64	88.71	458.35	409.99		7.36	41.00	458.35
	277.54	66.61	4.98	27.75	376.88	90.45	467.33	418.03		7.50	41.80	467.33
	282.88	67.89	5.08	28.29	384.14	92.19	476.33	426.08		7.64	42.61	476.33
	288.22	69.17	5.17	28.82	391.38	93.93	485.31	434.11		7.79	43.41	485.31
	293.56	70.45	5.27	29.36	398.64	95.67	494.31	442.16		7.93	44.22	494.31
	298.90	71.74	5.37	29.89	405.90	97.42	503.32	450.21		8.09	45.02	503.32
	304.24	73.02	5.46	30.42	413.14	99.15	512.29	458.24		8.23	45.82	512.29
	309.58	74.30	5.56	30.96	420.40	100.90	521.30	466.30		8.37	46.63	521.30
Existing Scale	Rs.218.28 - 5.46 - 316.56											
Revised Basic Wage	Rs.328.78											
Cat - II	218.28	52.39	3.92	21.83	296.42	71.13	367.55	328.78		5.89	32.88	367.55
	223.74	53.70	4.02	22.37	303.83	72.92	376.75	337.00		6.05	33.70	376.75
	229.20	55.01	4.11	22.92	311.24	74.70	385.94	345.22		6.20	34.52	385.94
	234.66	56.32	4.21	23.47	318.66	76.48	395.14	353.45		6.34	35.35	395.14
	240.12	57.63	4.31	24.01	326.07	78.26	404.33	361.67		6.49	36.17	404.33
	245.58	58.94	4.41	24.56	333.49	80.04	413.53	369.90		6.64	36.99	413.53
	251.04	60.25	4.51	25.10	340.90	81.82	422.72	378.12		6.79	37.81	422.72
	256.50	61.56	4.60	25.65	348.31	83.60	431.91	386.34		6.94	38.63	431.91
	261.96	62.87	4.70	26.20	355.73	85.37	441.10	394.56		7.08	39.46	441.10
	267.42	64.18	4.80	26.74	363.14	87.15	450.29	402.78		7.23	40.28	450.29
	272.88	65.49	4.90	27.29	370.56	88.93	459.49	411.01		7.38	41.10	459.49
	278.34	66.80	5.00	27.83	377.97	90.71	468.68	419.23		7.53	41.92	468.68
	283.80	68.11	5.09	28.38	385.38	92.49	477.87	427.45		7.67	42.75	477.87
	289.26	69.42	5.19	28.93	392.80	94.27	487.07	435.68		7.82	43.57	487.07
	294.72	70.73	5.29	29.47	400.21	96.05	496.26	443.91		7.96	44.39	496.26
	300.18	72.04	5.39	30.02	407.63	97.83	505.46	452.13		8.12	45.21	505.46
	305.64	73.35	5.49	30.56	415.04	99.61	514.65	460.36		8.25	46.04	514.65
	311.10	74.66	5.58	31.11	422.45	101.39	523.84	468.57		8.41	46.86	523.84
	316.56	75.97	5.68	31.66	429.87	103.17	533.04	476.80		8.56	47.68	533.04

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA - 700 001

No. CIL/C-5B/JBCCI-VII/I.I.No.01/2005/ 52

Dated, 18<sup>th</sup> July, 2005

**NATIONAL COAL WAGE AGREEMENT - VII**  
**IMPLEMENTATION INSTRUCTION NO.01**

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 : Scope, coverage, revised wages, wage structures, Dearness allowance etc. of Daily rated/Monthly rated workers under National Coal Wage Agreement-VII

1.0 The National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15<sup>th</sup> July, 2005 which has come into force w.e.f. 1<sup>st</sup> July, 2001 provides as under :- (Chapter-I & II)

**2.0 SCOPE AND COVERAGE (Chapter-I)**

2.1 This Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-VII from 1.7.2001 to 30.06.2006 (Clause 1.1)

2.2 This Agreement shall cover all categories of employees in the Coal Industry who have been covered by National Coal Wage Agreement-I to VI and also employees of those establishments which are functioning and may be functioning under the Coal Companies (Clause 1.2)

2.3 The scope of agreement covers the wage structure including Dearness allowance, fitment in the revised scale of pay, fringe benefits, service conditions, welfare/Social Security/Safety and other matters as contained in different Chapters of this Agreement.

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### 3.0 COMPONENT OF WAGE (Chapter-II)

3.1 The wage structure of employees in Coal Mining Industry shall consist of:-

- a) Basic Wage
- b) Special Dearness allowance (SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- c) Variable Dearness Allowance linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100) (here after called Index Number) adjustable quarterly depending on variation in consumer price index number above 2191.

### 3.2 MINIMUM WAGE (Clause 2.2.0)

3.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by this Agreement shall be Rs.6,204.62 per month or Rs.238.63 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 2191. This amount includes the minimum guaranteed benefit of Rs.1185.39 per month or Rs.45.59 per day inclusive of Interim Relief.

3.2.2 The break up of the minimum wage of Rs.6,204.62 per month or Rs.238.63 per day as on 1<sup>st</sup> July,2001 linked to AICPI No.2191 will be as indicated below :-

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	126.92	213.46	3300.00	5550.00
b.	Attendance Bonus @ 10% of basic wage	12.69	21.34	330.00	555.00
c.	Special DA	2.28	3.83	59.23	99.62
d.	Variable DA	51.15	Nil	1330.00	Nil
<b>Total</b>		<b>193.04</b>	<b>238.63</b>	<b>5019.23</b>	<b>6204.62</b>
Minimum Guaranteed Benefit inclusive of Interim Relief		45.59		1185.39	
<b>Total :</b>		<b>238.63</b>	<b>238.63</b>	<b>6204.62</b>	<b>6204.62*</b>

- Note:** 1. Conversion from monthly to daily rated rounded off to two decimal points.  
2. \*Refer Clause 3.7.0 of these instructions.

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3.2.3 The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 2191 as detailed under Clause 2.6.0

**3.3.0 Basic Wage Structure (Clause 2.3.0)**

3.3.1 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under Annexure-4IA.

3.3.2 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in Annexure-4IB.

**3.4.0 Attendance Bonus (Clause 2.4.0)**

3.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of Basic Wage. It was agreed that management's proposal in this regard would not be pursued further in view of the trade unions acceptance to increase attendance of workers as per the measures to be mutually worked out.

3.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness allowance along with wages, the quarterly bonus shall not attract any other fringe benefits.

**3.5.0 Special Dearness Allowance.**

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.5550/- as computed would be Rs.99.62. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness allowance.

**3.6.0 Variable Dearness Allowance**

It is agreed to pay 100% DA Neutralisation for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2001 is tabulated under Annexure-VDA. The Variable Dearness Allowance at AICPI 2191 (Base 1960 = 100) shall be 'NIL' as on 1.7.2001. The VDA will be revised quarterly and paid on and from 1<sup>st</sup> March, 1<sup>st</sup> June, 1<sup>st</sup> September and 1<sup>st</sup> December of every year on the basis of average of AICPI Number for the quarter ending December (Oct.-Dec.), March(Jan-March), June(April-June) & September(July-Sept.) respectively. 100% DA has been agreed in view of common understanding arrived at to improve production, productivity through mutually agreed measures. (Para 2.6.0)



### **3.7.0 Minimum Guaranteed Benefit.**

All employees covered by the agreement who were on the rolls of different units of Coal Companies as on 30<sup>th</sup> June, 2001 and continued to be on the rolls on 1.7.2001 will be given a minimum guaranteed benefit of 15% of basic pay as on 30.6.2001 plus Rs.300 or Rs.1185.39 per month/ Rs.45.59 per day whichever is higher. IR being paid shall be adjusted. (Clause 2.7.0)

### **3.8.0 Fitment in the revised scale of pay for Time Rated & Monthly Rated Pay Scales.**

3.8.1 For the purpose of fitment in the revised scale of pay/wages to the existing total emoluments of an employee, as on 30.6.2001 comprising of basic wages including stagnation increments, VDA, Special DA, Attendance bonus and 15% of Basic pay plus Rs.300/- or Rs.1185.39 per month/Rs.45.59 per day whichever is higher will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus (at the rate of 10% of basic pay) and Special DA @ 17.95% of Attendance Bonus and fitted in the corresponding stage in the revised pay scale. If the new Basic Wage is below the minimum of the revised scale of pay then the employee will be fitted at the minimum of the revised pay scale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted in the next higher stage in the revised wage scale. In case an employee is drawing personal pay in addition to Basic Pay, the amount of personal pay will also be taken into account in existing total emoluments as on 30.6.2001 and the concerned employee will be fitted in the new scale in the same manner as has been detailed above.

3.8.2 A few illustrations of fitment of employees in the revised scale of pay are given in "Annexure-II C".

### **3.9.0 Date of Annual Increments**

3.9.1 The anniversary date of increment of employees in the revised grade will remain the same as has been agreed to under NCWA-II, III, IV, V & VI viz. 1<sup>st</sup> of March and 1<sup>st</sup> of September each year

3.9.2 The employees who have joined Coal Companies on or after 1.7.2001 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.

3.9.3 The amount already drawn in the existing scales under NCWA-VI including interim relief/increment etc. drawn from 1<sup>st</sup> July, 2001 would be adjusted from the amount that have become due in terms of the revised wages.

3.9.4 Employees who reach or are fitted at the maximum or exceed the maximum of the revised scale in the revised wage structure on 1<sup>st</sup> July, 2001 or reach the maximum of the revised scale at any time during or after the period of this agreement will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year till the next settlement.



- 3.10.0 The rate of annual increment shall be fixed @ 2.5% of initial basic wage of each pay scale in Daily Rated Category – I, II, III, IV & V, Excavation Category – D & E, T&S Grade – D, E, F, G & H and Clerical Grade – II & III and;
- 3.10.1 The rate of annual increment shall be fixed @ 3% of initial basic wage in respect of employees in Excavation – Special A, B & C, Daily Rated Cat.VI & T&S Gr.A-1, T&S Gr.A, T&S Gr.B & T&S Gr.C, Clerical Special Gr. & Gr.I.
- 3.11.0 Upgradation of Daily Rated and Monthly Rated Employees who have remained in the same Category/Grade for more than 7/8 years.
- 3.11.1 Daily rated and Monthly rated employees who have remained in the same category/grade for a period of 7/8 years (Underground/Surface workers respectively) or more would be upgraded in the next higher category/grade. Such upgradation will be undertaken once in a year on 1<sup>st</sup> January and so on. Monthly rated employees in T&S Gr.A-1 and Daily Rated employees in Excavation Special Category who have stagnated for more than 7/8 years will be admitted one incremental amount in lieu of upgradation.
- 4.0 Procedure to be followed for fixation of pay :-

For the fixation of pay of existing employees as on 1.7.2001 from NCWA-VI to NCWA-VII the details of each employee have to be tabulated in the format enclosed. Revised scale will be entered in the column meant for revised pay scale as on 1.7.2001 under NCWA-VII in the fitment chart enclosed. The basic pay as on 1.7.2001 under NCWA-VII may be fitted in the proper column. The following may further be carefully noted.

- (a) The fitment in the revised scale of pay is with reference to the wages of each employee as on 30.06.2001 and not the wages of concerned employee as on 01.07.2001.
- (b) The fitment is in respect of such employees who continued to be on the rolls of the company as on 01.07.2001.
- (c) The above fitment statement will be prepared for each pay unit and will be attested after verification of the concerned Personnel Officer/Welfare Officer or In-charge of the pay unit and also certified by nominated Finance Officer/Area Accounts Officer. The statement in the format should be prepared in triplicate – one copy will be retained in the pay unit concerned the second copy will be forwarded to the Area(Hqrs.) and the third copy will be sent to Personnel Deptt. of the Company(HQ) for safe custody & future reference. This format/statement will be filled by pay unit/colliery, Grade-wise and category wise for ready reference and for checking by internal audit team of the Company as and when necessary.
- (d) A few illustrations of fitment of employees in the revised scale of pay with fitment benefit are given in **Annexure-IIC**





- (e) Fixation of pay of employees appointed on or after 01.07.2001.

The instruction contained in the preceding paragraph specially with regard to fitment do not apply to the employees appointed on or after 01.07.2001. They will be fitted at the appropriate stage in the concerned scale as per relevant wage structure at Annexure-IIA/IIB of the agreement.

- 5.0 Further instructions regarding wage rates work norms etc. for the piece-rated workers are being issued separately.
- 6.0 It is requested to initiate action for collecting information/data in respect of all employees in daily rated and monthly rated category/grade as per the Format-1 and to fix the revised rate of wages for different categories/grades of the employees at the earliest.

These orders will be effective with effect from 1st July,2001.

You are requested to take necessary action to implement the above decision.

  
( MD. SALIM UDDIN )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VII

Distribution :-

1. All members & Alternate members of JBCCI-VII
2. Chairman-MD, SCCL, P.O.-Kothagudam Collys., Distts. Khamam (AP).
3. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(Operation), CMPDIL, Ranchi.
5. Director(Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
6. Chief Vigilance Officer, CIL, Kolkata.
7. Chief General Manager, NEC/DCC.
8. General Manager(F), CIL, Kolkata.
9. General Manager(P), CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. Chief General Manager, CIL, Ansal Bhawan, New Delhi.
12. TS to Chairman, CIL, Kolkata.
13. All Regional Sales Managers, CIL.
14. Dy.pm(AW)/FM(Estt./Bill), CIL, Kolkata.

## **Revised Wage Structure (w.e.f. 1.7.2001)**

### **Existing NCWA - VI** **Pay Scales**

### **Revised NCWA - VII** **Pay Scales w.e.f 1.7.2001**

#### **A. DAILY RATED WORKERS**

##### **Category**

I	Rs.	126.92	-	1.92	-	161.48	Rs.	213.46	-	5.34	-	309.58
II	Rs.	129.79	-	2.21	-	169.57	Rs.	218.28	-	5.46	-	316.56
III	Rs.	133.75	-	2.66	-	181.63	Rs.	224.94	-	5.62	-	326.10
IV	Rs.	136.46	-	3.14	-	192.98	Rs.	229.50	-	5.74	-	332.82
V	Rs.	142.13	-	3.73	-	209.27	Rs.	239.03	-	5.98	-	346.67
VI	Rs.	148.34	-	4.77	-	234.20	Rs.	249.48	-	7.48	-	384.12

#### **B. EXCAVATION**

Spl.	Rs.	174.88	-	6.92	-	299.44	Rs.	294.11	-	8.82	-	452.87
A	Rs.	166.40	-	6.51	-	283.58	Rs.	279.85	-	8.40	-	431.05
B	Rs.	156.75	-	5.95	-	263.85	Rs.	263.62	-	7.91	-	406.00
C	Rs.	150.09	-	5.13	-	242.43	Rs.	252.42	-	7.57	-	388.68
D	Rs.	144.85	-	4.09	-	218.47	Rs.	243.61	-	6.09	-	353.23
E	Rs.	135.40	-	2.81	-	185.98	Rs.	227.72	-	5.69	-	330.14

#### **C. MONTHLY RATED**

##### **Grade**

A1	Rs.	6000	-	200	-	8400	Rs.	10091	-	303	-	13727
A	Rs.	4652	-	171	-	6362	Rs.	7824	-	235	-	12054
B	Rs.	4317	-	155	-	5557	Rs.	7260	-	218	-	11184
C	Rs.	3998	-	135	-	5078	Rs.	6724	-	202	-	10360
D	Rs.	3698	-	110	-	4578	Rs.	6219	-	155	-	9009
E	Rs.	3545	-	87	-	5111	Rs.	5962	-	149	-	8644
F	Rs.	3506	-	75	-	4856	Rs.	5896	-	147	-	8542
G	Rs.	3457	-	67	-	4663	Rs.	5814	-	145	-	8424
H	Rs.	3384	-	60	-	4464	Rs.	5691	-	142	-	8247

#### **D. CLERICAL GRADE**

Spl.	Rs.	4317	-	155	-	5557	-	170	-	7257	Rs.	7260	-	218	-	11184
I	Rs.	3998	-	135	-	5078	-	145	-	6528	Rs.	6724	-	202	-	10360
II	Rs.	3698	-	110	-	4578	-	130	-	5878	Rs.	6219	-	155	-	9009
III	Rs.	3545	-	87	-	5111					Rs.	5962	-	149	-	8644

## **Pay Scales for Assam (North East) Coalfields**

**Existing NCWA - VI**  
**Pay Scales**

**Revised NCWA - VII**  
**Pay Scales w.e.f 1.7.2001**

### **A. DAILY RATED WORKERS**

#### **Category**

I	Rs.	145.96	-	2.21	-	185.74	Rs.	245.48	-	6.14	-	356.00
II	Rs.	149.26	-	2.54	-	194.98	Rs.	251.03	-	6.28	-	364.07
III	Rs.	153.81	-	3.06	-	208.89	Rs.	258.68	-	6.47	-	375.14
IV	Rs.	156.93	-	3.61	-	221.91	Rs.	263.92	-	6.60	-	382.72
V	Rs.	163.45	-	4.29	-	240.67	Rs.	274.89	-	6.87	-	398.55
VI	Rs.	170.59	-	5.49	-	269.41	Rs.	286.90	-	8.61	-	441.88

### **B. EXCAVATION**

Spl.	Rs.	201.11	-	7.96	-	344.39	Rs.	338.23	-	10.15	-	520.93
A	Rs.	191.36	-	7.49	-	326.18	Rs.	321.83	-	9.65	-	495.53
B	Rs.	180.26	-	6.84	-	303.38	Rs.	303.16	-	9.09	-	466.78
C	Rs.	172.60	-	5.90	-	278.80	Rs.	290.28	-	8.71	-	447.06
D	Rs.	166.58	-	4.70	-	251.18	Rs.	280.15	-	7.00	-	406.15
E	Rs.	155.71	-	3.23	-	213.85	Rs.	261.87	-	6.55	-	379.77

### **C. MONTHLY RATED**

#### **Grade**

A1	Rs.	6900	-	230	-	9660	Rs.	11604	-	348	-	15780
A	Rs.	5350	-	197	-	7320	Rs.	8998	-	270	-	13858
B	Rs.	4965	-	178	-	6389	Rs.	8350	-	251	-	12868
C	Rs.	4598	-	155	-	5838	Rs.	7733	-	232	-	11909
D	Rs.	4253	-	127	-	5269	Rs.	7153	-	179	-	10375
E	Rs.	4077	-	100	-	5877	Rs.	6857	-	171	-	9935
F	Rs.	4032	-	86	-	5580	Rs.	6781	-	170	-	9841
G	Rs.	3976	-	77	-	5362	Rs.	6687	-	167	-	9693
H	Rs.	3892	-	69	-	5134	Rs.	6546	-	164	-	9498

### **D. CLERICAL GRADE**

Spl.	Rs.	4965	-	178	-	6389	-	196	-	8349	Rs.	8350	-	251	-	12868
I	Rs.	4598	-	155	-	5838	-	167	-	7508	Rs.	7733	-	232	-	11909
II	Rs.	4253	-	127	-	5269	-	150	-	6769	Rs.	7153	-	179	-	10375
III	Rs.	4077	-	100	-	5877					Rs.	6857	-	171	-	9935

## Illustration of Fitment in Revised Scale

## Example - Four

NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) Monthly	As on 30.06.2001	NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727)	As on 01.07.2001
Basic Wage	6000.00	Basic Wage	10091.00
Attance Bonus	600.00	Attance Bonus	1009.10
Special D.A	107.70	Special D.A	181.13
Variable D.A	2418.00	Variable D.A	
<b>TOTAL</b>	<b>9125.70</b>	<b>TOTAL</b>	<b>11281.23</b>
Fitment Benefit including I.R	1200.00		
<b>TOTAL</b>	<b>10325.70</b>		

## Example - Five

NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) Monthly	As on 30.06.2001	NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727)	As on 01.07.2001
Basic Wage	7200.00	Basic Wage	11000.00
Attance Bonus	720.00	Attance Bonus	1100.00
Special D.A	129.24	Special D.A	197.45
Variable D.A	2640.00	Variable D.A	
<b>TOTAL</b>	<b>10689.24</b>	<b>TOTAL</b>	<b>12297.45</b>
Fitment Benefit including I.R	1380.00		
<b>TOTAL</b>	<b>12069.24</b>		



## Illustration of Fitment in Revised Scale

## Example - One

NCWA -VI (Rs.126.92 - 1.92 -161.48) Daily	Cat - I	As on 30.06.2001	NCWA - VII (Rs.213.46 - 5.34 -309.68)	Cat - I	As on 01.07.2001
Basic Wage		126.92	Basic Wage		213.46
Attance Bonus		12.69	Attance Bonus		21.34
Special D.A		2.28	Special D.A		3.83
Variable D.A		51.15	Variable D.A		
<b>TOTAL</b>		<b>193.04</b>	<b>TOTAL</b>		<b>238.63</b>
Fitment Benefit including I.R		45.59			
<b>TOTAL</b>		<b>238.63</b>			

## Example - Two

NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) Monthly	As on 30.06.2001	NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727)	As on 01.07.2001
Basic Wage	8400.00	Basic Wage	12212.00
Attance Bonus	840.00	Attance Bonus	1221.20
Special D.A	150.78	Special D.A	219.21
Variable D.A	2640.00	Variable D.A	
<b>TOTAL</b>	<b>12030.78</b>	<b>TOTAL</b>	<b>13652.41</b>
Fitment Benefit including I.R	1560.00		
<b>TOTAL</b>	<b>13590.78</b>		

## Example - Three

NCWA -VI Excavation Spl. (Rs.174.88 - 8.92 -299.44) Daily	As on 30.06.2001	NCWA - VII Excavation Spl. (Rs.294.11 - 8.82 -452.87)	As on 01.07.2001
Basic Wage	174.88	Basic Wage	294.11
Attance Bonus	17.49	Attance Bonus	29.41
Special D.A	3.14	Special D.A	5.28
Variable D.A	70.48	Variable D.A	
<b>TOTAL</b>	<b>265.99</b>	<b>TOTAL</b>	<b>328.80</b>
Fitment Benefit including I.R	45.59		
<b>TOTAL</b>	<b>311.58</b>		



**Annexure - VDA  
(Vide Clause 2.6.0)**

<b>Period</b>		<b>AICPI Index (1960=100)</b>	<b>Rates of VDA (% of basic) (Base = 2191)</b>
<b>From</b>	<b>To</b>		
01.07.2001	31.08.2001	2191	0.0
01.09.2001	30.11.2001	2228	1.7
01.12.2001	28.02.2002	2291	4.6
01.03.2002	31.05.2002	2315	5.7
01.06.2002	31.08.2002	2302	5.1
01.09.2002	30.11.2002	2329	6.3
01.12.2002	28.02.2003	2383	8.8
01.03.2003	31.05.2003	2399	9.5
01.06.2003	31.08.2003	2389	9.0
01.09.2003	30.11.2003	2439	11.3
01.12.2003	28.02.2004	2463	12.4
01.03.2004	31.05.2004	2480	13.2
01.06.2004	31.08.2004	2485	13.4
01.09.2004	30.11.2004	2504	14.3
01.12.2004	28.02.2005	2567	17.2
01.03.2005	31.05.2005	2583	17.9
01.06.2005	31.08.2005	2590	18.2



MASTER FORMAT - I

**BASIC PAY FIXATION FROM NCWA VI TO NCWA VII**

PAY UNIT

**CLASS: DAILY RATED/MONTHLY RATED/EXCAVATION**

Sl.No	Name	Designation	Identity/ Photo- Card No.	CMPF/ PF Number	B Form Sl. No.	Date of Appoint ment	Date of Entry in Present Cat/Gr.	Whether Employ ed In Surface	Whether Employed In Under- Ground
1	2	3	4	5	6	7	8	9	10

Category/ Grade/ Group	Scale of Pay under NCWA - VI as on 30.6.2001	Basic pay as on 30.6.2001 under NCWA - VI	Personal Pay if any as on 30.6.2001 under NCWA - VI	Last date of increment under NCWA - VI	Revised scale of Pay on 1.7.2001 under NCWA - VII	Basic Pay fixed on 1.7.2001 under NCWA - VII	Revised date of normal increment under NCWA - VII
11	12	13	14	15	16	17	18

Signature of the  
Person preparing  
the statement

Signature of Persl. Officer  
Welfare Officer or  
Officer - in - Charge

Signature of Finance/  
Accounts Officer

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## FITMENT CHART

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.126.92 - 1.92 - 161.48											
Revised Scale	Rs.213.46 - 5.34 - 309.58											
Cat - I	126.92	51.15	2.28	12.69	193.04	45.59	238.63	213.46		3.83	21.35	238.64
	128.84	51.92	2.31	12.88	195.96	45.59	241.55	218.80		3.93	21.88	244.81
	130.76	52.70	2.35	13.08	198.88	45.59	244.47	218.80		3.93	21.88	244.61
	132.68	53.47	2.38	13.27	201.80	45.59	247.39	224.14		4.02	22.41	250.58
	134.60	54.24	2.42	13.46	204.72	45.59	250.31	224.14		4.02	22.41	250.58
	136.52	55.02	2.45	13.65	207.64	45.59	253.23	229.48		4.12	22.95	256.55
	138.44	55.79	2.48	13.84	210.56	45.59	256.15	229.48		4.12	22.95	256.55
	140.36	56.57	2.52	14.04	213.49	45.59	259.08	234.82		4.22	23.48	262.52
	142.28	57.34	2.55	14.23	216.40	45.59	261.99	234.82		4.22	23.48	262.52
	144.20	58.11	2.59	14.42	219.32	45.59	264.91	240.16		4.31	24.02	268.49
	146.12	58.89	2.62	14.61	222.24	45.59	267.83	240.16		4.31	24.02	268.49
	148.04	59.66	2.66	14.80	225.16	45.59	270.75	245.50		4.41	24.55	274.46
	149.96	60.43	2.69	15.00	228.08	45.59	273.67	245.50		4.41	24.55	274.46
	151.88	61.21	2.73	15.19	231.00	45.59	276.59	250.84		4.50	25.08	280.43
	153.80	61.98	2.76	15.38	233.92	45.59	279.51	250.84		4.50	25.08	280.43
	155.72	62.76	2.80	15.57	236.85	45.59	282.44	256.18		4.60	25.62	286.40
	157.64	63.53	2.83	15.76	239.76	45.59	285.35	256.18		4.60	25.62	286.40
	159.56	64.30	2.86	15.96	242.68	45.59	288.27	261.52		4.69	26.15	292.37
	161.48	65.08	2.90	16.15	245.61	45.59	291.20	261.52		4.69	26.15	292.37



## ANNEXIRE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs. 129.79 - 2.21 - 169.57											
Revised Scale	Rs. 218.28 - 5.46 - 316.56											
Cat - II	129.79	52.31	2.33	12.98	197.41	45.59	243.00	218.28	3.92	21.83		244.03
	132.00	53.20	2.37	13.20	200.77	45.59	246.36	223.74	4.02	22.37		250.13
	134.21	54.09	2.41	13.42	204.13	45.59	249.72	223.74	4.02	22.37		250.13
	136.42	54.98	2.45	13.64	207.49	45.59	253.08	229.20	4.11	22.92		256.23
	138.63	55.87	2.49	13.86	210.85	45.59	256.44	234.66	4.21	23.47		262.34
	140.84	56.76	2.53	14.08	214.21	45.59	259.80	234.66	4.21	23.47		262.34
	143.05	57.65	2.57	14.31	217.57	45.59	263.16	240.12	4.31	24.01		268.44
	145.26	58.54	2.61	14.53	220.93	45.59	266.52	240.12	4.31	24.01		268.44
	147.47	59.43	2.65	14.75	224.29	45.59	269.88	245.58	4.41	24.56		274.55
	149.68	60.32	2.69	14.97	227.65	45.59	273.24	245.58	4.41	24.56		274.55
	151.89	61.21	2.73	15.19	231.02	45.59	276.61	251.04	4.51	25.10		280.65
	154.10	62.10	2.77	15.41	234.38	45.59	279.97	251.04	4.51	25.10		280.65
	156.31	62.99	2.81	15.63	237.74	45.59	283.33	256.50	4.60	25.65		286.75
	158.52	63.88	2.85	15.85	241.10	45.59	286.69	256.50	4.60	25.65		286.75
	160.73	64.77	2.89	16.07	244.46	45.59	290.05	261.96	4.70	26.20		292.86
	162.94	65.66	2.92	16.29	247.82	45.59	293.41	267.42	4.80	26.74		298.96
	165.15	66.56	2.96	16.52	251.19	45.59	296.78	267.42	4.80	26.74		298.96
	167.36	67.45	3.00	16.74	254.55	45.59	300.14	272.88	4.90	27.29		305.07
	169.57	68.34	3.04	16.96	257.91	45.59	303.50	272.88	4.90	27.29		305.07

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.133.75 - 2.68 - 181.63											
Revised Scale	Rs.224.84 - 5.62 - 326.10											
Cat - III	133.75	53.90	2.40	13.38	203.43	45.59	249.02	224.94		4.04	22.49	251.47
	136.41	54.97	2.45	13.64	207.47	45.59	253.06	230.56		4.14	23.06	257.75
	139.07	56.05	2.50	13.91	211.52	45.59	257.11	230.56		4.14	23.06	257.75
	141.73	57.12	2.54	14.17	215.57	45.59	261.16	236.18		4.24	23.62	264.04
	144.39	58.19	2.59	14.44	219.61	45.59	265.20	241.80		4.34	24.18	270.32
	147.05	59.26	2.64	14.71	223.65	45.59	269.24	241.80		4.34	24.18	270.32
	149.71	60.33	2.69	14.97	227.70	45.59	273.29	247.42		4.44	24.74	276.60
	152.37	61.41	2.74	15.24	231.75	45.59	277.34	253.04		4.54	25.30	282.89
	155.03	62.48	2.78	15.50	235.80	45.59	281.39	253.04		4.54	25.30	282.89
	157.69	63.55	2.83	15.77	239.84	45.59	285.43	258.66		4.64	25.87	289.17
	160.35	64.62	2.88	16.04	243.88	45.59	289.47	264.28		4.74	26.43	295.45
	163.01	65.69	2.93	16.30	247.93	45.59	293.52	264.28		4.74	26.43	295.45
	165.67	66.77	2.97	16.57	251.98	45.59	297.57	269.90		4.84	26.99	301.73
	168.33	67.84	3.02	16.83	256.02	45.59	301.61	269.90		4.84	26.99	301.73
	170.99	68.91	3.07	17.10	260.07	45.59	305.66	275.52		4.95	27.55	308.02
	173.65	69.98	3.12	17.37	264.11	45.59	309.70	281.14		5.05	28.11	314.30
	176.31	71.05	3.16	17.63	268.16	45.59	313.75	281.14		5.05	28.11	314.30
	178.97	72.12	3.21	17.90	272.20	45.59	317.79	286.76		5.15	28.68	320.58
	181.63	73.20	3.26	18.16	276.25	45.59	321.84	292.38		5.25	29.24	326.87

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.136.46 - 3.14 - 192.98											
Revised Scale	Rs.229.50 - 5.74 - 332.82											
Cat - IV	136.46	54.99	2.45	13.65	207.55	45.59	253.14	229.50	4.12	22.95		256.57
	139.60	56.26	2.51	13.96	212.33	45.59	257.92	235.24	4.22	23.52		262.99
	142.74	57.52	2.56	14.27	217.10	45.59	262.69	235.24	4.22	23.52		262.99
	145.88	58.79	2.62	14.59	221.88	45.59	267.47	240.98	4.33	24.10		269.40
	149.02	60.06	2.67	14.90	226.66	45.59	272.25	246.72	4.43	24.67		275.82
	152.16	61.32	2.73	15.22	231.43	45.59	277.02	252.46	4.53	25.25		282.24
	155.30	62.59	2.79	15.53	236.21	45.59	281.80	252.46	4.53	25.25		282.24
	158.44	63.85	2.84	15.84	240.98	45.59	286.57	258.20	4.63	25.82		288.65
	161.58	65.12	2.90	16.16	245.76	45.59	291.35	263.94	4.74	26.39		295.07
	164.72	66.38	2.96	16.47	250.53	45.59	296.12	269.68	4.84	26.97		301.49
	167.86	67.65	3.01	16.79	255.31	45.59	300.90	269.68	4.84	26.97		301.49
	171.00	68.91	3.07	17.10	260.08	45.59	305.67	275.42	4.94	27.54		307.91
	174.14	70.18	3.13	17.41	264.86	45.59	310.45	281.16	5.05	28.12		314.32
	177.28	71.44	3.18	17.73	269.63	45.59	315.22	286.90	5.15	28.69		320.74
	180.42	72.71	3.24	18.04	274.41	45.59	320.00	286.90	5.15	28.69		320.74
	183.56	73.97	3.29	18.36	279.18	45.59	324.77	292.64	5.25	29.26		327.16
	186.70	75.24	3.35	18.67	283.96	45.59	329.55	298.38	5.36	29.84		333.57
	189.84	76.51	3.41	18.98	288.74	45.59	334.33	304.12	5.46	30.41		339.99
	192.98	77.77	3.46	19.30	293.51	45.59	339.10	304.12	5.46	30.41		339.99



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## ANNEXURE -

## FITMENT CHART

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.142.13 - 3.73 - 209.27											
Revised Scale	Rs.239.03 - 5.98 - 346.67											
Cat - V	142.13	57.28	2.55	14.21	216.17	45.59	261.76	239.03		4.29	23.90	267.22
	145.86	58.78	2.62	14.59	221.84	45.59	267.43	245.01		4.40	24.50	273.91
	149.59	60.28	2.69	14.96	227.51	45.59	273.10	245.01		4.40	24.50	273.91
	153.32	61.79	2.75	15.33	233.19	45.59	278.78	250.99		4.51	25.10	280.59
	157.05	63.29	2.82	15.71	238.86	45.59	284.45	256.97		4.61	25.70	287.28
	160.78	64.79	2.89	16.08	244.53	45.59	290.12	262.95		4.72	26.30	293.96
	164.51	66.30	2.95	16.45	250.21	45.59	295.80	268.93		4.83	26.89	300.65
	168.24	67.80	3.02	16.82	255.88	45.59	301.47	274.91		4.93	27.49	307.34
	171.97	69.30	3.09	17.20	261.55	45.59	307.14	274.91		4.93	27.49	307.34
	175.70	70.81	3.15	17.57	267.23	45.59	312.82	280.89		5.04	28.09	314.02
	179.43	72.31	3.22	17.94	272.90	45.59	318.49	286.87		5.15	28.69	320.71
	183.16	73.81	3.29	18.32	278.57	45.59	324.16	292.85		5.26	29.29	327.39
	186.89	75.32	3.35	18.69	284.25	45.59	329.84	298.83		5.36	29.88	334.08
	190.62	76.82	3.42	19.06	289.92	45.59	335.51	304.81		5.47	30.48	340.76
	194.35	78.32	3.49	19.44	295.59	45.59	341.18	310.79		5.58	31.08	347.45
	198.08	79.83	3.56	19.81	301.27	45.59	346.86	310.79		5.58	31.08	347.45
	201.81	81.33	3.62	20.18	306.94	45.59	352.53	316.77		5.69	31.88	354.13
	205.54	82.83	3.69	20.55	312.61	45.59	358.20	322.75		5.79	32.28	360.82
	209.27	84.34	3.76	20.93	318.29	45.59	363.88	328.73		5.90	32.87	367.50

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## ANNEXIRE -

## FITMENT CHART

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benefit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs. 148.34 - 4.77 - 234.20											
Revised Scale	Rs. 249.48 - 7.48 - 384.12											
Cat - V.	148.34	59.78	2.66	14.83	225.62	45.59	271.21	249.48	4.48	24.95		278.91
	153.11	61.70	2.75	15.31	232.87	45.59	278.46	249.48	4.48	24.95		278.91
	157.88	63.63	2.83	15.79	240.13	45.59	285.72	256.96	4.61	25.70		287.27
	162.65	65.55	2.92	16.27	247.38	45.59	292.97	264.44	4.75	26.44		295.63
	167.42	67.47	3.01	16.74	254.64	45.59	300.23	271.92	4.88	27.19		303.99
	172.19	69.39	3.09	17.22	261.89	45.59	307.48	279.40	5.02	27.94		312.36
	176.96	71.31	3.18	17.70	269.14	45.59	314.73	286.88	5.15	28.69		320.72
	181.73	73.24	3.26	18.17	276.41	45.59	322.00	294.36	5.28	29.44		329.08
	186.50	75.16	3.35	18.65	283.66	45.59	329.25	301.84	5.42	30.18		337.44
	191.27	77.08	3.43	19.13	290.91	45.59	336.50	301.84	5.42	30.18		337.44
	196.04	79.00	3.52	19.60	298.16	45.59	343.75	309.32	5.55	30.93		345.80
	200.81	80.93	3.60	20.08	305.43	45.59	351.02	316.80	5.69	31.68		354.17
	205.58	82.85	3.69	20.56	312.68	45.59	358.27	324.28	5.82	32.43		362.53
	210.35	84.77	3.78	21.04	319.93	45.59	365.52	331.76	5.96	33.18		370.89
	215.12	86.69	3.86	21.51	327.18	45.59	372.77	339.24	6.09	33.92		379.25
	219.89	88.62	3.95	21.99	334.45	45.59	380.04	346.72	6.22	34.67		387.62
	224.66	90.54	4.03	22.47	341.70	45.59	387.29	346.72	6.22	34.67		387.62
	229.43	92.46	4.12	22.94	348.95	45.95	394.90	354.20	6.36	35.42		395.98
	234.20	94.38	4.20	23.42	356.20	46.67	402.87	361.88	6.49	36.17		404.34

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Revised Basic as on 1.07.01	Total	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs. 174.88 - 6.92 - 299.44											
Revised Scale	Rs. 294.11 - 8.82 - 452.87											
Excv Sp:	174.88	70.48	3.14	17.49	265.99	45.59	311.58	294.11	5.28	29.41	328.80	
	181.80	73.27	3.26	18.18	276.51	45.59	322.10	294.11	5.28	29.41	328.80	
	188.72	76.05	3.39	18.87	287.03	45.59	332.62	302.93	5.44	30.29	338.66	
	195.64	78.84	3.51	19.56	297.56	45.59	343.15	311.75	5.60	31.18	348.52	
	202.56	81.63	3.64	20.26	308.08	45.59	353.67	320.57	5.75	32.06	358.38	
	209.48	84.42	3.76	20.95	318.61	45.59	364.20	329.39	5.91	32.94	368.24	
	216.40	87.21	3.88	21.64	329.13	45.59	374.72	338.21	6.07	33.82	378.10	
	223.32	90.00	4.01	22.33	339.66	45.59	385.25	347.03	6.23	34.70	387.96	
	230.24	92.79	4.13	23.02	350.19	46.07	396.26	355.85	6.39	35.59	397.82	
	237.16	95.58	4.26	23.72	360.71	47.11	407.82	373.49	6.70	37.35	417.54	
	244.08	98.36	4.38	24.41	371.23	48.15	419.38	382.31	6.86	38.23	427.40	
	251.00	101.15	4.51	25.10	381.76	49.19	430.95	391.13	7.02	39.11	437.26	
	257.92	101.54	4.63	25.79	389.88	50.23	440.11	399.95	7.18	40.00	447.12	
	264.84	101.54	4.75	26.48	397.62	51.26	448.88	408.77	7.34	40.88	456.98	
	271.76	101.54	4.88	27.18	405.35	52.30	457.65	417.59	7.50	41.76	466.84	
	278.68	101.54	5.00	27.87	413.09	53.34	466.43	417.59	7.50	41.76	466.84	
	285.60	101.54	5.13	28.56	420.83	54.38	475.21	426.41	7.65	42.64	476.71	
	292.52	101.54	5.25	29.25	428.56	55.42	483.98	435.23	7.81	43.52	486.57	
	299.44	101.54	5.37	29.94	436.30	56.45	492.75	444.05	7.97	44.41	496.43	

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.08.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.166.40 - 6.51 - 283.58											
Revised Scale	Rs.279.85 - 8.40 - 431.05											
Excv.A	166.40	67.06	2.99	16.64	253.09	45.59	298.68	279.85	5.02	27.99		312.86
	172.91	69.68	3.10	17.29	262.98	45.59	308.57	279.85	5.02	27.99		312.86
	179.42	72.31	3.22	17.94	272.89	45.59	318.48	288.25	5.17	28.83		322.25
	185.93	74.93	3.34	18.59	282.79	45.59	328.38	296.65	5.32	29.67		331.64
	192.44	77.55	3.45	19.24	292.69	45.59	338.28	305.05	5.48	30.51		341.03
	198.95	80.18	3.57	19.90	302.60	45.59	348.19	313.45	5.63	31.35		350.42
	205.46	82.80	3.69	20.55	312.49	45.59	358.08	321.85	5.78	32.19		359.81
	211.97	85.42	3.80	21.20	322.39	45.59	367.98	330.25	5.93	33.03		369.20
	218.48	88.05	3.92	21.85	332.30	45.59	377.89	338.65	6.08	33.87		378.59
	224.99	90.67	4.04	22.50	342.20	45.59	387.79	347.05	6.23	34.71		387.98
	231.50	93.29	4.16	23.15	352.10	46.26	398.36	363.85	6.53	36.39		408.77
	238.01	95.92	4.27	23.80	362.00	47.24	409.24	372.25	6.88	37.23		416.16
	244.52	98.54	4.39	24.45	371.90	48.22	420.12	380.65	6.83	38.07		425.55
	251.03	101.17	4.51	25.10	381.81	49.19	431.00	389.05	6.98	38.91		434.94
	257.54	101.54	4.62	25.75	389.46	50.17	439.63	397.45	7.13	39.75		444.33
	264.05	101.54	4.74	26.41	396.73	51.15	447.88	405.85	7.29	40.59		453.72
	270.56	101.54	4.86	27.06	404.01	52.12	456.13	414.25	7.44	41.43		463.11
	277.07	101.54	4.97	27.71	411.29	53.10	464.39	422.65	7.59	42.27		472.50
	283.58	101.54	5.09	28.36	418.57	54.08	472.65	431.05	7.74	43.11		481.89

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## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.156.75 - 5.95 - 263.85											
Revised Scale	Rs.263.62 - 7.91 - 406.00											
Excv.B	156.75	63.17	2.81	15.68	238.41	45.59	284.00	263.62	4.73	26.36		294.71
	162.70	65.57	2.92	16.27	247.46	45.59	293.05	263.62	4.73	26.36		294.71
	168.65	67.97	3.03	16.87	256.51	45.59	302.10	271.53	4.87	27.15		303.56
	174.80	70.36	3.13	17.46	265.55	45.59	311.14	279.44	5.02	27.94		312.40
	180.55	72.76	3.24	18.06	274.61	45.59	320.20	287.35	5.16	28.74		321.24
	186.50	75.16	3.35	18.65	283.66	45.59	329.25	295.26	5.30	29.53		330.09
	192.45	77.56	3.45	19.25	292.71	45.59	338.30	303.17	5.44	30.32		338.93
	198.40	79.96	3.56	19.84	301.76	45.59	347.35	311.08	5.58	31.11		347.77
	204.35	82.35	3.67	20.44	310.80	45.59	356.39	318.99	5.73	31.90		356.61
	210.30	84.75	3.77	21.03	319.85	45.59	365.44	326.90	5.87	32.69		365.46
	216.25	87.15	3.88	21.63	328.91	45.59	374.50	342.72	6.15	34.27		383.14
	222.20	89.55	3.99	22.22	337.96	45.59	383.55	350.63	6.29	35.06		391.99
	228.15	91.94	4.10	22.82	347.00	45.76	392.76	358.54	6.44	35.85		400.83
	234.10	94.34	4.20	23.41	356.05	46.65	402.70	366.45	6.58	36.65		409.67
	240.05	96.74	4.31	24.01	365.10	47.55	412.65	374.36	6.72	37.44		418.52
	246.00	99.14	4.42	24.60	374.16	48.44	422.60	382.27	6.86	38.23		427.36
	251.95	101.54	4.52	25.20	383.21	49.33	432.54	390.18	7.00	39.02		436.20
	257.90	101.54	4.63	25.79	389.86	50.22	440.08	398.09	7.15	39.81		445.04
	263.85	101.54	4.74	26.39	396.51	51.12	447.63	406.00	7.29	40.60		453.89



## ANNEXIRE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.08.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.150.09 - 5.13 - 242.43											
Revised Scale	Rs.252.42 - 7.57 - 388.68											
Excy.C	150.09	60.49	2.69	15.01	228.28	45.59	273.87	252.42	4.53	25.24		282.19
	155.22	62.55	2.79	15.52	236.08	45.59	281.67	252.42	4.53	25.24		282.19
	160.35	64.62	2.88	16.04	243.88	45.59	289.47	259.99	4.67	26.00		290.66
	165.48	66.69	2.97	16.55	251.69	45.59	297.28	267.56	4.80	26.76		299.12
	170.61	68.76	3.06	17.06	259.49	45.59	305.08	275.13	4.94	27.51		307.58
	175.74	70.82	3.15	17.57	267.29	45.59	312.88	282.70	5.07	28.27		316.04
	180.87	72.89	3.25	18.09	275.09	45.59	320.68	290.27	5.21	29.03		324.51
	186.00	74.96	3.34	18.60	282.90	45.59	328.49	297.84	5.35	29.78		332.97
	191.13	77.03	3.43	19.11	290.70	45.59	336.29	305.41	5.48	30.54		341.43
	196.26	79.09	3.52	19.63	298.50	45.59	344.09	312.98	5.62	31.30		349.90
	201.39	81.16	3.61	20.14	306.30	45.59	351.89	320.55	5.75	32.06		358.36
	206.52	83.23	3.71	20.65	314.11	45.59	359.70	328.12	5.89	32.81		366.82
	211.65	85.29	3.80	21.17	321.90	45.59	367.49	335.69	6.03	33.57		375.28
	216.78	87.36	3.89	21.68	329.71	45.59	375.30	343.26	6.16	34.33		383.75
	221.91	89.43	3.98	22.19	337.51	45.59	383.10	343.26	6.16	34.33		383.75
	227.04	91.50	4.08	22.70	345.32	45.59	390.91	350.83	6.30	35.08		392.21
	232.17	93.56	4.17	23.22	353.11	46.36	399.47	358.40	6.43	35.84		400.67
	237.30	95.63	4.26	23.73	360.92	47.13	408.05	365.97	6.57	36.60		409.14
	242.43	97.70	4.35	24.24	368.72	47.90	416.62	373.54	6.71	37.35		417.60



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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.144.85 - 4.09 - 218.47											
Revised Scale	Rs.243.61 - 6.09 - 353.23											
Excv.D	144.85	58.37	2.60	14.49	220.31	45.59	265.90	243.61	4.37	24.36		272.34
	148.94	60.02	2.67	14.89	226.53	45.59	272.12	243.61	4.37	24.36		272.34
	153.03	61.67	2.75	15.30	232.75	45.59	278.34	249.70	4.48	24.97		279.15
	157.12	63.32	2.82	15.71	238.97	45.59	284.56	255.79	4.59	25.58		285.96
	161.21	64.97	2.89	16.12	245.19	45.59	290.78	261.88	4.70	26.19		292.77
	165.30	66.62	2.97	16.53	251.42	45.59	297.01	267.97	4.81	26.80		299.58
	169.39	68.26	3.04	16.94	257.63	45.59	303.22	274.06	4.92	27.41		306.39
	173.48	69.91	3.11	17.35	263.85	45.59	309.44	280.15	5.03	28.02		313.19
	177.57	71.56	3.19	17.76	270.07	45.59	315.66	286.24	5.14	28.62		320.00
	181.66	73.21	3.26	18.17	276.30	45.59	321.89	292.33	5.25	29.23		326.81
	185.75	74.86	3.33	18.58	282.52	45.59	328.11	298.42	5.36	29.84		333.62
	189.84	76.51	3.41	18.98	288.74	45.59	334.33	304.51	5.47	30.45		340.43
	193.93	78.15	3.48	19.39	294.95	45.59	340.54	310.60	5.58	31.06		347.24
	198.02	79.80	3.55	19.80	301.18	45.58	346.77	310.60	5.58	31.06		347.24
	202.11	81.45	3.63	20.21	307.40	45.59	352.99	316.69	5.68	31.67		354.04
	206.20	83.10	3.70	20.62	313.62	45.59	359.21	322.78	5.79	32.28		360.85
	210.29	84.75	3.77	21.03	319.84	45.59	365.43	328.87	5.90	32.89		367.86
	214.38	86.40	3.85	21.44	326.07	45.59	371.86	334.96	6.01	33.50		374.47
	218.47	88.04	3.92	21.85	332.28	45.59	377.87	341.05	6.12	34.11		381.28



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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bonus	Total
Existing Scale	Rs.135.40 - 2.81 - 185.98											
Revised Scale	Rs.227.72 - 5.69 - 330.14											
Excv E	135.40	54.57	2.43	13.54	205.94	45.59	251.53	227.72	4.09	22.77		254.58
	138.21	55.70	2.48	13.82	210.21	45.59	255.80	233.41	4.19	23.34		260.94
	141.02	56.83	2.53	14.10	214.48	45.59	260.07	233.41	4.19	23.34		260.94
	143.83	57.96	2.58	14.38	218.75	45.59	264.34	239.10	4.29	23.91		267.30
	146.64	59.10	2.63	14.66	223.04	45.59	268.63	244.79	4.39	24.48		273.66
	149.45	60.23	2.68	14.95	227.31	45.59	272.90	244.79	4.39	24.48		273.66
	152.26	61.36	2.73	15.23	231.58	45.59	277.17	250.48	4.50	25.05		280.02
	155.07	62.49	2.78	15.51	235.85	45.59	281.44	256.17	4.60	25.62		286.39
	157.88	63.63	2.83	15.79	240.13	45.59	285.72	256.17	4.60	25.62		286.39
	160.69	64.76	2.88	16.07	244.40	45.59	289.99	261.86	4.70	26.19		292.75
	163.50	65.89	2.93	16.35	248.67	45.59	294.26	267.55	4.80	26.76		299.11
	166.31	67.02	2.99	16.63	252.95	45.59	298.54	267.55	4.80	26.76		299.11
	169.12	68.16	3.04	16.91	257.23	45.59	302.82	273.24	4.90	27.32		305.47
	171.93	69.29	3.09	17.19	261.50	45.59	307.09	278.93	5.01	27.89		311.83
	174.74	70.42	3.14	17.47	265.77	45.59	311.36	278.93	5.01	27.89		311.83
	177.55	71.55	3.19	17.76	270.04	45.59	315.63	284.62	5.11	28.46		318.19
	180.36	72.69	3.24	18.04	274.32	45.59	319.91	290.31	5.21	29.03		324.55
	183.17	73.82	3.29	18.32	278.59	45.59	324.18	290.31	5.21	29.03		324.55
	185.98	74.95	3.34	18.60	282.87	45.59	328.46	296.00	5.31	29.60		330.91

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.6000 - 200 - 8400											
Revised Scale	Rs.10091 - 303 - 13727											
A1	6000.00	2418.00	107.70	600.00	9125.70	1200.00	10325.70	10091.	181.13	1009.10	11281.23	
	6200.00	2499.00	111.29	620.00	9430.29	1230.00	10660.29	10091	181.13	1009.10	11281.23	
	6400.00	2579.00	114.88	640.00	9733.88	1260.00	10993.88	10091	181.13	1009.10	11281.23	
	6600.00	2640.00	118.47	680.00	10018.47	1290.00	11308.47	10394	186.57	1038.40	11619.97	
	6800.00	2640.00	122.06	680.00	10242.06	1320.00	11562.06	10394	186.57	1039.40	11619.97	
	7000.00	2640.00	125.65	700.00	10465.65	1350.00	11815.65	10697	192.01	1069.70	11958.71	
	7200.00	2640.00	129.24	720.00	10689.24	1380.00	12069.24	11000	197.45	1100.00	12297.45	
	7400.00	2640.00	132.83	740.00	10912.83	1410.00	12322.83	11303	202.89	1130.30	12636.19	
	7600.00	2640.00	136.42	760.00	11136.42	1440.00	12576.42	11303	202.89	1130.30	12636.19	
	7800.00	2640.00	140.01	780.00	11360.01	1470.00	12830.01	11606	208.33	1160.60	12974.93	
	8000.00	2640.00	143.60	800.00	11583.60	1500.00	13083.60	11909	213.77	1190.90	13313.67	
	8200.00	2640.00	147.19	820.00	11807.19	1530.00	13337.19	12212	219.21	1221.20	13652.41	
	8400.00	2640.00	150.78	840.00	12030.78	1560.00	13590.78	12212	219.21	1221.20	13652.41	

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## ANNEXURE-

FITMENT CHART

-----NCWA-VI-----								-----NCWA-VI-----				
Grade	Pre Revised Basic as on 30.06.01	D.A.	Spl. D.A.	Attn. Bouns	Total	M.G.Benft	Total	Revised Basic as on 01.07.01	D.A.	Spl. D.A.	Attn. Bons	Total
Existing Scale	Rs.4652 - 171 - 6362 - 180 - 7802											
Revised Scale	Rs.7824 - 235 - 12054											
A	4652.00	1875.00	83.50	465.20	7075.70	1185.39	8261.09	7824.00		140.44	782.40	8746.84
	4823.00	1944.00	86.57	482.30	7335.87	1185.39	8521.26	7824.00		140.44	782.40	8746.84
	4994.00	2013.00	89.64	499.40	7596.04	1185.39	8781.43	8059.00		144.66	805.90	9009.56
	5165.00	2081.00	92.71	516.50	7855.21	1185.39	9040.60	8294.00		148.88	829.40	9272.28
	5338.00	2150.00	95.78	533.60	8115.38	1185.39	9300.77	8529.00		153.10	852.90	9535.00
	5507.00	2219.00	98.85	550.70	8375.55	1185.39	9560.94	8764.00		157.31	876.40	9797.71
	5678.00	2288.00	101.92	567.80	8635.72	1185.39	9821.11	8999.00		161.53	899.90	10080.43
	5849.00	2357.00	104.99	584.90	8895.89	1185.39	10081.28	9234.00		165.75	923.40	10323.15
	6020.00	2426.00	108.06	602.00	9156.06	1203.00	10359.06	9469.00		169.97	946.90	10585.87
	6191.00	2495.00	111.13	619.10	9416.23	1228.65	10644.88	9704.00		174.19	970.40	10848.59
	6362.00	2564.00	114.20	636.20	9676.40	1254.30	10930.70	9939.00		178.41	993.90	11111.31
	6542.00	2636.00	117.43	654.20	9949.63	1281.30	11230.93	10174.00		182.62	1017.40	11374.02
	6722.00	2640.00	120.66	672.20	10154.86	1308.30	11463.16	10409.00		186.84	1040.90	11636.74
	6902.00	2640.00	123.89	690.20	10356.09	1335.30	11691.39	10644.00		191.06	1064.40	11899.46
	7082.00	2640.00	127.12	708.20	10557.32	1362.30	11919.62	10879.00		195.28	1087.90	12162.18
	7262.00	2640.00	130.35	726.20	10758.55	1389.30	12147.85	10879.00		195.28	1087.90	12162.18
	7442.00	2640.00	133.58	744.20	10959.78	1416.30	12376.08	11114.00		199.50	1111.40	12424.90
	7622.00	2640.00	136.81	762.20	11161.01	1443.30	12804.31	11349.00		203.71	1134.90	12687.61
	7802.00	2640.00	140.05	780.20	11362.25	1470.30	12832.55	11584.00		207.93	1158.40	12950.33



## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.4317 - 155 - 5557 - 170 - 7257											
Revised Scale	Rs.7260 - 218 - 11184											
B/Clerical	4317.00	1740.00	77.49	431.70	6566.19	1185.39	7751.58	7260	130.32	726.00		8116.32
Sp:	4472.00	1802.00	80.27	447.20	6801.47	1185.39	7986.86	7260	130.32	726.00		8116.32
	4627.00	1865.00	83.05	462.70	7037.75	1185.39	8223.14	7478	134.23	747.80		8360.03
	4782.00	1927.00	85.84	478.20	7273.04	1185.39	8458.43	7696	138.14	769.60		8603.74
	4937.00	1990.00	88.62	493.70	7509.32	1185.39	8694.71	7914	142.06	791.40		8847.46
	5092.00	2052.00	91.40	509.20	7744.60	1185.39	8929.99	8132	145.97	813.20		9091.17
	5247.00	2115.00	94.18	524.70	7980.88	1185.39	9166.27	8350	149.88	835.00		9334.88
	5402.00	2177.00	96.97	540.20	8216.17	1185.39	9401.56	8568	153.80	856.80		9578.60
	5557.00	2239.00	99.75	555.70	8451.45	1185.39	9636.84	8786	157.71	878.60		9822.31
	5727.00	2308.00	102.80	572.70	8710.50	1185.39	9895.89	9004	161.62	900.40		10086.02
	5897.00	2376.00	105.85	589.70	8968.55	1185.39	10153.94	9222	165.53	922.20		10309.73
	6067.00	2445.00	108.90	606.70	9227.60	1210.05	10437.65	9440	169.45	944.00		10553.45
	6237.00	2514.00	111.95	623.70	9486.65	1235.55	10722.20	9658	173.36	965.80		10797.16
	6407.00	2582.00	115.01	640.70	9744.71	1261.05	11005.76	9876	177.27	987.60		11040.87
	6577.00	2640.00	118.06	657.70	9992.76	1286.55	11279.31	10094	181.19	1009.40		11284.59
	6747.00	2640.00	121.11	674.70	10182.81	1312.05	11494.86	10312	185.10	1031.20		11528.30
	6917.00	2640.00	124.16	691.70	10372.86	1337.55	11710.41	10530	189.01	1053.00		11772.01
	7087.00	2640.00	127.21	708.70	10562.91	1363.05	11925.96	10748	192.93	1074.80		12015.73
	7257.00	2640.00	130.26	725.70	10752.96	1388.55	12141.51	10966	196.84	1096.60		12259.44

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3998 - 135 - 5078 - 145 - 6528											
Revised Scale	Rs.6724 - 202 - 10360											
C/Clerical	3998.00	1611.00	71.76	399.80	6080.56	1185.39	7265.95	6724	120.70	672.40	7517.10	
I	4133.00	1666.00	74.19	413.30	6286.49	1185.39	7471.88	6724	120.70	672.40	7517.10	
	4268.00	1720.00	76.61	426.80	6491.41	1185.39	7676.80	6926	124.32	692.60	7742.92	
	4403.00	1774.00	79.03	440.30	6696.33	1185.39	7881.72	7128	127.95	712.80	7968.75	
	4538.00	1829.00	81.46	453.80	6902.26	1185.39	8087.65	7330	131.57	733.00	8194.57	
	4673.00	1883.00	83.88	467.30	7107.18	1185.39	8292.57	7532	135.20	753.20	8420.40	
	4808.00	1938.00	86.30	480.80	7313.10	1185.39	8498.49	7734	138.83	773.40	8646.23	
	4943.00	1992.00	88.73	494.30	7518.03	1185.39	8703.42	7936	142.46	793.60	8872.05	
	5078.00	2046.00	91.15	507.80	7722.95	1185.39	8908.34	8138	146.08	813.80	9097.88	
	5223.00	2105.00	93.75	522.30	7944.05	1185.39	9129.44	8340	149.70	834.00	9323.70	
	5368.00	2163.00	96.36	536.80	8164.16	1185.39	9349.55	8542	153.33	854.20	9549.53	
	5513.00	2222.00	98.96	551.30	8385.26	1185.39	9570.65	8744	156.95	874.40	9775.35	
	5658.00	2280.00	101.56	565.80	8605.36	1185.39	9790.75	8946	160.58	894.60	10001.18	
	5803.00	2339.00	104.16	580.30	8826.46	1185.39	10011.85	9148	164.21	914.80	10227.01	
	5948.00	2397.00	106.77	594.80	9046.57	1192.20	10238.77	9350	167.83	935.00	10452.83	
	6093.00	2455.00	109.37	609.30	9266.67	1213.95	10480.62	9552	171.46	955.20	10678.66	
	6238.00	2514.00	111.97	623.80	9487.77	1235.70	10723.47	9754	175.08	975.40	10904.48	
	6383.00	2572.00	114.57	638.30	9707.87	1257.45	10965.32	9956	178.71	995.60	11130.31	
	6528.00	2631.00	117.18	652.80	9928.98	1279.20	11208.18	10158	182.34	1015.80	11356.14	

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## FITMENT CHART

Grade	NCWA - VI						NCWA - VII				
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3698 - 110 - 4578 - 130 - 5878										
Revised Scale	Rs.6219 - 155 - 9009										
D/Clerical:	3698.00	1490.00	66.38	369.80	5624.18	1185.39	6809.57	6219	111.63	621.90	8952.53
II	3808.00	1535.00	68.35	380.80	5792.15	1185.39	6977.54	6374	114.41	637.40	7125.81
	3918.00	1579.00	70.33	391.80	5959.13	1185.39	7144.52	6529	117.20	652.90	7299.10
	4028.00	1623.00	72.30	402.80	6126.10	1185.39	7311.49	6684	119.98	668.40	7472.38
	4138.00	1668.00	74.28	413.80	6294.08	1185.39	7479.47	6839	122.76	683.90	7645.66
	4248.00	1712.00	76.25	424.80	6461.05	1185.39	7646.44	6994	125.54	699.40	7818.94
	4358.00	1756.00	78.23	435.80	6628.03	1185.39	7813.42	6994	125.54	699.40	7818.94
	4468.00	1801.00	80.20	446.80	6796.00	1185.39	7981.39	7149	128.32	714.90	7992.22
	4578.00	1845.00	82.18	457.80	6962.98	1185.39	8148.37	7304	131.11	730.40	8165.51
	4708.00	1897.00	84.51	470.80	7160.31	1185.39	8345.70	7614	136.67	761.40	8512.07
	4838.00	1950.00	86.84	483.80	7358.64	1185.39	8544.03	7769	139.45	776.90	8685.35
	4968.00	2002.00	89.18	496.80	7555.98	1185.39	8741.37	7924	142.24	792.40	8858.64
	5098.00	2054.00	91.51	509.80	7753.31	1185.39	8938.70	8079	145.02	807.90	9031.92
	5228.00	2107.00	93.84	522.80	7951.64	1185.39	9137.03	8234	147.80	823.40	9205.20
	5358.00	2159.00	96.18	535.80	8148.98	1185.39	9334.37	8389	150.58	838.90	9378.48
	5488.00	2212.00	98.51	548.80	8347.31	1185.39	9532.70	8544	153.36	854.40	9551.76
	5618.00	2264.00	100.84	561.80	8544.64	1185.39	9730.03	8854	158.93	885.40	9898.33
	5748.00	2316.00	103.18	574.80	8741.98	1185.39	9927.37	9009	161.71	900.90	10071.61
	5878.00	2369.00	105.51	587.80	8940.31	1185.39	10125.70	9164	164.49	916.40	10244.89





## ANNEXURE -

## FITMENT CHART

NCWA - VI							NCWA - VII				
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn Bons	Total
Existing Scale	Rs.3545 - 87 - 5111										
Revised Scale	Rs.5962 - 149 - 8644										
Ex/Clerical	3545.00	1429.00	63.63	354.50	5392.13	1185.39	5962	107.02	596.20	6665.22	
III	3632.00	1464.00	65.19	363.20	5524.39	1185.39	6111	109.69	611.10	6831.79	
	3719.00	1499.00	66.76	371.90	5656.66	1185.39	6260	112.37	626.00	6998.37	
	3806.00	1534.00	68.32	380.60	5788.92	1185.39	6409	115.04	640.90	7164.94	
	3893.00	1569.00	69.88	389.30	5921.18	1185.39	6558	117.72	655.80	7331.52	
	3980.00	1604.00	71.44	398.00	6053.44	1185.39	6707	120.39	670.70	7498.09	
	4067.00	1639.00	73.00	406.70	6185.70	1185.39	6856	123.07	685.60	7664.67	
	4154.00	1674.00	74.56	415.40	6317.96	1185.39	6856	123.07	685.60	7664.67	
	4241.00	1709.00	76.13	424.10	6450.23	1185.39	7005	125.74	700.50	7831.24	
	4328.00	1744.00	77.69	432.80	6582.49	1185.39	7154	128.41	715.40	7997.81	
	4415.00	1779.00	79.25	441.50	6714.75	1185.39	7303	131.09	730.30	8164.39	
	4502.00	1814.00	80.81	450.20	6847.01	1185.39	7452	133.76	745.20	8330.96	
	4589.00	1849.00	82.37	458.90	6979.27	1185.39	7452	133.76	745.20	8330.96	
	4676.00	1884.00	83.93	467.60	7111.53	1185.39	7601	136.44	760.10	8497.54	
	4763.00	1919.00	85.50	476.30	7243.80	1185.39	7750	139.11	775.00	8664.11	
	4850.00	1955.00	87.06	485.00	7377.06	1185.39	7899	141.79	789.90	8830.69	
	4937.00	1990.00	88.62	493.70	7509.32	1185.39	7899	141.79	789.90	8830.69	
	5024.00	2025.00	90.18	502.40	7641.58	1185.39	8048	144.46	804.80	8997.26	
	5111.00	2060.00	91.74	511.10	7773.84	1185.39					



## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3506 - 75 - 4856											
Revised Scale	Rs.5896 - 147 - 8542											
F	3506.00	1413.00	82.93	350.60	5332.53	1185.39	6517.92	5896	105.83	589.60	6591.43	
	3581.00	1443.00	84.28	358.10	5446.38	1185.39	6631.77	6043	108.47	604.30	6755.77	
	3656.00	1473.00	85.63	365.60	5560.23	1185.39	6745.62	6043	108.47	604.30	6755.77	
	3731.00	1504.00	86.97	373.10	5675.07	1185.39	6860.46	6190	111.11	619.00	6920.11	
	3806.00	1534.00	88.32	380.60	5788.92	1185.39	6974.31	6337	113.75	633.70	7084.45	
	3881.00	1564.00	89.66	388.10	5902.76	1185.39	7088.15	6484	116.39	648.40	7248.79	
	3956.00	1594.00	91.01	395.60	6016.61	1185.39	7202.00	6484	116.39	648.40	7248.79	
	4031.00	1624.00	92.36	403.10	6130.46	1185.39	7315.85	6631	119.03	663.10	7413.13	
	4106.00	1655.00	93.70	410.60	6245.30	1185.39	7430.69	6778	121.67	677.80	7577.47	
	4181.00	1685.00	95.05	418.10	6359.15	1185.39	7544.54	6778	121.67	677.80	7577.47	
	4256.00	1715.00	96.40	425.60	6473.00	1185.39	7658.39	6925	124.30	692.50	7741.80	
	4331.00	1745.00	97.74	433.10	6586.84	1185.39	7772.23	7072	126.94	707.20	7906.14	
	4406.00	1776.00	99.09	440.60	6701.69	1185.39	7887.08	7072	126.94	707.20	7906.14	
	4481.00	1806.00	100.43	448.10	6815.53	1185.39	8000.92	7219	129.58	721.90	8070.48	
	4556.00	1836.00	101.78	455.60	6929.38	1185.39	8114.77	7366	132.22	736.60	8234.82	
	4631.00	1866.00	103.13	463.10	7043.23	1185.39	8228.62	7366	132.22	736.60	8234.82	
	4706.00	1897.00	104.47	470.60	7158.07	1185.39	8343.46	7513	134.86	751.30	8399.16	
	4781.00	1927.00	105.82	478.10	7271.92	1185.39	8457.31	7660	137.50	766.00	8563.50	
	4856.00	1957.00	107.17	485.60	7385.77	1185.39	8571.16	7807	140.14	780.70	8727.84	

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## ANNEXURE -

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total	
Existing Scale	Rs.3457 - 87 - 4663											
Revised Scale	Rs.5814 - 145 - 8424											
G	3457.00	1393.00	62.05	345.70	5257.75	1185.39	5814	104.36	581.40	6499.76		
	3524.00	1420.00	63.26	352.40	5359.66	1185.39	5959	108.96	595.90	6661.86		
	3591.00	1447.00	64.46	359.10	5461.56	1185.39	5959	108.96	595.90	6661.86		
	3658.00	1474.00	65.66	365.80	5563.46	1185.39	6104	109.57	610.40	6823.97		
	3725.00	1501.00	66.86	372.50	5665.36	1185.39	6249	112.17	624.90	6986.07		
	3792.00	1528.00	68.07	379.20	5767.27	1185.39	6249	112.17	624.90	6986.07		
	3859.00	1555.00	69.27	385.90	5869.17	1185.39	6394	114.77	639.40	7148.17		
	3926.00	1582.00	70.47	392.60	5971.07	1185.39	6539	117.38	653.90	7310.28		
	3993.00	1609.00	71.67	399.30	6072.97	1185.39	6539	117.38	653.90	7310.28		
	4060.00	1636.00	72.88	406.00	6174.88	1185.39	6684	119.98	668.40	7472.38		
	4127.00	1663.00	74.08	412.70	6276.78	1185.39	6684	119.98	668.40	7472.38		
	4194.00	1690.00	75.28	419.40	6378.68	1185.39	6829	122.58	682.90	7634.48		
	4261.00	1717.00	76.48	426.10	6480.58	1185.39	6974	125.18	697.40	7796.58		
	4328.00	1744.00	77.69	432.80	6582.49	1185.39	6974	125.18	697.40	7796.58		
	4395.00	1771.00	78.89	439.50	6684.39	1185.39	7119	127.79	711.90	7958.69		
	4462.00	1798.00	80.09	446.20	6786.29	1185.39	7264	130.39	726.40	8120.79		
	4529.00	1825.00	81.30	452.90	6888.20	1185.39	7264	130.39	726.40	8120.79		
	4596.00	1852.00	82.50	459.60	6990.10	1185.39	7409	132.99	740.90	8282.89		
	4663.00	1879.00	83.70	466.30	7092.00	1185.39	7409	132.99	740.90	8282.89		

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## FITMENT CHART

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3384 - 60 - 4464											
Revised Scale	Rs. 5691 - 142 - 8247											
H	3384.00	1364.00	60.74	338.40	5147.14	1185.39	6332.53	5691		102.15	569.10	6362.25
	3444.00	1388.00	61.82	344.40	5238.22	1185.39	6423.61	5833		104.70	583.30	6521.00
	3504.00	1412.00	62.90	350.40	5329.30	1185.39	6514.69	5833		104.70	583.30	6521.00
	3564.00	1436.00	63.97	356.40	5420.37	1185.39	6605.76	5975		107.25	597.50	6679.75
	3624.00	1460.00	65.05	362.40	5511.45	1185.39	6696.84	6117		109.80	611.70	6838.50
	3684.00	1485.00	66.13	368.40	5603.53	1185.39	6788.92	6117		109.80	611.70	6838.50
	3744.00	1509.00	67.20	374.40	5694.60	1185.39	6879.99	6259		112.35	625.90	6997.25
	3804.00	1533.00	68.28	380.40	5785.68	1185.39	6971.07	6259		112.35	625.90	6997.25
	3864.00	1557.00	69.36	386.40	5876.76	1185.39	7062.15	6401		114.90	640.10	7156.00
	3924.00	1581.00	70.44	392.40	5967.84	1185.39	7153.23	6401		114.90	640.10	7156.00
	3984.00	1606.00	71.51	398.40	6059.91	1185.39	7245.30	6543		117.45	654.30	7314.75
	4044.00	1630.00	72.59	404.40	6150.99	1185.39	7336.38	6685		120.00	668.50	7473.50
	4104.00	1654.00	73.67	410.40	6242.07	1185.39	7427.46	6685		120.00	668.50	7473.50
	4164.00	1678.00	74.74	416.40	6333.14	1185.39	7518.53	6827		122.54	682.70	7632.24
	4224.00	1702.00	75.82	422.40	6424.22	1185.39	7609.61	6827		122.54	682.70	7632.24
	4284.00	1726.00	76.90	428.40	6515.30	1185.39	7700.69	6969		125.09	696.90	7790.99
	4344.00	1751.00	77.97	434.40	6607.37	1185.39	7792.76	7111		127.64	711.10	7949.74
	4404.00	1775.00	79.05	440.40	6698.45	1185.39	7883.84	7111		127.64	711.10	7949.74
	4464.00	1799.00	80.13	446.40	6789.53	1185.39	7974.92	7253		130.19	725.30	8108.49

# FITMENT CHART

ANNEXURE -

NE, Assam

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.145.96 - 2.21 - 186.74						8.14					
Revised Scale	Rs.245.48 - 6.14 - 356.00											
Cat - I	145.96	58.82	2.62	14.60	222.00	45.59	267.59	245.48	4.41	24.55		274.43
	148.17	59.71	2.66	14.82	225.38	45.59	270.95	245.48	4.41	24.55		274.43
	150.38	60.60	2.70	15.04	228.72	45.59	274.31	245.48	4.41	24.55		274.43
	152.59	61.49	2.74	15.28	232.08	45.59	277.67	251.82	4.52	25.16		281.30
	154.80	62.38	2.78	15.48	235.44	45.59	281.03	251.82	4.52	25.16		281.30
	157.01	63.28	2.82	15.70	238.81	45.59	284.40	257.76	4.63	25.78		288.16
	159.22	64.17	2.86	15.92	242.17	45.59	287.76	257.76	4.63	25.78		288.16
	161.43	65.06	2.90	16.14	245.53	45.59	291.12	263.90	4.74	26.39		295.03
	163.64	65.95	2.94	16.36	248.89	45.59	294.48	263.90	4.74	26.39		295.03
	165.85	66.84	2.98	16.59	252.25	45.59	297.84	270.04	4.85	27.00		301.89
	168.06	67.73	3.02	16.81	255.81	45.59	301.20	270.04	4.85	27.00		301.89
	170.27	68.62	3.06	17.03	258.97	45.59	304.58	276.18	4.96	27.62		308.76
	172.48	69.51	3.10	17.25	262.33	45.59	307.92	276.18	4.96	27.62		308.76
	174.69	70.40	3.14	17.47	265.68	45.59	311.28	282.32	5.07	28.23		315.62
	176.90	71.29	3.18	17.69	269.06	45.59	314.65	282.32	5.07	28.23		315.62
	179.11	72.18	3.22	17.91	272.42	45.59	318.01	288.46	5.18	28.85		322.48
	181.32	73.07	3.25	18.13	275.78	45.59	321.37	288.46	5.18	28.85		322.48
	183.53	73.96	3.29	18.35	279.14	45.59	324.73	294.60	5.29	29.46		329.35
	185.74	74.85	3.33	18.57	282.50	45.59	328.09	294.60	5.29	29.46		329.35
								6.28				
Existing Scale	Rs.149.26 - 2.54 - 194.98											
Revised Scale	Rs.251.03 - 6.28 - 384.07											
Cat - II	149.26	60.15	2.68	14.93	227.02	45.59	272.61	251.03	4.51	25.10		280.64
	151.80	61.18	2.72	15.18	230.88	45.59	276.47	251.03	4.51	25.10		280.64
	154.34	62.20	2.77	15.43	234.74	45.59	280.33	251.03	4.51	25.10		280.64
	156.88	63.22	2.82	15.69	238.60	45.59	284.19	257.31	4.62	25.73		287.66
	159.42	64.25	2.86	15.94	242.47	45.59	288.08	263.59	4.73	26.36		294.68
	161.96	65.27	2.91	16.20	246.33	45.59	291.92	263.59	4.73	26.36		294.68
	164.50	66.29	2.95	16.45	250.19	45.59	295.78	269.87	4.84	26.99		301.70
	167.04	67.32	3.00	16.70	254.06	45.59	299.65	269.87	4.84	26.99		301.70
	169.58	68.34	3.04	16.96	257.92	45.59	303.51	276.15	4.96	27.62		308.72
	172.12	69.36	3.09	17.21	261.78	45.59	307.37	276.15	4.96	27.62		308.72
	174.66	70.39	3.14	17.47	265.65	45.59	311.24	282.43	5.07	28.24		315.74
	177.20	71.41	3.18	17.72	269.51	45.59	315.10	282.43	5.07	28.24		315.74
	179.74	72.44	3.23	17.97	273.38	45.59	318.97	288.71	5.18	28.87		322.76
	182.28	73.46	3.27	18.23	277.24	45.59	322.83	294.99	5.30	29.50		329.78
	184.82	74.48	3.32	18.48	281.10	45.59	326.69	294.99	5.30	29.50		329.78
	187.36	75.51	3.36	18.74	284.97	45.59	330.56	301.27	5.41	30.13		336.80
	189.90	76.53	3.41	18.99	288.83	45.59	334.42	301.27	5.41	30.13		336.80
	192.44	77.55	3.45	19.24	292.69	45.59	338.28	307.55	5.52	30.76		343.83
	194.98	78.58	3.50	19.50	296.56	45.59	342.15	307.55	5.52	30.76		343.83

# FITMENT CHART

NKE, Asram

ANNEXURE -

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.153.81 - 3.06 - 208.89											
Revised Scale	Rs.258.88 - 8.47 - 375.14											
Cat - II	153.81	61.89	2.76	15.38	233.94	45.59	279.53	258.88	4.64	25.87		289.19
	156.87	63.22	2.82	15.69	238.59	45.59	284.18	258.88	4.64	25.87		289.19
	159.93	64.45	2.87	15.99	243.24	45.59	288.83	258.88	4.64	25.87		289.19
	162.99	65.68	2.93	16.30	247.89	45.59	293.48	265.15	4.76	28.52		296.42
	166.05	66.92	2.98	16.61	252.56	45.59	298.15	271.62	4.88	27.18		303.68
	169.11	68.15	3.04	16.91	257.21	45.59	302.80	271.62	4.88	27.18		303.68
	172.17	69.38	3.09	17.22	261.86	45.59	307.45	278.09	4.99	27.81		310.89
	175.23	70.62	3.15	17.52	266.52	45.59	312.11	284.56	5.11	28.48		318.12
	178.29	71.85	3.20	17.83	271.17	45.59	316.76	284.56	5.11	28.48		318.12
	181.35	73.08	3.26	18.14	275.82	45.59	321.41	291.03	5.22	29.10		325.36
	184.41	74.32	3.31	18.44	280.48	45.59	326.07	297.50	5.34	29.75		332.59
	187.47	75.55	3.37	18.75	285.13	45.59	330.72	297.50	5.34	29.75		332.59
	190.53	76.78	3.42	19.05	289.78	45.59	335.37	303.97	5.46	30.40		339.82
	193.59	78.02	3.47	19.36	294.44	45.59	340.03	310.44	5.57	31.04		347.06
	196.65	79.26	3.53	19.67	299.09	45.59	344.68	310.44	5.57	31.04		347.06
	199.71	80.48	3.58	19.97	303.75	45.59	349.34	316.91	5.69	31.69		354.29
	202.77	81.72	3.64	20.28	308.41	45.59	354.00	316.91	5.69	31.69		354.29
	205.83	82.95	3.69	20.58	313.06	45.59	358.65	323.38	5.80	32.34		361.52
	208.89	84.18	3.75	20.89	317.71	45.59	363.30	329.85	5.92	32.99		368.76
								6.6				
Existing Scale	Rs.156.93 - 3.61 - 221.91											
Revised Scale	Rs.263.92 - 6.60 - 382.72											
Cat - IV	156.93	83.24	2.82	15.69	238.68	45.59	284.27	263.92	4.74	28.39		295.05
	160.54	84.70	2.88	16.05	244.18	45.59	289.77	263.92	4.74	28.39		295.05
	164.15	86.15	2.95	16.42	248.68	45.59	295.26	270.52	4.86	27.05		302.43
	167.76	87.61	3.01	16.78	253.16	45.59	300.75	270.52	4.86	27.05		302.43
	171.37	89.08	3.08	17.14	258.64	45.59	306.23	277.12	4.97	27.71		309.61
	174.98	90.52	3.14	17.50	263.14	45.59	311.73	283.72	5.09	28.37		317.18
	178.59	91.97	3.21	17.86	267.62	45.59	317.21	290.32	5.21	29.03		324.56
	182.20	93.43	3.27	18.22	272.12	45.59	322.71	290.32	5.21	29.03		324.56
	185.81	94.88	3.34	18.58	276.61	45.59	328.20	296.92	5.33	29.69		331.94
	189.42	96.34	3.40	18.94	281.10	45.59	333.68	303.52	5.45	30.35		339.32
	193.03	97.79	3.46	19.30	285.59	45.59	339.18	303.52	5.45	30.35		339.32
	196.64	99.25	3.53	19.66	290.08	45.59	344.67	310.12	5.57	31.01		346.70
	200.25	100.70	3.59	20.03	294.57	45.59	350.16	316.72	5.69	31.67		354.08
	203.86	102.16	3.66	20.39	299.07	45.59	355.66	323.32	5.80	32.33		361.48
	207.47	103.61	3.72	20.75	303.55	45.59	361.14	323.32	5.80	32.33		361.48
	211.08	105.07	3.79	21.11	308.05	45.59	366.64	329.92	5.92	32.99		368.83
	214.69	106.52	3.85	21.47	312.53	45.59	372.12	336.52	6.04	33.65		376.21
	218.30	107.97	3.92	21.83	317.02	45.59	377.61	343.12	6.16	34.31		383.59
	221.91	109.43	3.98	22.19	321.51	45.59	383.10	343.12	6.16	34.31		383.59

## FITMENT CHART N.E.C. Assam

NCWA - VI							NCWA - VII					
Grace	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.163.45 - 4.29 - 240.67											
Revised Scale	Rs.274.88 - 6.87 - 398.56											
Cat - V	183.45	65.87	2.93	16.35	248.60	45.59	294.19	274.88	4.93	27.49		307.31
	187.74	67.80	3.01	16.77	255.12	45.59	300.71	274.88	4.93	27.49		307.31
	172.03	69.33	3.09	17.20	261.65	45.59	307.24	274.88	4.93	27.49		307.31
	176.32	71.06	3.16	17.63	268.18	45.59	313.77	281.78	5.08	28.18		314.99
	180.61	72.79	3.24	18.06	274.70	45.59	320.29	288.63	5.18	28.86		322.67
	184.90	74.51	3.32	18.49	281.22	45.59	326.81	295.60	5.30	29.55		330.35
	189.19	76.24	3.40	18.92	287.74	45.59	333.33	302.37	5.43	30.24		338.03
	193.48	77.97	3.47	19.35	294.27	45.59	339.86	309.24	5.55	30.92		345.71
	197.77	79.70	3.55	19.78	300.80	45.59	346.39	316.11	5.67	31.61		353.40
	202.06	81.43	3.63	20.21	307.32	45.59	352.91	316.11	5.67	31.61		353.40
	206.35	83.16	3.70	20.64	313.85	45.59	359.44	322.98	5.80	32.30		361.08
	210.64	84.89	3.78	21.06	320.37	45.59	365.96	329.85	5.92	32.99		368.76
	214.93	86.62	3.86	21.49	326.90	45.59	372.49	336.72	6.04	33.67		376.44
	219.22	88.35	3.93	21.92	333.43	45.59	378.02	343.69	6.17	34.36		384.12
	223.51	90.07	4.01	22.35	339.94	45.59	384.53	350.46	6.29	35.05		391.80
	227.80	91.80	4.09	22.78	346.47	45.71	392.18	357.33	6.41	35.73		399.48
	232.09	93.53	4.17	23.21	353.00	46.35	399.35	357.33	6.41	35.73		399.48
	236.38	95.26	4.24	23.64	359.52	47.00	406.52	364.20	6.54	36.42		407.16
	240.67	96.99	4.32	24.07	366.05	47.64	413.69	371.07	6.66	37.11		414.84
								8.61				
Existing Scale	Rs.170.59 - 5.49 - 289.41											
Revised Scale	Rs.286.90 - 8.61 - 441.88											
Cat - VI	170.59	68.75	3.06	17.06	259.46	45.59	305.05	286.90	5.15	28.69		320.74
	176.08	70.96	3.16	17.61	267.61	45.59	313.40	286.90	5.15	28.69		320.74
	181.57	73.17	3.29	18.16	275.16	45.59	321.75	295.51	5.30	29.55		330.37
	187.06	75.39	3.38	18.71	284.51	45.59	330.10	295.51	5.30	29.55		330.37
	192.55	77.60	3.48	19.26	292.86	45.59	338.45	304.12	5.46	30.41		339.99
	198.04	79.81	3.55	19.80	301.21	45.59	346.80	312.73	5.61	31.27		349.62
	203.53	82.02	3.65	20.35	309.56	45.59	355.15	321.34	5.77	32.13		359.24
	209.02	84.24	3.75	20.90	317.91	45.69	363.50	329.85	5.92	33.00		368.87
	214.51	86.45	3.85	21.45	326.26	45.69	371.85	338.66	6.08	33.86		378.49
	220.00	88.66	3.95	22.00	334.61	46.69	380.20	347.17	6.23	34.72		388.12
	225.49	90.87	4.05	22.55	342.96	46.69	388.55	355.78	6.39	35.58		397.74
	230.98	93.08	4.15	23.10	351.30	46.19	397.49	355.78	6.39	35.58		397.74
	236.47	95.30	4.24	23.65	359.66	47.01	406.67	364.39	6.54	36.44		407.37
	241.96	97.51	4.34	24.20	368.01	47.83	415.84	373.03	6.70	37.30		417.00
	247.45	99.72	4.44	24.75	376.36	48.66	425.02	381.61	6.85	38.16		426.62
	252.94	101.94	4.54	25.29	384.71	49.48	433.79	390.22	7.00	39.02		436.25
	258.43	104.15	4.64	25.84	393.06	50.30	440.75	398.83	7.16	39.88		445.87
	263.92	106.37	4.74	26.39	396.59	51.13	447.72	407.44	7.31	40.74		455.50
	269.41	108.58	4.84	26.94	402.73	51.96	454.88	407.44	7.31	40.74		455.50

# FITMENT CHART

NEC, Assam

ANNEXURE -

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.201.11 - 7.96 - 344.39											
Revised Scale	Rs.338.23 - 10.15 - 520.93											
Excy.Spl	201.11	81.05	3.61	20.11	305.88	45.59	351.47	338.23	8.07	33.82		379.12
	209.07	84.26	3.75	20.91	317.99	45.59	363.58	338.23	8.07	33.82		378.12
	217.03	87.46	3.90	21.70	330.09	45.59	375.68	338.23	8.07	33.82		378.12
	224.98	90.67	4.04	22.50	342.20	45.59	387.79	348.38	8.25	34.84		389.47
	232.95	93.88	4.18	23.30	354.31	46.48	400.78	358.53	8.44	35.85		400.82
	240.91	97.09	4.32	24.09	366.42	47.67	414.09	378.83	8.80	37.88		423.51
	248.87	100.29	4.47	24.89	378.51	48.87	427.38	388.98	8.98	38.90		434.86
	256.83	101.54	4.81	25.68	388.66	50.08	438.72	399.13	7.16	39.91		446.21
	264.79	101.54	4.75	26.48	397.56	51.28	448.82	409.28	7.35	40.93		457.55
	272.75	101.54	4.80	27.28	406.46	52.45	458.91	419.43	7.53	41.94		468.90
	280.71	101.54	5.04	28.07	415.35	53.64	469.00	429.58	7.71	42.96		480.25
	288.67	101.54	5.18	28.87	424.28	54.84	479.10	429.58	7.71	42.96		480.25
	296.63	101.54	5.32	29.68	433.15	56.03	489.19	439.73	7.89	43.97		491.60
	304.59	101.54	5.47	30.48	442.05	57.23	499.28	449.88	8.08	44.99		502.94
	312.55	101.54	5.61	31.28	450.95	58.42	509.38	460.03	8.26	46.00		514.29
	320.51	101.54	5.75	32.05	459.85	59.61	519.46	470.18	8.44	47.02		525.64
	328.47	101.54	5.90	32.85	468.75	60.81	529.56	480.33	8.62	48.03		536.98
	336.43	101.60	6.04	33.64	477.71	62.00	539.71	490.48	8.80	49.05		548.33
	344.39	104.01	6.18	34.44	489.02	63.20	552.22	500.63	8.99	50.06		559.68
								9.65				
Existing Scale	Rs.191.38 - 7.49 - 326.18											
Revised Scale	Rs.321.83 - 9.65 - 495.53											
Excy.A	191.38	77.12	3.43	19.14	291.05	45.58	336.64	321.83	5.78	32.18		359.79
	198.85	80.14	3.57	19.89	302.44	45.58	348.03	321.83	5.78	32.18		359.79
	206.34	83.16	3.70	20.63	313.84	45.58	359.43	321.83	5.78	32.18		359.79
	213.83	86.17	3.84	21.38	325.22	45.58	370.81	341.13	6.12	34.11		381.37
	221.32	89.19	3.97	22.13	336.61	45.58	382.20	350.78	6.30	35.08		392.15
	228.81	92.21	4.11	22.88	348.01	45.88	393.87	360.43	6.47	36.04		402.94
	236.30	95.23	4.24	23.63	359.40	46.98	406.38	370.08	6.64	37.01		413.73
	243.79	98.25	4.38	24.38	370.80	48.11	418.91	379.73	6.82	37.97		424.52
	251.28	101.27	4.51	25.13	382.19	49.23	431.42	389.38	6.99	38.94		435.31
	258.77	101.54	4.64	25.88	393.83	50.35	441.18	399.03	7.18	39.90		446.10
	266.26	101.54	4.78	26.63	399.21	51.48	450.89	408.68	7.34	40.87		456.88
	273.75	101.54	4.91	27.38	407.58	52.60	460.18	418.33	7.51	41.83		467.67
	281.24	101.54	5.05	28.12	415.95	53.72	469.67	427.98	7.68	42.80		478.46
	288.73	101.54	5.18	28.87	424.33	54.85	479.18	437.63	7.86	43.76		489.25
	296.22	101.54	5.32	29.62	432.70	55.97	488.67	437.63	7.86	43.76		489.25
	303.71	101.54	5.45	30.37	441.07	57.09	498.18	447.28	8.03	44.73		500.04
	311.20	101.54	5.59	31.12	449.45	58.22	507.67	456.93	8.20	45.69		510.82
	318.69	101.54	5.72	31.87	457.82	59.34	517.18	466.58	8.38	46.66		521.61
	326.18	101.54	5.85	32.62	466.19	60.47	526.88	476.23	8.55	47.62		532.40

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# FITMENT CHART *NEC, Assam*

ANNEXURE -

NCWA - VI							NCWA - VII					
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.180.26 - 6.84 - 303.38											
Revised Scale	Rs.303.18 - 9.09 - 486.78											
Excc.B	180.26	72.64	3.24	18.03	274.16	45.59	319.75	303.18	5.44	30.32	338.92	338.92
	187.10	75.40	3.36	18.71	284.57	45.59	330.16	303.18	5.44	30.32	338.92	338.92
	193.94	78.16	3.48	19.39	294.98	45.59	340.57	312.25	5.80	31.23	349.08	349.08
	200.78	80.91	3.60	20.08	305.37	45.59	350.96	321.34	5.77	32.13	359.24	359.24
	207.62	83.67	3.73	20.76	315.78	45.59	361.37	330.43	5.93	33.04	369.40	369.40
	214.48	86.43	3.85	21.45	326.19	45.59	371.78	339.52	6.09	33.95	379.57	379.57
	221.30	89.18	3.97	22.13	336.58	45.59	382.17	348.61	6.26	34.86	389.73	389.73
	228.14	91.94	4.10	22.81	346.99	45.78	392.76	357.70	6.42	35.77	399.89	399.89
	234.98	94.70	4.22	23.50	357.40	46.79	404.19	366.79	6.58	36.68	410.05	410.05
	241.82	97.45	4.34	24.18	367.79	47.81	415.60	375.88	6.75	37.69	420.22	420.22
	248.66	100.21	4.46	24.87	378.20	48.84	427.04	384.97	6.91	38.60	430.38	430.38
	255.50	101.54	4.59	25.55	387.18	49.88	437.04	394.08	7.07	39.41	440.54	440.54
	262.34	101.54	4.71	26.23	394.82	50.89	445.71	403.15	7.24	40.32	450.70	450.70
	269.18	101.54	4.83	26.92	402.47	51.92	454.39	412.24	7.40	41.22	460.86	460.86
	276.02	101.54	4.95	27.50	410.12	52.94	463.06	421.33	7.56	42.13	471.03	471.03
	282.86	101.54	5.08	28.29	417.78	53.97	471.73	430.42	7.73	43.04	481.19	481.19
	289.70	101.54	5.20	28.97	425.41	54.99	480.40	430.42	7.73	43.04	481.19	481.19
	296.54	101.54	5.32	29.65	433.06	56.02	489.08	439.51	7.89	43.85	491.35	491.35
	303.38	101.54	5.45	30.34	440.70	57.05	497.75	448.60	8.06	44.86	501.51	501.51
								8.71				
Existing Scale	Rs.172.60 - 5.90 - 278.80											
Revised Scale	Rs.290.28 - 8.71 - 447.06											
Excc.C	172.60	69.56	3.10	17.26	262.52	45.59	308.11	290.28	5.21	28.03	324.52	324.52
	178.50	71.94	3.20	17.85	271.49	45.59	317.08	290.28	5.21	28.03	324.52	324.52
	184.40	74.31	3.31	18.44	280.46	45.59	326.05	298.99	5.37	28.80	334.28	334.28
	190.30	76.69	3.42	19.03	289.44	45.59	335.03	307.70	5.52	30.77	343.99	343.99
	196.20	79.07	3.52	19.62	298.41	45.59	344.00	316.41	5.68	31.64	353.73	353.73
	202.10	81.45	3.63	20.21	307.39	45.59	352.98	316.41	5.68	31.64	353.73	353.73
	208.00	83.82	3.73	20.80	316.35	45.59	361.94	325.12	5.84	32.51	363.47	363.47
	213.90	86.20	3.84	21.39	325.33	45.59	370.92	333.83	5.99	33.38	373.21	373.21
	219.80	88.58	3.95	21.98	334.31	45.59	379.90	342.54	6.16	34.25	382.94	382.94
	225.70	90.96	4.05	22.57	343.28	45.59	388.87	351.25	6.30	35.13	392.68	392.68
	231.60	93.33	4.16	23.16	352.25	46.28	398.53	359.98	6.46	36.00	402.42	402.42
	237.50	95.71	4.26	23.75	361.22	47.18	408.38	368.67	6.62	36.87	412.15	412.15
	243.40	98.09	4.37	24.34	370.20	48.05	418.25	377.38	6.77	37.74	421.89	421.89
	249.30	100.47	4.47	24.93	379.17	48.93	428.10	386.08	6.93	38.61	431.63	431.63
	255.20	101.54	4.58	25.52	388.84	49.82	438.66	394.80	7.09	39.48	441.37	441.37
	261.10	101.54	4.69	26.11	393.44	50.70	444.14	403.51	7.24	40.35	451.10	451.10
	267.00	101.54	4.79	26.70	400.03	51.59	451.82	412.22	7.40	41.22	460.84	460.84
	272.90	101.54	4.90	27.29	406.63	52.47	459.10	412.22	7.40	41.22	460.84	460.84
	278.80	101.54	5.00	27.88	413.22	53.36	468.58	420.93	7.56	42.09	470.58	470.58

# FITMENT CHART

NRC, ASSAM

ANNEXURE -

NCWA - VI

NCWA - VII

Grade	Pre Revised						Revised Basic					
	Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benefit	Total	as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.166.58 - 4.70 - 251.18											
Revised Scale	Rs.280.15 - 7.00 - 406.15											
Exch D	166.58	67.13	2.89	16.66	253.36	45.59	298.95	280.15	5.03	28.02		313.19
	171.28	68.03	3.07	17.13	260.51	45.59	306.10	280.15	5.03	28.02		313.19
	175.98	70.92	3.16	17.60	267.66	45.59	313.25	287.15	5.15	28.72		321.02
	180.68	72.81	3.24	18.07	274.80	45.59	320.39	287.15	5.15	28.72		321.02
	185.38	74.71	3.33	18.54	281.96	45.59	327.55	294.15	5.28	29.42		329.84
	190.08	76.60	3.41	19.01	289.10	45.59	334.69	301.15	5.41	30.12		338.67
	194.78	78.50	3.50	19.48	296.25	45.59	341.84	308.15	5.53	30.82		344.50
	199.48	80.39	3.58	19.95	303.40	45.59	348.99	315.15	5.66	31.52		352.32
	204.18	82.28	3.67	20.42	310.54	45.59	356.13	322.15	5.78	32.22		360.15
	208.88	84.18	3.75	20.89	317.70	45.59	363.29	329.15	5.91	32.92		367.97
	213.58	86.07	3.83	21.36	324.84	45.59	370.43	336.15	6.03	33.62		375.80
	218.28	87.97	3.92	21.83	332.00	45.59	377.59	343.15	6.16	34.32		383.62
	222.98	89.86	4.00	22.30	339.14	45.59	384.73	350.15	6.29	35.02		391.45
	227.68	91.76	4.09	22.77	346.29	45.59	391.88	357.15	6.41	35.72		399.28
	232.38	93.65	4.17	23.24	353.44	46.40	399.84	364.15	6.54	36.42		407.10
	237.08	95.54	4.26	23.71	360.58	47.10	407.68	371.15	6.66	37.12		414.93
	241.78	97.44	4.34	24.18	367.74	47.81	415.55	378.15	6.79	37.82		422.75
	246.48	99.33	4.42	24.65	374.88	48.51	423.39	385.15	6.91	38.52		430.58
	251.18	101.23	4.51	25.12	382.04	49.22	431.28	392.15	7.04	39.22		438.40
								6.55				
Existing Scale	Rs.165.71 - 3.23 - 213.85											
Revised Scale	Rs.281.87 - 6.55 - 378.77											
Exch E	165.71	62.75	2.79	15.57	238.83	45.59	282.42	261.87	4.70	26.19		292.76
	168.94	64.05	2.85	15.89	241.74	45.59	287.33	261.87	4.70	26.19		292.76
	182.17	65.35	2.91	16.22	248.65	45.59	292.24	261.87	4.70	26.19		292.76
	185.40	66.68	2.97	16.54	251.57	45.59	297.16	268.42	4.82	26.84		300.06
	188.63	67.98	3.03	16.86	256.48	45.59	302.07	274.97	4.94	27.50		307.40
	171.88	69.28	3.08	17.19	261.39	45.59	306.98	274.97	4.94	27.50		307.40
	175.09	70.56	3.14	17.51	266.30	45.59	311.89	281.52	5.05	28.15		314.73
	178.32	71.86	3.20	17.83	271.21	45.59	316.80	288.07	5.17	28.81		322.05
	181.55	73.16	3.26	18.16	276.12	45.59	321.71	288.07	5.17	28.81		322.05
	184.78	74.47	3.32	18.48	281.04	45.59	326.63	294.62	5.29	29.46		329.37
	188.01	75.77	3.37	18.80	285.96	45.59	331.55	301.17	5.41	30.12		336.69
	191.24	77.07	3.43	19.12	290.87	45.59	336.46	301.17	5.41	30.12		336.69
	194.47	78.37	3.49	19.45	295.78	45.59	341.37	307.72	5.52	30.77		344.02
	197.70	79.67	3.55	19.77	300.69	45.59	346.28	314.27	5.64	31.43		351.34
	200.93	80.97	3.61	20.09	305.60	45.59	351.19	314.27	5.64	31.43		351.34
	204.16	82.28	3.66	20.42	310.52	45.59	356.11	320.82	5.76	32.08		358.66
	207.39	83.58	3.72	20.74	315.43	45.59	361.02	327.37	5.88	32.74		365.98
	210.62	84.88	3.78	21.06	320.34	45.59	365.93	327.37	5.88	32.74		365.98
	213.85	86.18	3.84	21.39	325.25	45.59	370.84	333.92	5.99	33.39		373.31

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# FITMENT CHART

ANNEXURE -

NR, Asam

NCWA - VI							NCWA - VII						
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total	
Existing Scale	Rs.6900 - 230 - 9890												
Revised Scale	Rs.11604 - 348 - 15780												
A1	6900.00	2640.00	123.86	690.00	10353.86	1335.00	11888.86	11804	208.28	1180.40	12672.88	12672.88	
	7130.00	2640.00	127.98	713.00	10610.98	1370.00	11980.98	11804	208.28	1180.40	12672.88	12672.88	
	7360.00	2640.00	132.11	736.00	10868.11	1404.00	12272.11	11804	208.28	1180.40	12672.88	12672.88	
	7590.00	2640.00	136.24	759.00	11125.24	1439.00	12564.24	11804	208.28	1180.40	12672.88	12672.88	
	7820.00	2640.00	140.37	782.00	11382.37	1473.00	12856.37	11804	208.28	1180.40	12672.88	12672.88	
	8050.00	2640.00	144.50	805.00	11639.50	1508.00	13147.50	11952	214.54	1195.20	13381.74	13381.74	
	8280.00	2640.00	148.63	828.00	11896.63	1542.00	13438.63	12300	220.78	1230.00	13750.79	13750.79	
	8510.00	2640.00	152.75	851.00	12153.75	1577.00	13730.75	12300	220.78	1230.00	13750.79	13750.79	
	8740.00	2639.48	156.88	874.00	12410.38	1611.00	14021.38	12848	227.03	1284.80	14139.83	14139.83	
	8970.00	2708.94	161.01	897.00	12736.96	1646.00	14382.96	12996	233.28	1299.60	14528.86	14528.86	
	9200.00	2778.40	165.14	920.00	13063.54	1680.00	14743.54	13344	239.52	1334.40	14917.92	14917.92	
	9430.00	2847.86	169.27	943.00	13390.13	1715.00	15105.13	13892	245.77	1389.20	15308.97	15308.97	
	9660.00	2917.32	173.40	966.00	13716.72	1749.00	15466.72	14040	252.02	1404.00	15698.02	15698.02	
								270					
Existing Scale	Rs.5350 - 197 - 7320 - 207 - 8878												
Revised Scale	Rs.8998 - 270 - 13858												
A	5350.00	2158.00	96.03	535.00	8137.03	1185.00	9322.03	8998	161.51	899.80	10059.31	10059.31	
	5547.00	2235.00	99.57	554.70	8436.27	1185.00	9621.27	8998	161.51	899.80	10059.31	10059.31	
	5744.00	2315.00	103.10	574.40	8736.50	1185.00	9921.50	8998	161.51	899.80	10059.31	10059.31	
	5941.00	2394.00	106.64	594.10	9036.74	1191.00	10226.74	9268	166.36	926.80	10381.16	10381.16	
	6138.00	2474.00	110.18	613.80	9335.98	1221.00	10556.98	9538	171.21	953.80	10683.01	10683.01	
	6335.00	2553.00	113.71	633.50	9635.21	1250.00	10885.21	9808	176.05	980.80	10984.85	10984.85	
	6532.00	2632.00	117.25	653.20	9834.45	1280.00	11214.45	10078	180.90	1007.80	11286.70	11286.70	
	6729.00	2640.00	120.79	672.90	10182.69	1309.00	11471.69	10348	185.75	1034.80	11588.55	11588.55	
	6926.00	2640.00	124.32	692.60	10382.92	1339.00	11721.92	10618	190.59	1061.80	11870.39	11870.39	
	7123.00	2640.00	127.86	712.30	10603.16	1368.00	11971.16	10888	195.44	1088.80	12172.24	12172.24	
	7320.00	2640.00	131.39	732.00	10823.39	1398.00	12221.39	11158	200.29	1115.80	12474.09	12474.09	
	7527.00	2640.00	135.11	752.70	11054.81	1429.00	12483.81	11428	205.13	1142.80	12775.93	12775.93	
	7734.00	2640.00	138.83	773.40	11286.23	1460.00	12746.23	11428	205.13	1142.80	12775.93	12775.93	
	7941.00	2640.00	142.54	794.10	11517.64	1491.00	13008.64	11698	209.98	1169.80	13077.78	13077.78	
	8148.00	2640.00	146.25	814.80	11749.06	1522.00	13271.06	11968	214.83	1196.80	13379.83	13379.83	
	8355.00	2640.00	149.97	835.50	11980.47	1553.00	13533.47	12238	219.67	1223.80	13681.47	13681.47	
	8562.00	2640.00	153.69	856.20	12211.89	1584.00	13795.89	12508	224.52	1250.80	13983.32	13983.32	
	8769.00	2648.24	157.40	876.90	12451.54	1615.00	14066.54	12778	229.37	1277.80	14285.17	14285.17	
	8976.00	2710.75	161.12	897.80	12745.47	1646.00	14381.47	13048	234.21	1304.80	14587.01	14587.01	

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# FITMENT CHART

NEC, Assam

ANNEXURE -

NCWA - VI							NCWA - VII						
Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Revised Basic as on 1.07.01	D A	Spl.DA	Attn.Bons	Total		
Existing Scale	Rs. 4065 - 178 - 8389 - 190 - 8349												
Revised Scale	Rs. 8350 - 261 - 12658												
B: Clerical	4885.00	2001.00	89.12	496.50	7551.62	1185.00	8738.62	8350	148.88	835.00	9334.88		
Spl	5143.00	2073.00	92.32	514.30	7822.62	1185.00	9007.62	8350	148.88	835.00	9334.88		
	5321.00	2144.00	95.51	532.10	8092.61	1185.00	9277.61	8350	148.88	835.00	9334.88		
	5499.00	2216.00	98.71	549.90	8363.61	1185.00	9548.61	8601	154.39	860.10	9615.49		
	5877.00	2288.00	101.90	587.70	8634.60	1185.00	9819.60	8652	158.89	865.20	9896.09		
	5855.00	2360.00	105.10	585.50	8905.60	1185.00	10090.60	9103	163.40	910.30	10176.70		
	6033.00	2431.00	108.29	603.30	9175.59	1205.00	10380.59	9354	167.90	935.40	10457.30		
	6211.00	2503.00	111.49	621.10	9446.59	1232.00	10678.59	9605	172.41	960.50	10737.91		
	6389.00	2575.00	114.68	638.90	9717.58	1258.00	10975.58	9856	178.92	985.60	11018.52		
	6565.00	2640.00	118.20	656.50	10001.70	1288.00	11289.70	10107	181.42	1010.70	11298.12		
	6781.00	2640.00	121.72	678.10	10220.82	1317.00	11537.82	10358	185.93	1035.80	11579.73		
	6977.00	2640.00	125.24	697.70	10439.94	1347.00	11786.94	10609	190.43	1060.90	11860.33		
	7173.00	2640.00	128.76	717.30	10659.06	1376.00	12035.06	10860	194.94	1086.00	12140.94		
	7369.00	2640.00	132.27	736.90	10878.17	1405.00	12283.17	11111	199.44	1111.10	12421.54		
	7565.00	2640.00	135.79	756.50	11097.29	1435.00	12532.29	11362	203.95	1136.20	12702.15		
	7781.00	2640.00	139.31	778.10	11316.41	1464.00	12780.41	11613	208.45	1161.30	12982.75		
	7957.00	2640.00	142.83	795.70	11535.53	1484.00	13029.53	11864	212.96	1186.40	13283.36		
	8153.00	2640.00	146.35	815.30	11754.65	1523.00	13277.65	12115	217.46	1211.50	13543.96		
	8349.00	2640.00	149.86	834.90	11973.76	1552.00	13525.76	12366	221.97	1236.60	13824.57		
							232						
Existing Scale	Rs. 4598 - 155 - 8838 - 167 - 7508												
Revised Scale	Rs. 7733 - 232 - 11909												
C: Clerical	4598.00	1853.00	82.53	459.80	6993.33	1185.00	8178.33	7733	138.81	773.30	8845.11		
I	4753.00	1915.00	85.32	475.30	7228.62	1185.00	8413.62	7733	138.81	773.30	8845.11		
	4908.00	1978.00	88.10	490.80	7464.90	1185.00	8649.90	7965	142.97	796.50	8904.47		
	5063.00	2040.00	90.88	506.30	7700.18	1185.00	8885.18	7965	142.97	796.50	8904.47		
	5218.00	2103.00	93.68	521.80	7936.46	1185.00	9121.46	8197	147.14	819.70	9183.84		
	5373.00	2166.00	96.45	537.30	8171.75	1185.00	9359.75	8429	151.30	842.90	9423.20		
	5528.00	2228.00	99.23	552.80	8408.03	1185.00	9593.03	8661	155.46	866.10	9662.56		
	5683.00	2290.00	102.01	568.30	8643.31	1185.00	9828.31	8893	159.63	889.30	9941.83		
	5838.00	2353.00	104.79	583.80	8879.59	1185.00	10064.59	9125	163.79	912.50	10201.29		
	6005.00	2420.00	107.79	600.50	9133.29	1201.00	10334.29	9357	167.96	935.70	10480.86		
	6172.00	2487.00	110.79	617.20	9386.99	1226.00	10612.99	9589	172.12	958.90	10720.02		
	6338.00	2555.00	113.79	633.80	9641.69	1251.00	10892.69	9821	176.26	982.10	10979.39		
	6506.00	2622.00	116.78	650.60	9895.38	1276.00	11171.38	10053	180.45	1005.30	11238.75		
	6673.00	2640.00	118.78	667.30	10100.08	1301.00	11401.08	10285	184.62	1028.50	11488.12		
	6840.00	2640.00	122.78	684.00	10286.78	1326.00	11612.78	10517	188.78	1051.70	11757.48		
	7007.00	2640.00	125.78	700.70	10473.48	1351.00	11824.48	10749	192.94	1074.90	12018.84		
	7174.00	2640.00	128.77	717.40	10660.17	1378.00	12036.17	10981	197.11	1098.10	12278.21		
	7341.00	2640.00	131.77	734.10	10846.87	1401.00	12247.87	10981	197.11	1098.10	12278.21		
	7508.00	2640.00	134.77	750.80	11033.57	1426.00	12459.57	11213	201.27	1121.30	12535.57		

# FITMENT CHART

NEC, Assam

ANNEXURE -

NCWA - VI						NCWA - VII					
Grade	Pre Revised					Revised Basic					Total
	Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	as on 1.07.01	D.A	Spl.DA	
Existing Scale:	Rs.4253 - 127 - 5269 - 150 - 6769										
Revised Scale:	Rs.7153 - 179 - 10375										
D.Chemical	4253.00	1714.00	78.34	425.30	6468.64	1185.00	7653.64	7153	128.40	715.30	7968.70
II	4380.00	1785.00	78.62	438.00	6661.62	1185.00	7846.62	7153	128.40	715.30	7968.70
	4507.00	1816.00	80.80	450.70	6854.80	1185.00	8039.80	7332	131.81	733.20	8108.81
	4634.00	1868.00	83.18	463.40	7048.58	1185.00	8233.58	7511	134.82	751.10	8308.62
	4761.00	1919.00	85.46	476.10	7241.56	1185.00	8428.56	7690	138.04	769.00	8507.04
	4888.00	1970.00	87.74	488.80	7434.54	1185.00	8619.54	7869	141.26	788.90	8707.15
	5015.00	2021.00	90.02	501.50	7627.52	1185.00	8812.52	8048	144.48	804.80	8907.29
	5142.00	2072.00	92.30	514.20	7820.50	1185.00	9005.50	8227	147.67	822.70	9197.37
	5269.00	2123.00	94.58	526.90	8013.48	1185.00	9188.48	8408	150.88	840.80	9397.49
	5419.00	2184.00	97.27	541.90	8242.17	1185.00	9427.17	8585	154.10	858.50	9597.80
	5569.00	2244.00	99.98	556.90	8469.86	1185.00	9654.86	8764	157.31	878.40	9797.71
	5719.00	2305.00	102.68	571.90	8698.56	1185.00	9883.56	8943	160.53	894.30	9997.83
	5869.00	2365.00	105.35	586.90	8926.25	1185.00	10111.25	9122	163.74	912.20	10197.64
	6019.00	2426.00	108.04	601.90	9154.94	1203.00	10357.94	9301	166.96	930.10	10398.05
	6169.00	2486.00	110.73	616.90	9382.63	1225.00	10607.63	9489	170.38	945.90	10798.28
	6319.00	2547.00	113.43	631.90	9611.33	1248.00	10859.33	9638	173.59	963.80	10998.39
	6469.00	2607.00	116.12	646.90	9839.02	1270.00	11109.02	10017	176.81	1001.70	11198.51
	6619.00	2640.00	118.81	661.90	10039.71	1293.00	11332.71	10198	183.02	1019.80	11398.62
	6769.00	2640.00	121.50	676.90	10207.40	1315.00	11522.40	10375	189.23	1037.50	11598.73
								171			
Existing Scale:	Rs.4077 - 100 - 5877										
Revised Scale:	Rs.6857 - 171 - 9935										
E.Chemical	4077.00	1643.00	73.18	407.70	6200.88	1185.00	7385.88	6857	123.08	685.70	7865.78
II	4177.00	1683.00	74.98	417.70	6352.68	1185.00	7537.68	6857	123.08	686.70	7865.78
	4277.00	1724.00	76.77	427.70	6505.47	1186.00	7690.47	7028	128.15	702.80	7856.95
	4377.00	1764.00	78.57	437.70	6657.27	1186.00	7842.27	7028	128.15	702.80	7856.95
	4477.00	1804.00	80.36	447.70	6809.06	1186.00	7994.06	7199	129.22	719.80	8048.12
	4577.00	1845.00	82.16	457.70	6961.86	1185.00	8148.86	7370	132.29	737.00	8239.29
	4677.00	1885.00	83.95	467.70	7113.65	1185.00	8298.65	7541	135.36	754.10	8430.48
	4777.00	1925.00	85.75	477.70	7265.45	1185.00	8450.45	7712	138.43	771.20	8621.63
	4877.00	1965.00	87.54	487.70	7417.24	1185.00	8602.24	7712	138.43	771.20	8621.63
	4977.00	2006.00	89.34	497.70	7570.04	1185.00	8755.04	7883	141.50	788.30	8812.80
	5077.00	2046.00	91.13	507.70	7721.83	1185.00	8908.83	8054	144.57	805.40	9003.97
	5177.00	2086.00	92.93	517.70	7873.63	1185.00	9068.83	8225	147.84	822.50	9195.14
	5277.00	2127.00	94.72	527.70	8026.42	1185.00	9211.42	8398	150.71	839.60	9386.31
	5377.00	2167.00	96.52	537.70	8178.22	1185.00	9363.22	8398	150.71	839.60	9386.31
	5477.00	2207.00	98.31	547.70	8330.01	1185.00	9515.01	8567	153.78	856.70	9577.48
	5577.00	2248.00	100.11	557.70	8482.81	1185.00	9667.81	8738	156.85	873.80	9768.65
	5677.00	2288.00	101.90	567.70	8634.80	1185.00	9818.80	8909	159.92	890.80	9959.82
	5777.00	2328.00	103.70	577.70	8786.40	1185.00	9971.40	9080	162.99	908.00	10150.99
	5877.00	2368.00	105.49	587.70	8938.19	1185.00	10123.19	9080	162.99	908.00	10150.99

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FITMENT CHART *NEC, Assam*

NCWA - VI

NCWA - VII

Grade	Pre Revised						Revised Basic					
	Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benefit	Total	as on 1.07.01	D.A	Spl.DA	Attn.Bonus	Total
Existing Scale	Ra 4032 - 86 - 5590											
Revised Scale	Ra 6781 - 170 - 9841											
F	4032.00	1625.00	72.37	403.20	6132.57	1185.00	7317.57	6781	121.72	678.10	7590.82	
	4118.00	1680.00	73.92	411.80	6263.72	1185.00	7448.72	6781	121.72	678.10	7590.82	
	4204.00	1694.00	75.46	420.40	6393.86	1185.00	7578.86	6781	121.72	678.10	7590.82	
	4289.00	1729.00	77.01	429.00	6525.01	1185.00	7710.01	6951	124.77	695.10	7770.87	
	4378.00	1764.00	78.55	437.60	6656.15	1185.00	7841.15	7121	127.82	712.10	7960.92	
	4462.00	1798.00	80.09	446.20	6786.29	1185.00	7971.29	7291	130.87	729.10	8150.97	
	4548.00	1833.00	81.64	454.80	6917.44	1185.00	8102.44	7291	130.87	729.10	8150.97	
	4634.00	1868.00	83.18	463.40	7048.58	1185.00	8233.58	7461	133.82	746.10	8341.02	
	4720.00	1902.00	84.72	472.00	7178.72	1185.00	8363.72	7631	136.98	763.10	8531.08	
	4806.00	1937.00	86.27	480.60	7308.87	1185.00	8494.87	7631	136.98	763.10	8531.08	
	4892.00	1971.00	87.81	489.20	7440.01	1185.00	8625.01	7801	140.03	780.10	8721.13	
	4978.00	2006.00	89.36	497.80	7571.16	1185.00	8756.16	7971	143.08	797.10	8911.18	
	5064.00	2041.00	90.90	506.40	7702.30	1185.00	8887.30	7971	143.08	797.10	8911.18	
	5150.00	2075.00	92.44	515.00	7832.44	1185.00	9017.44	8141	146.13	814.10	9101.23	
	5236.00	2110.00	93.99	523.60	7963.59	1185.00	9148.59	8311	149.18	831.10	9291.28	
	5322.00	2145.00	95.53	532.20	8094.73	1185.00	9279.73	8311	149.18	831.10	9291.28	
	5408.00	2179.00	97.07	540.80	8224.87	1185.00	9409.87	8481	152.23	848.10	9481.33	
	5494.00	2214.00	98.62	549.40	8356.02	1185.00	9541.02	8651	155.29	865.10	9671.39	
	5580.00	2249.00	100.16	558.00	8487.16	1185.00	9672.16	8821	158.34	882.10	9861.44	
								167				
Existing Scale	Ra 3976 - 77 - 5382											
Revised Scale	Ra 6687 - 167 - 9893											
G	3976.00	1602.00	71.37	397.60	6046.97	1185.00	7231.97	6687	120.03	668.70	7475.73	
	4053.00	1633.00	72.75	405.30	6164.05	1185.00	7349.05	6687	120.03	668.70	7475.73	
	4130.00	1664.00	74.13	413.00	6281.13	1185.00	7466.13	6687	120.03	668.70	7475.73	
	4207.00	1695.00	75.52	420.70	6398.22	1185.00	7583.22	6854	123.03	685.40	7662.43	
	4284.00	1726.00	76.90	428.40	6515.30	1185.00	7700.30	7021	126.03	702.10	7849.13	
	4361.00	1757.00	78.28	436.10	6632.38	1185.00	7817.38	7021	126.03	702.10	7849.13	
	4438.00	1789.00	79.66	443.80	6750.46	1185.00	7935.46	7188	129.02	718.80	8035.82	
	4515.00	1820.00	81.04	451.50	6867.54	1185.00	8052.54	7355	132.02	735.50	8222.52	
	4592.00	1851.00	82.43	459.20	6984.63	1185.00	8169.63	7355	132.02	735.50	8222.52	
	4669.00	1882.00	83.81	466.90	7101.71	1185.00	8286.71	7522	135.02	752.20	8409.22	
	4746.00	1913.00	85.19	474.60	7218.79	1185.00	8403.79	7522	135.02	752.20	8409.22	
	4823.00	1944.00	86.57	482.30	7335.87	1185.00	8520.87	7689	138.02	768.90	8595.92	
	4900.00	1975.00	87.96	490.00	7452.96	1185.00	8637.96	7856	141.02	785.60	8782.62	
	4977.00	2006.00	89.34	497.70	7570.04	1185.00	8755.04	7856	141.02	785.60	8782.62	
	5054.00	2037.00	90.72	505.40	7687.12	1185.00	8872.12	8023	144.01	802.30	8969.31	
	5131.00	2068.00	92.10	513.10	7804.20	1185.00	8989.20	8190	147.01	819.00	9156.01	
	5208.00	2099.00	93.48	520.80	7921.28	1185.00	9106.28	8190	147.01	819.00	9156.01	
	5285.00	2130.00	94.87	528.50	8038.37	1185.00	9223.37	8357	150.01	835.70	9342.71	
	5362.00	2161.00	96.25	536.20	8155.45	1185.00	9340.45	8357	150.01	835.70	9342.71	

*for**43*

# FITMENT CHART

NEC, Ascom

ANNEXURE -

NCWA - VI							NCWA - VII					
Grace	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3892 - 69 - 5134											
Revised Scale	Rs.6546 - 154 - 8498											
H	3892.00	1568.00	89.86	389.20	5819.06	1185.00	7104.06	6546	117.50	854.60	7318.10	
	3961.00	1596.00	71.10	396.10	6024.20	1185.00	7209.20	6546	117.50	854.60	7318.10	
	4030.00	1624.00	72.34	403.00	6129.34	1185.00	7314.34	6546	117.50	854.60	7318.10	
	4099.00	1652.00	73.58	409.90	6234.48	1185.00	7419.48	6710	120.44	871.00	7501.44	
	4168.00	1680.00	74.82	416.80	6339.62	1185.00	7524.62	6874	123.39	887.40	7684.79	
	4237.00	1708.00	76.08	423.70	6444.76	1185.00	7629.76	6874	123.39	887.40	7684.79	
	4306.00	1735.00	77.28	430.60	6548.88	1185.00	7733.89	7038	126.33	703.80	7868.13	
	4375.00	1763.00	78.53	437.50	6654.03	1185.00	7839.03	7038	126.33	703.80	7868.13	
	4444.00	1791.00	79.77	444.40	6759.17	1185.00	7944.17	7202	129.28	720.20	8051.46	
	4513.00	1819.00	81.01	451.30	6864.31	1185.00	8049.31	7202	129.28	720.20	8051.46	
	4582.00	1847.00	82.25	458.20	6969.45	1185.00	8154.45	7366	132.22	736.60	8234.82	
	4651.00	1874.00	83.48	465.10	7073.59	1185.00	8258.59	7530	135.16	753.00	8418.16	
	4720.00	1902.00	84.72	472.00	7178.72	1185.00	8363.72	7530	135.16	753.00	8418.16	
	4789.00	1930.00	85.98	478.90	7283.88	1185.00	8468.88	7694	138.11	769.40	8601.51	
	4858.00	1958.00	87.20	485.80	7389.00	1185.00	8574.00	7694	138.11	769.40	8601.51	
	4927.00	1986.00	88.44	492.70	7494.14	1185.00	8679.14	7858	141.05	785.80	8784.85	
	4996.00	2013.00	89.68	499.60	7599.28	1185.00	8783.28	7858	141.05	785.80	8784.85	
	5065.00	2041.00	90.92	506.60	7703.42	1185.00	8888.42	8022	143.99	802.20	8968.19	
	5134.00	2069.00	92.16	513.40	7808.56	1185.00	8993.56	8186	146.94	818.60	9151.54	

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# FITMENT CHART

NEC, ASLAW

ANNEXRE -

NCWA - VI

NCWA - VII

Grade	Pre Revised						Revised Basic					
	Basic as on 30.06.01	D.A	Spl.DA	Attn Bonus	Total	M.G.Benft	Total	as on 1.07.01	D.A	Spl.DA	Attn Bonus	Total
Existing Scale	Rs.6900 - 230 - 9680											
Revised Scale	Rs.11604 - 348 - 15780											
A1	6900.00	2640.00	123.86	690.00	10353.86	1335.00	11688.86	11604	208.29	1160.40	12072.69	12072.69
	7130.00	2640.00	127.98	713.00	10810.98	1368.50	11980.48	11604	208.29	1160.40	12072.69	12072.69
	7360.00	2640.00	132.11	736.00	10868.11	1404.00	12272.11	11604	208.29	1160.40	12072.69	12072.69
	7590.00	2640.00	136.24	759.00	11125.24	1438.50	12563.74	11604	208.29	1160.40	12072.69	12072.69
	7820.00	2640.00	140.37	782.00	11382.37	1473.00	12855.37	11604	208.29	1160.40	12072.69	12072.69
	8050.00	2640.00	144.50	805.00	11639.50	1507.50	13147.00	11952	214.54	1195.20	13361.74	13361.74
	8280.00	2640.00	148.63	828.00	11896.63	1542.00	13438.63	12300	220.79	1230.00	13750.79	13750.79
	8510.00	2640.00	152.75	851.00	12153.75	1576.50	13730.25	12300	220.79	1230.00	13750.79	13750.79
	8740.00	2639.48	156.88	874.00	12410.38	1611.00	14021.38	12648	227.03	1264.80	14139.83	14139.83
	8970.00	2708.94	161.01	897.00	12736.95	1645.50	14382.45	12996	233.28	1299.60	14528.88	14528.88
	9200.00	2778.40	165.14	920.00	13063.54	1680.00	14743.54	13344	239.52	1334.40	14917.92	14917.92
	9430.00	2847.86	169.27	943.00	13390.13	1714.50	15104.63	13692	245.77	1369.20	15306.87	15306.87
	9660.00	2917.32	173.40	966.00	13716.72	1749.00	15465.72	14040	252.02	1404.00	15696.02	15696.02

Existing Scale	Rs.5350 - 197 - 7320 - 207 - 8876											
Revised Scale	Rs.8998 - 270 - 13858											
A	5350.00	2156.00	99.03	535.00	8137.03	1185.39	9322.42	8998	161.51	899.80	10059.31	10059.31
	5547.00	2235.00	99.57	554.70	8436.27	1185.39	9621.66	8998	161.51	899.80	10059.31	10059.31
	5744.00	2315.00	103.10	574.40	8736.50	1185.39	9921.89	8998	161.51	899.80	10059.31	10059.31
	5941.00	2394.00	106.64	594.10	9035.74	1191.15	10226.89	9298	166.36	929.80	10361.68	10361.68
	6138.00	2474.00	110.18	613.80	9335.98	1220.70	10556.68	9638	171.21	963.80	10663.01	10663.01
	6335.00	2553.00	113.71	633.50	9635.21	1250.25	10885.46	9808	176.05	980.80	10964.85	10964.85
	6532.00	2632.00	117.25	653.20	9934.45	1279.80	11214.25	10078	180.90	1007.80	11266.70	11266.70
	6729.00	2640.00	120.79	672.90	10162.69	1309.35	11472.04	10348	185.75	1034.80	11568.55	11568.55
	6926.00	2640.00	124.32	692.60	10382.62	1338.90	11721.82	10618	192.59	1061.80	11870.39	11870.39
	7123.00	2640.00	127.86	712.30	10603.16	1368.45	11971.61	10888	195.44	1088.80	12172.24	12172.24
	7320.00	2640.00	131.39	732.00	10823.39	1398.00	12221.39	11158	200.29	1115.80	12474.09	12474.09
	7527.00	2640.00	135.11	752.70	11054.81	1429.05	12483.86	11428	205.13	1142.80	12775.93	12775.93
	7734.00	2640.00	138.83	773.40	11286.23	1460.10	12746.33	11428	205.13	1142.80	12775.93	12775.93
	7941.00	2640.00	142.54	794.10	11517.64	1491.15	13008.79	11698	209.98	1169.80	13077.78	13077.78
	8148.00	2640.00	146.26	814.80	11749.06	1522.20	13271.26	11968	214.83	1196.80	13379.63	13379.63
	8355.00	2640.00	149.97	835.50	11980.47	1553.25	13533.72	12238	219.67	1223.80	13681.47	13681.47
	8562.00	2640.00	153.69	856.20	12211.89	1584.30	13796.19	12508	224.52	1250.80	13983.32	13983.32
	8769.00	2648.24	157.40	876.90	12451.54	1615.35	14066.89	12778	229.37	1277.80	14285.17	14285.17
	8976.00	2710.75	161.12	897.60	12745.47	1646.40	14391.87	13048	234.21	1304.80	14587.01	14587.01

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# FITMENT CHART

N.E.C., Assam

ANNEXURE -

NCWA - VI							NCWA - VII						
Grade	Pre Revised Basic as on 30.05.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total	
Existing Scale	Rs.4955 - 178 - 8388 - 186 - 8349												
Revised Scale	Rs.8350 - 251 - 12888												
B-Clerical	4955.00	2001.00	89.12	496.50	7551.62	1185.39	8737.01	8350	148.88	835.00	9334.88		
Spl	5143.00	2073.00	92.32	514.30	7822.62	1185.39	9008.01	8350	148.88	835.00	9334.88		
	5321.00	2144.00	95.51	532.10	8092.61	1185.39	9278.00	8350	148.88	835.00	9334.88		
	5499.00	2216.00	98.71	549.90	8363.61	1185.39	9549.00	8601	154.39	860.10	9815.49		
	5677.00	2288.00	101.90	567.70	8634.60	1185.39	9819.99	8852	158.89	865.20	9896.09		
	5855.00	2360.00	105.10	585.50	8905.60	1185.39	10090.99	9103	163.40	910.30	10176.70		
	6033.00	2431.00	108.28	603.30	9175.59	1204.95	10380.54	9364	167.90	935.40	10457.30		
	6211.00	2503.00	111.48	621.10	9446.59	1231.65	10678.24	9605	172.41	960.50	10737.91		
	6389.00	2575.00	114.68	638.90	9717.58	1258.35	10975.93	9868	176.92	985.60	11018.52		
	6565.00	2640.00	118.20	658.50	10001.70	1287.75	11289.45	10107	181.42	1010.70	11299.12		
	6781.00	2640.00	121.72	678.10	10220.82	1317.15	11537.97	10368	185.93	1035.60	11579.73		
	6977.00	2640.00	125.24	697.70	10439.94	1346.55	11788.49	10608	190.43	1060.90	11880.33		
	7173.00	2640.00	128.76	717.30	10659.06	1375.95	12035.01	10880	194.94	1086.00	12140.94		
	7369.00	2640.00	132.27	736.90	10878.17	1405.35	12283.52	11111	199.44	1111.10	12421.54		
	7565.00	2640.00	135.79	756.50	11097.29	1434.75	12532.04	11382	203.95	1136.20	12702.15		
	7761.00	2640.00	139.31	776.10	11316.41	1464.15	12780.56	11613	208.45	1161.30	12982.75		
	7957.00	2640.00	142.83	795.70	11535.53	1493.55	13029.08	11864	212.98	1186.40	13263.36		
	8153.00	2640.00	146.35	815.30	11754.65	1522.95	13277.60	12116	217.48	1211.50	13543.96		
	8349.00	2640.00	149.88	834.90	11973.76	1552.35	13526.11	12366	221.97	1236.60	13824.57		
Existing Scale	Rs.4598 - 155 - 5838 - 167 - 7508												
Revised Scale	Rs.7733 - 232 - 11908												
C-Clerical:	4598.00	1853.00	82.63	459.80	6993.33	1185.39	8178.72	7733	138.81	773.30	8645.11		
I	4753.00	1915.00	85.32	475.30	7228.62	1185.39	8414.01	7733	138.81	773.30	8645.11		
	4908.00	1978.00	88.10	490.80	7464.90	1185.39	8660.29	7985	142.97	796.50	8904.47		
	5063.00	2040.00	90.88	506.30	7700.18	1185.39	8885.57	7985	142.97	796.50	8904.47		
	5218.00	2103.00	93.68	521.80	7936.46	1185.39	9121.85	8187	147.14	819.70	9163.64		
	5373.00	2166.00	96.45	537.30	8171.75	1185.39	9357.14	8429	151.30	842.90	9423.20		
	5528.00	2228.00	99.23	552.80	8408.03	1185.39	9593.42	8681	155.46	866.10	9682.56		
	5683.00	2290.00	102.01	568.30	8643.31	1185.39	9828.70	8893	159.83	869.30	9941.93		
	5838.00	2353.00	104.79	583.80	8879.59	1185.39	10064.98	9125	163.79	912.50	10201.29		
	6005.00	2420.00	107.79	600.50	9133.29	1200.75	10334.04	9357	167.96	935.70	10460.66		
	6172.00	2487.00	110.79	617.20	9386.99	1225.80	10612.79	9589	172.12	958.90	10720.02		
	6339.00	2555.00	113.79	633.90	9641.69	1250.85	10892.54	9821	176.29	982.10	10979.39		
	6506.00	2622.00	116.78	650.60	9895.38	1275.90	11171.28	10063	180.45	1005.30	11236.75		
	6673.00	2640.00	119.78	667.30	10100.08	1300.95	11401.03	10285	184.62	1026.50	11498.12		
	6840.00	2640.00	122.78	684.00	10286.78	1326.00	11612.78	10517	188.78	1051.70	11757.48		
	7007.00	2640.00	125.78	700.70	10473.48	1351.06	11824.53	10749	192.94	1074.90	12016.64		
	7174.00	2640.00	128.77	717.40	10660.17	1376.10	12036.27	10981	197.11	1096.10	12276.21		
	7341.00	2640.00	131.77	734.10	10846.87	1401.15	12248.02	10981	197.11	1096.10	12276.21		
	7508.00	2640.00	134.77	750.80	11033.57	1426.20	12459.77	11213	201.27	1121.30	12535.57		

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# FITMENT CHART

NEC Assa M

ANNEXURE -

NCWA - VI

NCWA - VII

Grade	Pre Revised						Revised Basic					
	Basic as on 30.08.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benefit	Total	as on 1.07.01	D.A	Spl.DA	Attn.Bonus	Total
Existing Scale:	Rs.4253 - 127 - 5269 - 150 - 8788											
Revised Scale:	Rs.7153 - 179 - 10375											
D.Clerical	4253.00	1714.00	76.34	425.30	6468.64	1185.39	7654.03	7153	128.40	715.30	7998.70	
II	4380.00	1765.00	78.62	438.00	6661.62	1185.39	7847.01	7153	128.40	715.30	7998.70	
	4507.00	1816.00	80.90	450.70	6854.60	1185.39	8039.99	7332	131.61	733.20	8198.81	
	4634.00	1868.00	83.18	463.40	7048.58	1185.39	8233.97	7511	134.82	751.10	8398.82	
	4761.00	1919.00	85.46	476.10	7241.56	1185.39	8428.95	7690	138.04	769.00	8597.04	
	4888.00	1970.00	87.74	488.80	7434.54	1185.39	8618.93	7869	141.25	786.90	8797.15	
	5015.00	2021.00	90.02	501.50	7627.52	1185.39	8812.91	8048	144.46	804.80	8997.26	
	5142.00	2072.00	92.30	514.20	7820.50	1185.39	9006.89	8227	147.67	822.70	9197.37	
	5269.00	2123.00	94.58	526.90	8013.48	1185.39	9198.87	8406	150.89	840.60	9397.49	
	5419.00	2184.00	97.27	541.90	8242.17	1185.39	9427.55	8585	154.10	858.50	9597.60	
	5569.00	2244.00	99.96	556.90	8469.86	1185.39	9655.25	8764	157.31	876.40	9797.71	
	5719.00	2305.00	102.66	571.90	8698.56	1185.39	9883.95	8943	160.53	894.30	9997.83	
	5869.00	2365.00	105.35	586.90	8926.25	1185.39	10111.64	9122	163.74	912.20	10197.94	
	6019.00	2426.00	108.04	601.90	9154.94	1202.85	10357.79	9301	166.95	930.10	10398.05	
	6169.00	2486.00	110.73	616.90	9382.63	1225.35	10607.98	9480	170.16	948.00	10598.16	
	6319.00	2547.00	113.43	631.90	9611.33	1247.85	10858.18	9659	173.38	965.90	10798.28	
	6469.00	2607.00	116.12	646.90	9839.02	1270.35	11108.37	9838	176.59	983.80	10998.39	
	6619.00	2668.00	118.81	661.90	10039.71	1292.85	11358.56	10017	179.81	1001.70	11198.51	
	6769.00	2728.00	121.50	676.90	10207.40	1315.35	11522.75	10196	183.02	1019.60	11398.62	
								10375	186.23	1037.50	11598.73	
Existing Scale:	Rs.4077 - 100 - 5877											
Revised Scale:	Rs.6857 - 171 - 8985											
E.Clerical	4077.00	1643.00	73.18	407.70	6200.88	1185.39	7386.27	6857	123.08	685.70	7865.78	
II	4177.00	1693.00	74.98	417.70	6352.68	1185.39	7538.07	6857	123.08	685.70	7865.78	
	4277.00	1724.00	76.77	427.70	6505.47	1185.39	7689.86	7028	126.15	702.80	7956.95	
	4377.00	1764.00	78.57	437.70	6657.27	1185.39	7842.66	7028	126.15	702.80	7956.95	
	4477.00	1804.00	80.36	447.70	6809.06	1185.39	7994.45	7199	129.22	719.90	8048.12	
	4577.00	1845.00	82.16	457.70	6961.86	1185.39	8147.25	7370	132.29	737.00	8239.29	
	4677.00	1885.00	83.96	467.70	7113.65	1185.39	8299.04	7541	135.36	754.10	8430.46	
	4777.00	1925.00	85.75	477.70	7265.45	1185.39	8450.84	7712	138.43	771.20	8621.63	
	4877.00	1965.00	87.54	487.70	7417.24	1185.39	8602.63	7712	138.43	771.20	8621.63	
	4977.00	2006.00	89.34	497.70	7570.04	1185.39	8755.43	7883	141.50	788.30	8812.80	
	5077.00	2046.00	91.13	507.70	7721.83	1185.39	8907.22	8054	144.57	805.40	9003.97	
	5177.00	2086.00	92.93	517.70	7873.63	1185.39	9059.02	8225	147.64	822.50	9195.14	
	5277.00	2127.00	94.72	527.70	8025.42	1185.39	9211.81	8396	150.71	839.60	9386.31	
	5377.00	2167.00	96.52	537.70	8178.22	1185.39	9363.61	8396	150.71	839.60	9386.31	
	5477.00	2207.00	98.31	547.70	8330.01	1185.39	9515.40	8567	153.78	856.70	9577.48	
	5577.00	2248.00	100.11	557.70	8482.81	1185.39	9668.20	8738	156.85	873.80	9768.65	
	5677.00	2288.00	101.90	567.70	8634.60	1185.39	9819.99	8909	159.92	890.90	9959.82	
	5777.00	2328.00	103.70	577.70	8786.40	1185.39	9971.79	9080	162.99	908.00	10150.99	
	5877.00	2368.00	105.48	587.70	8938.19	1185.39	10123.58	9080	162.99	908.00	10150.99	

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# FITMENT CHART

NRC, Assam

ANNEXURE -

NCWA - VI							NCWA - VII					
Grade	Pre Revised	D.A	Spl.DA	Attn.Bonus	Total	M.G.Bent	Revised Basic		D.A	Spl.DA	Attn.Bons	Total
	Basic as on 30.06.01						Total as on 1.07.01					
Existing Scale	Rs.4032 - 88 - 5580											
Revised Scale	Rs.6781 - 170 - 9841											
F	4032.00	1825.00	72.37	403.20	6132.57	1185.39	7317.96	6781	121.72	678.10	7580.82	
	4118.00	1860.00	73.92	411.80	6263.72	1185.39	7449.11	6781	121.72	678.10	7580.82	
	4204.00	1894.00	75.46	420.40	6393.86	1185.39	7579.25	6781	121.72	678.10	7580.82	
	4290.00	1729.00	77.01	429.00	6525.01	1185.39	7710.40	6851	124.77	685.10	7770.87	
	4376.00	1764.00	78.55	437.60	6656.15	1185.39	7841.54	7121	127.82	712.10	7960.92	
	4462.00	1798.00	80.09	446.20	6788.29	1185.39	7971.68	7291	130.87	729.10	8160.97	
	4548.00	1833.00	81.64	454.80	6917.44	1185.39	8102.83	7291	130.87	729.10	8160.97	
	4634.00	1868.00	83.18	463.40	7048.58	1185.39	8233.97	7481	133.92	748.10	8341.02	
	4720.00	1902.00	84.72	472.00	7178.72	1185.39	8364.11	7631	136.96	763.10	8531.08	
	4806.00	1937.00	86.27	480.60	7308.87	1185.39	8495.26	7631	136.96	763.10	8531.08	
	4892.00	1971.00	87.81	489.20	7440.01	1185.39	8625.40	7801	140.03	780.10	8721.13	
	4978.00	2006.00	89.36	497.80	7571.16	1185.39	8756.55	7971	143.08	797.10	8911.18	
	5064.00	2041.00	90.90	506.40	7702.30	1185.39	8887.69	7971	143.08	797.10	8911.18	
	5150.00	2075.00	92.44	515.00	7832.44	1185.39	9017.83	8141	146.13	814.10	9101.23	
	5236.00	2110.00	93.99	523.60	7963.59	1185.39	9148.98	8311	149.18	831.10	9291.28	
	5322.00	2145.00	95.53	532.20	8094.73	1185.39	9280.12	8311	149.18	831.10	9291.28	
	5408.00	2179.00	97.07	540.80	8224.87	1185.39	9410.26	8481	152.23	848.10	9481.33	
	5494.00	2214.00	98.62	549.40	8356.02	1185.39	9541.41	8651	155.29	865.10	9671.39	
	5580.00	2249.00	100.16	558.00	8487.16	1185.39	9672.55	8821	158.34	882.10	9861.44	
Existing Scale	Rs.3676 - 77 - 5362											
Revised Scale	Rs.6687 - 167 - 9683											
G	3676.00	1602.00	71.37	367.60	6048.97	1185.39	7232.36	6687	120.03	668.70	7475.75	
	4053.00	1633.00	72.75	405.30	6164.05	1185.39	7349.44	6687	120.03	668.70	7475.75	
	4130.00	1664.00	74.13	413.00	6281.13	1185.39	7466.52	6687	120.03	668.70	7475.75	
	4207.00	1695.00	75.52	420.70	6398.22	1185.39	7583.61	6854	123.03	685.40	7682.43	
	4284.00	1726.00	76.90	428.40	6515.30	1185.39	7700.69	7021	126.03	702.10	7848.13	
	4361.00	1757.00	78.29	436.10	6632.38	1185.39	7817.77	7021	126.03	702.10	7848.13	
	4438.00	1788.00	79.66	443.80	6750.46	1185.39	7935.85	7188	129.02	718.80	8036.82	
	4515.00	1820.00	81.04	451.50	6867.54	1185.39	8052.93	7355	132.02	735.50	8222.52	
	4592.00	1851.00	82.43	459.20	6984.63	1185.39	8170.02	7355	132.02	735.50	8222.52	
	4669.00	1882.00	83.81	466.90	7101.71	1185.39	8287.10	7522	135.02	752.20	8408.22	
	4746.00	1913.00	85.19	474.60	7218.79	1185.39	8404.18	7522	135.02	752.20	8408.22	
	4823.00	1944.00	86.57	482.30	7335.87	1185.39	8521.26	7688	138.02	768.80	8596.92	
	4900.00	1975.00	87.96	490.00	7452.96	1185.39	8638.35	7856	141.02	785.80	8782.62	
	4977.00	2006.00	89.34	497.70	7570.04	1185.39	8755.43	7856	141.02	785.80	8782.62	
	5054.00	2037.00	90.72	505.40	7687.12	1185.39	8872.51	8023	144.01	802.30	8969.31	
	5131.00	2068.00	92.10	513.10	7804.20	1185.39	8989.59	8190	147.01	819.00	9156.01	
	5208.00	2099.00	93.48	520.80	7921.28	1185.39	9106.67	8190	147.01	819.00	9156.01	
	5285.00	2130.00	94.87	528.50	8038.37	1185.39	9223.76	8357	150.01	835.70	9342.71	
	5362.00	2161.00	96.25	536.20	8155.45	1185.39	9340.84	8357	150.01	835.70	9342.71	

# FITMENT CHART

NEC, Aram

ANNEXURE -

NCWA - VI

NCWA - VII

Grade	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benfit	Total	Revised Basic as on 1.07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.3892 - 69 - 5134											
Revised Scale	Rs.6546 - 164 - 9498											
H	3892.00	1598.00	69.86	389.20	5919.06	1185.39	7104.45	6546	117.60	854.60	7318.10	
	3961.00	1596.00	71.10	396.10	6024.20	1185.39	7209.59	6546	117.60	854.60	7318.10	
	4030.00	1624.00	72.34	403.00	6129.34	1185.39	7314.73	6546	117.60	854.60	7318.10	
	4099.00	1652.00	73.58	409.90	6234.48	1185.39	7419.87	6710	120.44	871.00	7501.44	
	4168.00	1680.00	74.82	416.80	6339.62	1185.39	7525.01	6874	123.39	887.40	7684.79	
	4237.00	1708.00	76.05	423.70	6444.75	1185.39	7630.14	6874	123.39	887.40	7684.79	
	4306.00	1735.00	77.29	430.60	6548.89	1185.39	7734.28	7038	126.33	703.80	7868.13	
	4375.00	1763.00	78.53	437.50	6654.03	1185.39	7839.42	7038	126.33	703.80	7868.13	
	4444.00	1791.00	79.77	444.40	6759.17	1185.39	7944.56	7202	129.28	720.20	8051.48	
	4513.00	1819.00	81.01	451.30	6864.31	1185.39	8049.70	7202	129.28	720.20	8051.48	
	4582.00	1847.00	82.25	458.20	6969.45	1185.39	8154.84	7366	132.22	736.60	8234.82	
	4651.00	1874.00	83.49	465.10	7073.59	1185.39	8259.98	7530	135.18	753.00	8418.16	
	4720.00	1902.00	84.72	472.00	7178.72	1185.39	8364.11	7530	135.18	753.00	8418.16	
	4789.00	1930.00	85.96	478.90	7283.86	1185.39	8469.25	7694	138.11	769.40	8601.51	
	4858.00	1958.00	87.20	485.80	7389.00	1185.39	8574.39	7694	138.11	769.40	8601.51	
	4927.00	1986.00	88.44	492.70	7494.14	1185.39	8679.53	7858	141.05	785.80	8784.85	
	4996.00	2013.00	89.68	499.60	7598.28	1185.39	8783.87	7858	141.05	785.80	8784.85	
	5065.00	2041.00	90.92	506.50	7703.42	1185.39	8888.81	8022	143.98	802.20	8968.19	
	5134.00	2069.00	92.16	513.40	7808.56	1185.39	8993.95	8186	146.94	818.60	9151.54	

*[Handwritten signature]*

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI-VI/1 I.No.01/2001/19

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT -VI  
IMPLEMENTATION INSTRUCTION NO.1.

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: Scope, coverage, revised wages, wage structures, Dearness allowance etc., of Daily-rated/Monthly-rated workers under  
National Coal Wage Agreement-VI.

1.0 The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 which has come into force w.e.f., 1st July, 1996 provides as follows under Chapter-I & II :-

2.0 SCOPE AND COVERAGE ( Chapter-I )

2.1 This Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-VI from 1.7.96 to 30-06.2001 ( Clause 1.1 )

2.2 This Agreement shall cover all categories of employees in the Coal Industry who have been covered by National Coal Wage Agreement-I,II,III,IV and V and also employees of those establishments which are functioning and may be functioning under the Coal Companies ( Clause 1.2 )

2.3 The scope of agreement covers the wage structure including Dearness allowance, fitment in the revised scale of pay, pension, fringe benefits, service conditions and other allied matters including welfare/safety measures as contained in the different Chapters of this Agreement



### 3.0 COMPONENT OF WAGE ( Chapter-II )

3.1 The wage structure of employees in Coal Mining Industry shall consist of -

- a) Basic Wage
- b) Special Dearness allowance (SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- c) Variable Dearness Allowance linked to the All India Consumer Price Index number for Industrial workers (Base 1960 = 100) (here after called Index Number) adjustable quarterly depending on variation in consumer price index number above 1562.

### 3.2. MINIMUM WAGE ( Clause 2.2.0 )

3.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by this Agreement shall be Rs.3689.23 per month or Rs.141.89 per day at the All India Average Consumer price index number for Industrial workers (Base 1960=100) at 1562. This amount includes the minimum guaranteed benefit of Rs.414.53 per month or Rs.15.94 per day inclusive of Interim Relief.

3.2.2 The break up of the minimum wage of Rs. 3689.23 per month or Rs.141.89 per day as on 1st July 1996 linked to AICP index No. 1562 will be as indicated below :-

		Per Day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
(a)	Basic Wage/Pay	65.40	126.92	1700.00	3300.00
(b)	Attendance Bonus @ 10% of basic wage	6.54	12.69	170.00	330.00
(c)	Special DA	1.17	2.28	30.52	59.23
(d)	Fixed DA	9.16	NIL	238.18	NIL
(e)	Variable DA	43.69	NIL	1136.00	NIL
TOTAL		125.96	141.89	3274.70	3689.23
Minimum Guaranteed Benefit Inclusive of Interim Relief		15.93		414.53	
TOTAL		141.89		3,689.23	

Note Conversion from monthly to daily rounded off to two decimal places



**3.2.3** The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 1562 as detailed under Clause 2.7.0 ( Clause 2.2.3 )

**3.3.0 BASIC WAGE STRUCTURE ( Clause 2.3.0 )**

**3.3.1** The revised basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under Annexure-IIA.

**3.3.2** The revised basic wage structure for different categories, skills and grades covering both daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in. Annexure-IIB.

**3.4.0 ATTENDANCE BONUS ( Clause 2.4.0 )**

**3.4.1** The attendance bonus will continue to be paid quarterly at the rate of 10% of basic wage.

**3.4.2** As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance alongwith wages, the quarterly bonus shall not attract any other fringe benefits.

**3.5.0 SPECIAL DEARNESS ALLOWANCE ( Clause 2.5.0 )**

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of profit sharing bonus and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.3300/- as computed would be Rs.59.23. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to dearness allowance.

**3.6.0 FIXED DEARNESS ALLOWANCE ( Clause 2.6.0 )**

The element of Fixed Dearness Allowance will not be there under this Agreement.

**3.7.0 VARIABLE DEARNESS ALLOWANCE ( Clause 2.7.0 )**

The Variable Dearness Allowance at AICPI 1562 (Base 1960=100) shall be "NIL" as on 1.7.1996. The VDA will be revised quarterly and paid on and from 1st March, 1st June, 1st September and 1st December of every year on the basis of average of AICPI Number for the quarter ending December (Oct-Dec), March (Jan-March), June (April-June) & September (July-Sept) respectively.



"The workers drawing basic pay upto Rs.6550/- p.m. shall be entitled for Dearness neutralisation at the rate of 100% of Basic Pay and those drawing Basic Pay beyond Rs.6550/- p.m. shall be entitled for Dearness neutralisation at the rate of 75%. However, those drawing a basic above Rs.6550/- per month will not be paid less DA than those who are drawing a basic of Rs.6550/-. The rate of VDA payable w.e.f. 1.7.96 is tabulated under "Annexure - 2.7.0- VDA" ( Clause 2.7.0 )

**3.8.0 MINIMUM GUARANTEED BENEFIT ( Clause 2.8.0 )**

All employees covered by this agreement who were on the rolls of different units of Coal Companies as on 30th June, 1996 and continued to be on the rolls on 1.7.1996 will be given a minimum guaranteed benefit of 12% of Basic Pay Plus F.D.A. as on 30.6.96 and Rs.181.95 per month i.e. Rs.414.53 per month which is inclusive of Interim Relief paid w.e.f. 1.7.96. ( Clause 2.8.0 )

**3.9.0 FITMENT IN THE REVISED SCALE OF PAY FOR  
TIME RATED & MONTHLY PAY SCALES. ( Clause 2.9.0 )**

**3.9.1.** For the purpose of fitment in the revised scheme of pay/wages to the existing total emoluments of an employee as on 30.6.96, comprising of basic wages including stagnation increments, FDA, VDA, Special DA, Attendance Bonus and Interim Relief will be added an amount of Rs.181.95 in the case of monthly rated employees or Rs 6.99 per day in the case of daily rated employees. The total so arrived at will be divided into Basic Wage, Attendance Bonus (at the rate of 10% of basic pay) and Special DA @ 17.95% of Attendance Bonus and fitted in the corresponding stage in the revised pay scale. If the new basic wage is below the minimum of the revised scale of pay, then the employee will be fitted at the minimum of the revised payscale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted in the next higher stage in the revised wage scale. In case an employee is drawing personal pay in addition to basic pay, the amount of personal pay will also be taken into account in existing total emoluments as on 30.6.96 and the concerned employee will be fitted in the new scale in the same manner as has been detailed above. ( Clause 2.9.1 )

**3.9.2** One general increment in revised scale will be given on 1.7.96 to all those who were on the roll of the Company as on 30.6.96. ( Clause 2.9.2 )

**3.9.3** A few illustration of fitment of employees after one general increment in the revised scale of pay are given in "Annexure-2.9.3" ( Clause 2.9.3 )

**3.9.4** In addition to one general increment as per Clause 2.9.2 one service linked increment for every three years of service subject to a maximum of two increments will be granted from 1.7.1996 ( Clause 2.9.4 )

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**3.9.5 Procedure to be followed for fixation of pay .-**

For the fixation of pay of existing employees as on 01.07.1996 from NCWA-V to NCWA-VI, the details of each employee have to be tabulated in the format enclosed. Revised scale will be entered in the column meant for revised pay scale as on 01.07.1996 under NCWA-VI in the fitment chart enclosed. The basic pay as on 01.07.1996 under NCWA-VI may be fitted in the proper column. The following may further be carefully noted :

- (a) The fitment in the revised scale of pay is with reference to the wages of each employee as on 30.06 1996 and not the wages of concerned employee as on 01.07.1996
- (b) The fitment is in respect of such employees who continued to be on the rolls of the company as on 01.07.1996.
- (c) The above fitment statement will be prepared for each pay unit and will be attested after verification of the concerned Personnel Officer/Welfare Officer or In-charge of the pay unit and also certified by nominated Finance Officer/Area Accounts Officer. The statement in the format should be prepared in triplicate - one copy will be retained in the pay unit concerned the second copy will be forwarded to the Area(Hqrs.) and the third copy will be sent to Personnel Deptt. of the Company(Hqrs.) for safe custody & future reference. This format/statement will be filled by pay unit/colliery wise and category wise for ready reference and for checking by internal audit team of the Company as and when necessary.
- (d) A few illustrations of fitment of employees in the revised scale of pay with fitment benefit are given in Annexure 2.9.3.
- (e) As per clause 2.9.2 of NCWA-VI the employees will be given one general increment on 01.07.1996 who were on the rolls of the company as on 01-07-1996 as per illustration of fitment given in Annexure 2.9.3. In addition to this one Service Linked Increment for every three years of service subject to a maximum of 2 increments will be granted from 01.07.1996 ( as per para 2.9.4). Those who have completed 3 years of service on 30.06.1996 will get one service linked increment and those who have completed 6 years of service or more on 30.06 1996 will get two service linked increments on 01.07.1996.
- (f) Fixation of pay of employees appointed on or after 01.07.1996

The instruction contained in the preceeding paragraph specially with regard to fitment do not apply to the employees appointed on or after

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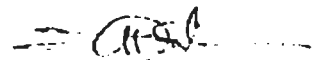
01.07.1996. They will be fitted at the appropriate stage in the concerned scale as per relevant wage structure at Annexure -IIA/IIIB of the agreement.

**4.0 Date of Annual Increments (Clause 2.10.0 )**

- 4.1 The anniversary date of increment of employees in the revised grade will remain the same as has been agreed to under NCWA-II, III, IV, & V viz, 1st of March and 1st of September each year. (Clause 2.10.1 )
- 4.2 The employees who have joined coal companies on or after 1.7.1996 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.(Clause 2.10.2 )
- 4.3 The amount already drawn in the existing scales under NCWA-V including interim relief/ increment/stagnation increment etc drawn from 1st July,1996 would be adjusted from the amount that have become due in terms of the revised wages. (Clause 2.10.3)
- 4.4 Employees who reach or are fitted at the maximum or exceed the maximum of the revised scale in the revised wage structure on 1st July,1996 or reach the maximum of the revised scale at any time during or after the period of this agreement will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year till the next settlement. ( Clause 2.10.4 )

**5.0 EMPLOYEES WHO HAVE REMAINED IN THE SAME CATEGORY/ GRADE FOR MORE THAN 7/8 YEARS. ( Clause 2.11.0 )**

- 5.1 Daily rated and monthly rated employees who have remained in the same category/grade including T&S grade A for a period of 7/8 years (underground/surface workers respectively) or more would be upgraded in the next higher category/grade including T&S Grade, A to A-1. The P.R. workers will also get benefit of one additional S.P.R.A. on completion of 7/8 years as per clause 3.12.0. Such upgradation will be undertaken once in a year on 1st January. Daily rated employees in Excavation Special Category who have stagnated for more than 8 years will be admitted one incremental amount in lieu of upgradation. ( Clause 2.11.1 )
- 6.0 Further instructions regarding wage rates work norms etc. for the piece-rated workers are being issued separately.



7.1 It is requested to initiate action for collecting information/data in respect of all employees in daily rated and monthly rated category/grade as per the Format-I and to fix the revised rate of wages for different categories/grades of the employees at the earliest.

7.2 This supersedes the administrative instructions issued vide O.M. No.CIL/C-5B/JBCCI/Admn.Instruction No.1/2000/537 dated 14.10.2000.

Necessary action to implement the above provisions may be taken.

Encls: As above.

  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution :-

- 1 All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, Kothagudem Collys., Dt. Khamman, A.P.
3. Vice President,(HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist:Burdwan .
5. Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
6. Director(F), CIL, Calcutta.
7. Director(T), CIL, Calcutta.
8. Director (Marketing), CIL, Calcutta
9. Chief Vigilance Officer, CIL, Calcutta.
10. Chief General Manager, NEC, Guwahati.
11. CGM CIL, Ansal Bhawan, New Delhi
12. CGM(IICM), Kanke Rd., Ranchi
13. CGM(P)/CGM(F), CIL, Calcutta.
14. All RSMs, CIL
15. GM(F)/TS to Chairman, CIL, Calcutta
16. Dy. CME(AW), CIL, Calcutta.

**BASIC PAY FIXATION FROM NCWA-V TO NCWA-VI**

**MASTER FORMAT-I**

**PAY UNIT-I**

**Class: DAILY RATED/MONTHLY RATED/EXCAVATION**

Sl.No.	Name	Designation	Identity/ Photo Card No.	CMPF/PF Number	B.Form Sl.No.	Date of Appoint- ment	Date of entry in present Cat./Gr.:	<u>Whether employed :</u>	
								Surface	Under- ground
1	2	3	4	5	6	7	8	9(a)	9(b)

Category/ Grade/Group	Scale of pay under NCWA-V as on 30.6.1996	Basic pay as on 30.6.1996 under NCWA-V	Personal Pay if any as on 30.6.1996 under NCWA-V	Last date of increment under NCWA-V
10	11	12	13	14

Revised scale of Pay on 1.7.1996 under NCWA-VI	Basic Pay fixed on 1.7.1996 under NCWA-VI	Revised basic after general increment/Service Linked increment in NCWA-VI(Clause 2.9.2 & 2.9.4)	Revised date of normal increment under NCWA-VI
15	16	17(a): GI / 17(b): SLI	18

Signature of the  
person preparing the  
statement

Signature of Persl. Officer/Welfare Officer  
or Officer-in-Charge

Signature of  
Finance/Accounts Officer



## Annexure - II A

**REVISED WAGE STRUCTURE (with effect from 1.7.1996)**  
(Para - 2.3.1)

**Existing NCWA-V**  
**Pay Scales**

**Revised NCWA - VI**  
**Pay Scales w.e.f 1.7.1996**

**A. DAILY RATED WORKERS****Category**

I	Rs. 65.40 - 1.08 - 80.52	Rs. 126.92 - 1.92 - 161.48
II	Rs. 66.86 - 1.33 - 85.48	Rs. 129.79 - 2.21 - 169.57
III	Rs. 68.90 - 1.72 - 92.98	Rs. 133.75 - 2.66 - 181.63
IV	Rs. 70.30 - 2.12 - 99.98	Rs. 136.46 - 3.14 - 192.98
V	Rs. 73.22 - 2.64 - 110.18	Rs. 142.13 - 3.73 - 209.27
VI	Rs. 76.42 - 3.54 - 125.98	Rs. 148.34 - 4.77 - 234.20

**B. EXCAVATION****Category**

Spl	Rs. 90.09 - 5.39 - 160.16	Rs. 174.88 - 6.92 - 299.44
A	Rs. 85.72 - 5.04 - 156.28	Rs. 166.40 - 6.51 - 283.58
B	Rs. 80.75 - 4.55 - 144.45	Rs. 156.75 - 5.95 - 263.85
C	Rs. 77.32 - 3.85 - 131.22	Rs. 150.09 - 5.13 - 242.43
D	Rs. 74.62 - 2.95 - 115.92	Rs. 144.85 - 4.09 - 218.47
E	Rs. 69.75 - 1.85 - 95.65	Rs. 135.40 - 2.81 - 185.98

**C. MONTHLY RATED (Tech. Supervisory and Miscellaneous Scales)****Grade**

A1	NON - EXISTENT.	Rs. 6000 - 200 - 8400
A	Rs. 2220 - 132 - 3540 - 140 - 4240	Rs. 4652 - 171 - 6362 - 180 - 7802
B	Rs. 2064 - 118 - 3008 - 130 - 4048	Rs. 4317 - 155 - 5557 - 170 - 7257
C	Rs. 1990 - 100 - 2790 - 110 - 3670	Rs. 3998 - 135 - 5078 - 145 - 6528
D	Rs. 1905 - 80 - 2545 - 96 - 3313	Rs. 3698 - 110 - 4578 - 130 - 5878
E	Rs. 1826 - 60 - 2666	Rs. 3545 - 87 - 5111
F	Rs. 1806 - 48 - 2478	Rs. 3506 - 75 - 4856
G	Rs. 1781 - 43 - 2383	Rs. 3457 - 67 - 4663
H	Rs. 1743 - 36 - 2247	Rs. 3384 - 60 - 4464

**D. CLERICAL GRADE**

Spl.	Rs. 2064 - 118 - 3008 - 130 - 4048	Rs. 4317 - 155 - 5557 - 170 - 7257
I	Rs. 1990 - 100 - 2790 - 110 - 3670	Rs. 3998 - 135 - 5078 - 145 - 6528
II	Rs. 1905 - 80 - 2545 - 96 - 3313	Rs. 3698 - 110 - 4578 - 130 - 5878
III	Rs. 1826 - 60 - 2666	Rs. 3545 - 87 - 5111

**PAY SCALES FOR ASSAM (NORTH EAST) COALFIELDS**

**Existing NCWA-V  
Pay Scales**

**Revised NCWA - VI  
Pay Scales w.e.f 1.7.1996**

**A. DAILY RATED WORKERS**

**Category**

I	Rs. 75.21 - 1.24 - 92.57	Rs. 145.96 - 2.21 - 185.74
II	Rs. 76.89 - 1.53 - 98.31	Rs. 149.26 - 2.54 - 194.98
III	Rs. 79.24 - 1.98 - 106.96	Rs. 153.81 - 3.06 - 208.89
IV	Rs. 80.85 - 2.44 - 115.01	Rs. 156.93 - 3.61 - 221.91
V	Rs. 84.20 - 3.04 - 126.76	Rs. 163.45 - 4.29 - 240.67
VI	Rs. 87.88 - 4.07 - 144.86	Rs. 170.59 - 5.49 - 269.41

**B. EXCAVATION**

**Category**

Spl	Rs. 103.60 - 6.20 - 184.20	Rs. 201.11 - 7.96 - 344.39
A	Rs. 98.58 - 5.80 - 179.78	Rs. 191.36 - 7.49 - 326.18
B	Rs. 92.86 - 5.23 - 166.08	Rs. 180.26 - 6.84 - 303.38
C	Rs. 88.92 - 4.43 - 150.94	Rs. 172.60 - 5.90 - 278.80
D	Rs. 85.81 - 3.39 - 133.27	Rs. 166.58 - 4.70 - 251.18
E	Rs. 80.21 - 2.13 - 110.03	Rs. 155.71 - 3.23 - 213.85

**C. MONTHLY RATED (Tech. Supervisory and Miscellaneous Scales)**

**Grade**

A1	NON - EXISTENT	Rs. 6900 - 230 - 9660
A	Rs. 2553 - 152 - 4073 - 161 - 4878	Rs. 5350 - 197 - 7320 - 207 - 8976
B	Rs. 2374 - 136 - 3462 - 150 - 4662	Rs. 4965 - 178 - 6389 - 196 - 8349
C	Rs. 2289 - 115 - 3209 - 127 - 4225	Rs. 4598 - 155 - 5838 - 167 - 7508
D	Rs. 2191 - 92 - 2927 - 110 - 3807	Rs. 4253 - 127 - 5269 - 150 - 6769
E	Rs. 2100 - 69 - 3066	Rs. 4077 - 100 - 5877
F	Rs. 2077 - 55 - 2847	Rs. 4032 - 86 - 5580
G	Rs. 2048 - 49 - 2734	Rs. 3976 - 77 - 5362
H	Rs. 2005 - 41 - 2579	Rs. 3892 - 69 - 5134

**D. CLERICAL GRADE**

Spl.	Rs. 2374 - 136 - 3462 - 150 - 4662	Rs. 4965 - 178 - 6389 - 196 - 8349
I	Rs. 2289 - 115 - 3209 - 127 - 4225	Rs. 4598 - 155 - 5838 - 167 - 7508
II	Rs. 2191 - 92 - 2927 - 110 - 3807	Rs. 4253 - 127 - 5269 - 150 - 6769
III	Rs. 2100 - 69 - 3066	Rs. 4077 - 100 - 5877

**ANNEXURE - VDA**  
**(VIDE CLAUSE 2.7.0)**

PERIOD FROM	TO	AICPI INDEX (1960=100)	RATES OF VDA FOR BASIC PAY	
			UPTO Rs. 6550/- (%)(base=1562)	ABOVE RS. 6550/-
1.7.1996	31.8.1996	1562	0	0
1.9.1996	30.11.1996	1619	3.6	2.7% s.t. a minimum of Rs. 236/-
1.12.1996	28.2.1997	1686	7.9	5.9% s.t. a minimum of Rs. 517/-
1.3.1997	31.5.1997	1718	10.0	7.4% s.t. a minimum of Rs. 655/-
1.6.1997	31.8.1997	1728	10.6	7.9% s.t. a minimum of Rs. 694/-
1.9.1997	30.11.1997	1744	11.6	8.7% s.t. a minimum of Rs. 760/-
1.12.1997	28.2.1998	1772	13.4	10.0% s.t. a minimum of Rs. 878/-
1.3.1998	31.5.1998	1813	16.1	12.1% s.t. a minimum of Rs. 1055/-
1.6.1998	31.8.1998	1884	20.6	15.4% s.t. a minimum of Rs. 1349/-
1.9.1998	30.11.1998	1925	23.2	17.4% s.t. a minimum of Rs. 1520/-
1.12.1998	28.2.1999	2045	30.9	23.1% s.t. a minimum of Rs. 2024/-
1.3.1999	31.5.1999	2137	36.8	27.6% s.t. a minimum of Rs. 2410/-
1.6.1999	31.8.1999	2053	31.4	23.5% s.t. a minimum of Rs. 2057/-
1.9.1999	30.11.1999	2061	31.9	23.9% s.t. a minimum of Rs. 2089/-
1.12.1999	29.2.2000	2102	34.6	25.9% s.t. a minimum of Rs. 2266/-
1.3.2000	31.5.2000	2147	37.4	28.0% s.t. a minimum of Rs. 2450/-
1.6.2000	31.8.2000	2129	36.3	27.2% s.t. a minimum of Rs. 2378/-
1.9.2000	30.11.2000	2170	38.9	29.2% s.t. a minimum of Rs. 2548/-
1.12.2000	28.2.2001	2189	40.1	30.1% s.t. a minimum of Rs. 2627/-

## ILLUSTRATION OF FITMENT AFTER ONE INCREMENT IN REVISED SCALE

## EXAMPLE - ONE

NCWA -V CAT - I (Rs.65.40 - 1.08 - 80.52)		NCWA -VI CAT - I (Rs.126.92 - 1.92 - 161.48)	
	AS ON 30.6.96		AS ON 1.7.96
DAILY		DAILY	
BASIC WAGE	65.40	BASIC WAGE	126.92
ATTANCE BONUS	6.54	ONE INCREMENT - GENERAL	1.92
SPECIAL D. A	1.17		
FIXED D. A	9.16	ATTANCE BONUS	12.88
VARIABLE D. A	43.69	SPECIAL D. A	2.31
		VARIABLE D. A	nil
TOTAL	125.96	TOTAL	144.03
INTERIM RELIEF	8.94		
FITMENT BENEFIT	6.99		
TOTAL	141.89		

## EXAMPLE - TWO

NCWA -V TECH. & SUP. GRADE - A (Rs.2220 - 132 - 3540 - 140 - 4240)		NCWA -VI TECH. & SUP. GRADE - A (Rs.4652 - 171 - 6362 - 180 - 7802)	
	AS ON 30.6.96		AS ON 1.7.96
MONTHLY		MONTHLY	
BASIC WAGE	4240.00	BASIC WAGE	6722.00
ATTANCE BONUS	424.00	ONE INCREMENT - GENERAL	180.00
SPECIAL D. A	76.11		
FIXED D. A	238.18	ATTANCE BONUS	690.20
VARIABLE D. A	1687.00	SPECIAL D. A	123.89
		VARIABLE D. A	nil
TOTAL	6665.29	TOTAL	7716.09
INTERIM RELIEF	537.38		
FITMENT BENEFIT	181.95		
TOTAL	7384.62		



**ILLUSTRATION OF FITMENT AFTER ONE INCREMENT IN THE REVISED SCALE  
EXAMPLE : THREE**

<b>NCWA-V EXCAVATION SPECIAL (Rs.90.09-5.39-160.16)</b>		<b>NCWA-VI EXCAVATION SPECIAL (Rs.174.88-6.92-299.14)</b>	
<b>DAILY</b>	<b>AS ON 30.6.96</b>	<b>DAILY</b>	<b>AS ON 1.7.96</b>
BASIC WAGE	106.26	BASIC WAGE	188.72
ATTENDANCE BONUS	10.63	ONE INCREMENT-GENERAL	6.92
SPECIAL DA	1.91	ATTENDANCE BONUS	19.56
FIXED D.A.	9.16	SPECIAL DA	3.51
VARIABLE D.A.	60.07	VARIABLE D.A.	Nil
<b>TOTAL</b>	<b>188.03</b>	<b>TOTAL</b>	<b>218.71</b>
INTERIM RELIEF	13.85		
FITMENT BENEFIT	6.99		
<b>TOTAL</b>	<b>208.87</b>		

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**EXAMPLE : FOUR**

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<b>NCWA-V TECH &amp; SUP GRADE-A (Rs.2220-132-3540-140-4240)</b>		<b>NCWA-VI TECH. &amp; SUP. GRADE-A (Rs.4652-171-6362-180-7802)</b>	
<b>MONTHLY</b>	<b>AS ON 30.6.96</b>	<b>MONTHLY</b>	<b>AS ON 1.7.96</b>
BASIC WAGE	4520.00	BASIC WAGE	7082.00
ATTENDANCE BONUS	452.00	ONE INCREMENT-GENERAL	180.00
SPECIAL DA	81.13	ATTENDANCE BONUS	726.20
FIXED D.A.	238.18	SPECIAL DA	130.35
VARIABLE D.A.	1775.00	VARIABLE D.A.	Nil
<b>TOTAL</b>	<b>7066.31</b>	<b>TOTAL</b>	<b>8118.55</b>
INTERIM RELIEF	570.98		
FITMENT BENEFIT	181.95		
<b>TOTAL</b>	<b>7819.24</b>		

JOINT BIPARTITE COMMITTEE  
FOR THE COAL INDUSTRY  
COAL INDIA LTD  
10, NETAJI SUBHAS ROAD  
CALCUTTA - 700001

No.GIL:JBCCI-V:1.1.No.(1/96)/2610 Dated, 22nd February, 1996

NATIONAL COAL WAGE AGREEMENT-V  
IMPLEMENTATION INSTRUCTION NO.1

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, SECL, Bilaspur  
The Chairman-cum-Managing Director, WCL, Nagpur  
The Chairman-cum-Managing Director, NCL, Singrauli  
The Chairman-cum-Managing Director, MCL, Sambalpur  
The Chairman-cum-Managing Director, CMPDIL, Ranchi  
The Chief General Manager, NEC, Guwahati, Assam

Dear Sir,

Sub:- Scope, coverage, revised wages, wage structures, Dearness allowance etc., of time-rated workers.

-----

The National Coal Wage Agreement-V finalised by the Joint Bipartite Committee for the Coal Industry on 19th January, 1996 and which has come into force with effect from 1.7.1991 provides as follows :-

2.1 Scope : (Clause 1.3)

The scope of the Agreement covers the wage structure, dearness allowance, fitment in the revised scale of pay, pension, fringe benefits, such service conditions and other allied matters including welfare measures as contained in the different chapters of this Agreement.

2.2 Coverage : (Clause 1.2)

This Agreement shall cover all categories of employees in the Coal Industry who have been covered by the National Coal

Wage Agreement-I, II, III & IV and also the employees of those Establishments which are functioning and may be functioning under the Coal Companies.

3.0 Components of Wage: (Cl: 2.0)

3.1 The wage structure of employees in the Coal Mining Industry shall consist of :-

- a) Basic wage;
- b) Attendance Bonus at 10% of Basic wage;
- c) Special dearness allowance (SDA) @ 17.95% of Attendance Bonus or 1.795% of basic wage representing computed fringe benefits on Attendance Bonus such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- d) Fixed Dearness Allowance (FDA) of Rs.238.18 per month or Rs.9.16 per day; and
- e) Variable Dearness Allowance (VDA) linked to the All India Consumer Price Index Number for industrial workers (Base 1960=100) (hereafter called Index Number) adjustable quarterly depending on variation in consumer price index number above 994 (Clause 2.1.0).

3.2 Minimum Wage: (Cl.2.2.0)

3.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by this Agreement shall be Rs.2138.70 per month or Rs.82.27 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960=100) at 994. This amount includes the minimum guaranteed benefit of Rs.235/- per month or Rs.9.04 per day inclusive of Interim Relief (Cl.2.2.1).

3.2.2 The break of the minimum wage of Rs.2138.70 per month or Rs.82.27 per day as on 1st July, 1991 linked to AICP Index No.994 will be as indicated below :-

	Per Day (Rs.)		Per Month (Rs.)	
	Pre-revised	Revised	Pre-revised	Revised
(a) Basic Wage/Pay	38.47	65.40	1000.22	1700.00
(b) Attendance Bonus @ 10% of basic wage	3.85	6.54	100.02	170.00
(c) Special DA	0.69	1.17	17.95	30.52
(d) Fixed DA	7.17	9.16	186.31	238.18
(e) Variable DA	23.05	-	599.20	-
Total :-	73.23	82.27	1903.70	2138.70
Minimum Guaranteed Benefit inclusive of Interim Relief.	9.04	-	235.00	-
T O T A L :-	82.27		2138.70	-

Note:- -Conversion from monthly to daily and rounded off to two decimal places(Cl.2.2.2).

3.2.3 The Fixed Dearness Allowance under this Agreement is related to Index No.994 for industrial workers (Base 1960=100). The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 994 (Cl.2.2.3).

#### 4.0 Basic Wage Structure: (Clause 2.3.0)

4.1.1 The revised basic wage structure for different categories, skills and grades, covering daily rated including excavation, other establishments (Washeries) and monthly rated employees as worked out on the basis of this Agreement are detailed at Annexure-IIA (Cl.2.3.1).

4.1.2 The revised basic wage structure for different categories, skills and grades covering both daily rated and monthly rated workers for Assam Coalfields including Excavation are incorporated in Annexure-IIB (Cl.2.3.2).

#### 5.0 Attendance Bonus: (Clause 2.4.0)

5.1 The Attendance Bonus will continue to be paid

quarterly at the rate of 10% of basic wage (Cl.2.4.1).

5.2 As computed fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance along with wages, the quarterly <sup>bonus</sup> shall not attract any other fringe benefits (Cl.2.4.2).

6.0 Special Dearness Allowance: (Clause 2.5.0)

6.1 In view of the Agreement already reached under National Coal Wage Agreement-II, III & IV that the Attendance Bonus shall attract fringe benefits such as provident fund, payment in lieu of profit sharing bonus and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.1700.00 as computed would be Rs.30.52. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.

7.0 Fixed Dearness Allowance: (Clause 2.6.0)

7.1 There will be a Fixed Dearness Allowance of Rs.238.18 per month or Rs.9.16 per day which is linked to Index No.994 for quarter ending March,1991.

8.0 Variable Dearness Allowance: (Clause 2.7.0)

8.1 In addition to the SDA & FDA, there will be Variable Dearness Allowance linked to the shift of Index Number over 994 adjustable quarterly depending on the rise or fall of Index Number (Cl.2.7.1).

8.2 The amount of Variable Dearness Allowance as on 1.7.1991 at Index No.994 will be nil (Cl.2.7.2).

8.3 The Variable Dearness Allowance will be revised quarterly and paid on and from 1st March, 1st June, 1st

September and 1st December of every year on the basis of the average of the All India Consumer Price Index Number for the quarter ending December (Oct-Dec), March (Jan-March), June (Apr-June) and September (July-Sep) respectively (Cl.2.7.3).

8.4 In arriving at the average index for the quarter, any fraction in the above average will be rounded off to the nearest higher integer (e.g.) if the average index number of a quarter is 1100.4, it will be rounded off to the next higher integer namely 1101.00 (Cl.2.7.4).

8.5 The rate of increase or decrease of Variable Dearness Allowance (VDA) will be at the rate of Rs.2/- per point per month or 0.0769 paise per day for each point of rise or fall in the quarterly index above 994 in respect of all employees. However, in so far as the revision of VDA is concerned, it will be governed by the Govt. of India's guidelines in this regard (Cl.2.7.5).

9.0 Minimum Guaranteed Benefit: (Clause 2.8.0)

9.1 All employees covered by this Agreement who are on the rolls of different units of Coal Companies as on 30th June, 1991 and continued to be on the rolls on 1.7.1991 will be given a minimum guaranteed benefit of 10% of basic + FDA as on 30.6.1991 subject to a minimum of Rs.150/- plus Rs.85/- per month, i.e., Rs.235/- per month (or Rs.9.04 per day), which is inclusive of the Interim Relief paid with effect from 1.7.1991.

10.0 Fitment in the Revised Scale of Pay  
for Time rated & Monthly pay scales: (Cl.2.9.0)

10.1.1 For the purpose of fitment in the revised scales of pay/wages, to the existing total emolument of an employee as on 30.6.1991 (comprising of Basic wage, Attendance Bonus, FDA, Special DA), Variable DA and Interim Relief) will be added an amount of Rs.85/- in the case of monthly rated employees or

Rs.3.27 per day in the case of daily rated employees. The total so arrived at will be divided into Basic wage, Attendance Bonus at the rate of 10% of basic wage, Special DA which is the computed fringe benefits on attendance bonus at 17.95% of attendance bonus, Fixed DA of Rs.238.18 per month or Rs.9.16 per day and an employee will be fitted at the corresponding stage in the revised wage scale. If the new basic wage is below the minimum of the revised wage scale then the employee will be given the minimum of the revised scale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted at the next higher stage in the revised wage scale. In case, an employee is drawing personal pay in addition to basic pay, the amount of personal pay will also be taken into account in existing total emoluments as on 30.6.1991 and the concerned employee will be fitted in the new scale in the same manner as has been stated hereinabove (Cl.2.9.1).

10.1.2 Procedure to be followed:

For the purpose of fixation of pay of the existing employees as on 1.7.1991 from NCWA-IV to NCWA-V, details of each employee have to be tabulated in a Format (in line with Master Format-I issued with I.I. No.1/89 dt. 2.8.89 under NCWA-IV) with additional column for 'Personal Pay', in respect of each Pay Unit. Revised pay-scale applicable to the employee has to be entered in column ~~column~~ meant for 'revised scale of pay on 1.7.1991 under NCWA-V' and with reference to the fitment chart the basic pay as on 1.7.1991 under NCWA-V has to be fitted in the next column. However, in this connection, the following instructions should be carefully noted :-

- (a) The fitment in the revised scales of pay is with reference to the wages of each employee as on 30.6.1991 and not the wages of the employee as on 1.7.1991.
- (b) This fitment will be in respect of those employees who continued to be on the rolls on 1.7.1991 and not in respect of the employees who have ceased to be

employees on 1.7.1991 or who came to be employed from 1.7.1991 onwards.

The above fitment statement will be prepared for each Pay Unit and be attested after verification of the concerned Personnel or Welfare Officer or in-charge of the Pay Unit and also got approved by the nominated Finance Officer/Area Accounts Officer. The statement in the Format should be prepared in triplicate - one copy will be retained at the Pay Unit concerned, the second copy will be forwarded to the Area Hd. quarters and the third copy will be sent to the Personnel Department of the Company Hqrs. for safe custody and future reference. This Format statement will be filed Pay Unit/ Colliery-wise and Categorywise for easy reference and for checking by Internal Audit Teams as and when necessary.

10.2 A few illustrations of fitment of employees in the revised scale of pay with fitment benefit are given in Annexure-IIC (Cl.2.9.2).

11.0 Date of Annual Increment : (Clause 2.10.0)

11.1 The anniversary date of increment of employees in the revised grades will remain the same as has been agreed to under NCWA-II, III & IV viz., 1st of March & 1st of September each year (Cl.2.10.1).

11.2 Employees who have joined the coal companies on or after 1.7.1991 and/or who have got different dates of increment their increment will fall due on the anniversary date of their last increment (Cl.2.10.2).

11.3 The amount already drawn in the existing scales under NCWA-IV including interim relief/increment/stagnation increment etc., from 1st July, 1991, would be adjusted from the amount that have become due in terms of the revised wages (Cl.2.10.3).





11.4 Employees who reach or are fitted at the maximum or exceed the maximum of the revised scale in the revised wage structure on 1st July, 1991 or reach the maximum of the revised scale at any time during or after the period of this Agreement, will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year till the next agreement (Cl.2.10.4).

11.5 In view of the above provisions agreed to under NCWA-V, based on the information recorded in the aforesaid Format, the date/revised date of increment under NCWA-V as well as the revised basic wage/salary after giving the due increment will be entered in specific columns in the Format.

11.6 Particular care has to be taken to identify such employees who are fitted and/or reach at the maximum of the revised scale on 1.7.1991 or any time during the period of this agreement and after careful examination of the cases, increments have to be granted as per Clause 2.10.4 of NCWA-V.

12.0 Upgradation of Daily rated & Monthly rated employees who have remained in the same category/grade for 10 years or more. (Clause 2.11.0)

12.1 Daily-rated and monthly-rated employees who have remained in the same category/grade for a period of 10 years or more would be upgraded in the next higher category/grade and such upgradation<sup>will</sup> take effect from 1st July, 1994 and thereafter on 1.7.1995. Monthly rated employees in T&S Gr.A and Daily-rated employees in Excavation Special who have remained in the same grade/category for a period of 10 years or more will be paid an amount equivalent to one increment in lieu of upgradation with effect from 1st July, 1994 and thereafter w.e.f. 1.7.1995(Cl.2.11.1).

12.2 It is further agreed that if any reduction in the period of 10 years for the purpose of upgradation is mutually

decided later, the same will be effective from 1.1.1996. Such upgraded employees will continue to do the existing job(Cl.2.11.2).

12.3 Upgradation does not mean fixation in the higher grade with an increment as in the case of normal promotion. Upgradation means fixation only in the nearest stage in the higher category/grade and there will be no change of designation after upgradation i.e. the employees upgraded under this clause will carry their own designation and in addition will include 'SLU' i.e. (Service Linked Upgradation) in order to identify such upgraded employees in the company. When such employees get regular promotion with normal incremental benefit, the word 'SLU' will be omitted and they will carry the designation as per normal promotional channel.

13.0 Grant of one Additional  
Increment:(Cl. 2.12.0)

13.1 It has further been agreed that an amount equivalent to one increment will be granted on 1.7.1995 to all existing employees(daily rated, excavation category, monthly rated and clerical grades) who have completed atleast one year's service as on 30.6.1995 and this amount will be diverted to Coal Mines Pension Fund.

The above additional amount will continue to be diverted to Coal Mines Pension fund every month during the service period of the employee concerned.

Those who come into employment on or after 1.7.1995 will pay an amount equivalent to one increment of their respective grade.

14.0 Fixation of Pay of employees to be  
employed from 1.7.1991 onwards:

The instructions contained in the preceding paragraphs specially with regard to fitment do not apply to the employees to be appointed from 1.7.1991 onwards. They will be fitted at the appropriate stages in the concerned scales as per the relevant wage structures at Annexure-IIA/IIB of the Agreement.

15.0 Fixed Dearness Allowance:

The fixed dearness allowance in respect of employees whether they were existing employees or entrants on or after 1.7.1991 shall continue to be Rs.238.18 per month or Rs.9.16 per day.

16.0 Attendance Bonus:

Attendance Bonus will continue to be calculated at 10% of Basic pay and paid quarterly.

17.0 Special Dearness Allowance:

Similarly, Special Dearness Allowance being a percentage of basic pay or attendance bonus will have to be calculated accordingly and paid along with normal wages.

18.0 Variable Dearness Allowance:

18.1 Variable dearness allowance shall continue to be calculated as laid down in Clauses 2.7.1 to 2.7.5 of NCWA-V. The V.D.A. as on 1.7.1991 at AICPI No.994 is nil.

18.2 V.D.A. as on 1.7.91 to 31.8.1991 is 'nil' at AICPI 994. VDA w.e.f. 1.9.1991 to 30.11.1991 (Base AICPI 1010 for the QE June'91) at the rate of Rs.2/- per point shift amounts to Rs.32/- (i.e., AICPI 1010-994 = 16x2) and that from 1.12.1991 to 29.2.1992 (Base AICPI 1072 for the QE Sept'91) @ Rs.2/- per point shift amounts to Rs.156/- (i.e. AICPI 1072-994 = 78x2).

The amount of VDA payable w.e.f. 1.3.1992 onwards will be regulated under the new DA Formula introduced by the Government of India vide O.M. No.2(50)/86-DPE/WC dated 26th July'95 and subsequent O.M. of even No. dated 29.9.1995 which is effective beyond AICPI No.1099. It is pointed out that on 1.3.1992, the AICPI Number was 1106 for Q.E. December, 1991 out of which AICPI 994 was neutralised w.e.f. 1.7.1991 leaving entitlement of VDA for 1106-994= 112 points. Out of this 112 points, the difference in between AICPI 1099-994(neutralisation point)= 105 points payable at the old rate i.e. @ Rs.2x105 = Rs.210/- upto 29.2.1992 (already being paid) is to be shown as 'DA' and the VDA under the new DA Formula beyond AICPI 1099 effective from 1.3.1992 i.e. for remaining 7 points (1106-1099) would be calculated as follows:-

	Basic Pay upto Rs.3500/- p.m. -----	Basic pay above Rs.3500/- p.m. and <u>upto Rs.6500/-p.m.</u>
Quarterly Average ending December'91 (OCT-DEC'91) pay- able from 1.3.1992.	0.6% of Pay subject to a minimum of Rs.14/- plus Rs.210.00	0.4% of Pay subject to a minimum of Rs.21/- plus Rs.210.00.

Note:-(1) Statement showing the method of computation of D.A. payable in different quarters under the new D.A. Formula for employees getting 26 days' VDA & 30 days' VDA are enclosed as Annexure-A1 & A2.

(2) While calculating the VDA under new formula w.e.f. 1.3.1992, the D.A. of Rs.210/- plus Rs.238/- making a total of Rs.448/- p.m. or Rs.17.23 per day would be notionally added to the basic wage for the purpose of computation of VDA only. This amount will, however, not count for any other benefit.

19.0 Further instructions with regard to the fitment of Piece-rated workers, Ex-NCDC employees getting 30 days' VDA, other allowances etc., is being issued.

It is requested to initiate action for collecting

information/data in respect of all employees in Daily-rated & Monthly-rated categories/Grades in the Format and to fix the revised rates of wages/salaries for different groups of employees at the earliest.

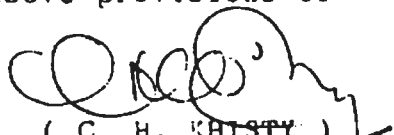
This supersedes the administrative instructions issued in this regard earlier.

Necessary action to implement the above provisions of NCWA-V may be taken.

Encl: As above.

Distribution:

1. All Members & Alternate Members of JBCCI-V.
2. Chairman-MD, SCCL, Kothagudem Collys., Dt: Khammam, A.P.
3. Vice President(HRM), TISCO, Jamshedpur.
4. Director(RMD Cell)/IISCO, 10, Camac St., Calcutta
5. Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
6. Director(F), CIL, Calcutta.
7. Director(T), CIL, Calcutta.
8. Director(T), CIL, New Delhi.
9. Executive Director(Vig), CIL, Calcutta.
10. General Manager, Dankuni Coal Complex, Dankuni.
11. CGM(S&M), CIL, Calcutta/All RSMs, CIL.
12. General Manager(Fin.), CIL, Calcutta.
13. CGM(P)/GM(IR), CIL, Calcutta.
14. Dy.CPM(AW), CIL, Calcutta.

  
( C. H. KHISTY )  
MEMBER SECRETARY,  
JBCCI-V  
22/2/96

BASIC PAY FIXATION FROM NCWA-IV TO NCWA-V:

PAY UNIT.....

Class: DAILY RATED/MONTHLY RATED/EXCAVATION

Sl. No.	Name :	Designation	Identity/Photo Card No.	CMPF/PF Number	B. Form Sl. No.	Date of Appointment :	Date of entry in present Cat/Gr.:	Whether employed : Surface Under-ground.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	9(a) 9(b)

Category/Grade/Group	Scale of pay under NCWA-IV as on 30.6.1991 :	Basic pay as on 30.6.91 under NCWA-IV	Personal Pay as on 30.6.91 under NCWA-IV	Last date of increment under NCWA - IV
(10)	(11)	(12)	(13)	(14)

Revised scale of Pay on 1.7.1991 under NCWA-V	Basic Pay fixed on 1.7.1991 under NCWA-V	Revised date of increment under NCWA-V:	Revised basic after increment:
(15)	(16)	(17)	(18)

of the  
Signature/person  
preparing the  
statement.

Signature of Persl. Officer/Welfare Officer  
or, Officer-in-Charge

Signature of  
Finance/Accounts Officer.

**Annexure - II A**  
**(vide clause 2. 3. 1)**

Existing NCWA-IV Pay Scales		Revised NCWA-V Pay Scales w. e. f. 1.7.1991
<b>A. DAILY RATED WORKERS.</b>		
Category		
I	Rs. 38.47 - 0.70 - 48.27	Rs. 65.40 - 1.08 - 80.52
II	Rs. 39.34 - 0.85 - 51.24	Rs. 66.86 - 1.33 - 85.48
III	Rs. 40.78 - 1.08 - 55.90	Rs. 68.90 - 1.72 - 92.98
IV	Rs. 42.18 - 1.32 - 60.65	Rs. 70.30 - 2.12 - 99.98
V	Rs. 44.50 - 1.62 - 67.18	Rs. 73.22 - 2.64 - 110.18
VI	Rs. 47.70 - 2.12 - 77.38	Rs. 76.42 - 3.54 - 125.98
<b>B. EXCAVATION</b>		
Category		
Spl.	Rs. 57.38 - 3.08 - 97.42	Rs. 90.09 - 5.39 - 160.16
A	Rs. 53.58 - 2.88 - 93.90	Rs. 85.72 - 5.04 - 156.28
B	Rs. 50.47 - 2.62 - 87.15	Rs. 80.75 - 4.55 - 144.45
C	Rs. 48.60 - 2.31 - 80.94	Rs. 77.32 - 3.85 - 131.22
D	Rs. 45.90 - 1.77 - 70.68	Rs. 74.62 - 2.95 - 115.92
E	Rs. 41.63 - 1.15 - 57.73	Rs. 69.75 - 1.85 - 95.65
<b>C. MONTHLY RATED (Tech. &amp; Supervisory and Miscellaneous Scales).</b>		
Grade.		
A	Rs. 1387 - 75 - 2137 - 80 - 2537	Rs. 2220 - 132 - 3540 - 140 - 4240
B	Rs. 1290 - 68 - 1834 - 74 - 2426	Rs. 2064 - 118 - 3008 - 130 - 4048
C	Rs. 1222 - 60 - 1702 - 66 - 2230	Rs. 1990 - 100 - 2790 - 110 - 3670
D	Rs. 1158 - 48 - 1542 - 58 - 2006	Rs. 1905 - 80 - 2545 - 96 - 3313
E	Rs. 1095 - 37 - 1613	Rs. 1826 - 60 - 2666
F	Rs. 1075 - 30 - 1495	Rs. 1806 - 48 - 2478
G	Rs. 1050 - 27 - 1428	Rs. 1781 - 43 - 2383
H	Rs. 1027 - 23 - 1349	Rs. 1743 - 36 - 2247
<b>D. CLERICAL GRADE</b>		
Spl.	Rs. 1290 - 68 - 1834 - 74 - 2426	Rs. 2064 - 118 - 3008 - 130 - 4048
I	Rs. 1222 - 60 - 1702 - 66 - 2230	Rs. 1990 - 100 - 2790 - 110 - 3670
II	Rs. 1158 - 48 - 1542 - 58 - 2006	Rs. 1905 - 80 - 2545 - 96 - 3313
III	Rs. 1095 - 37 - 1613	Rs. 1826 - 60 - 2666

**PAY SCALES FOR ASSAM COALFIELDS**

(vide clause 2. 3. 2)

Existing NCWA-IV Pay - scales		Revised NCWA-V Pay scales w. e. f. 1. 7. 1991
<b>A. DAILY RATED WORKERS.</b>		
Category		
I.	Rs. 44.24 - 0.81 - 55.58	Rs. 75.21 - 1.24 - 92.57
II.	Rs. 45.24 - 0.98 - 58.96	Rs. 76.89 - 1.53 - 98.31
III.	Rs. 46.90 - 1.24 - 64.26	Rs. 79.24 - 1.98 - 106.96
IV.	Rs. 48.50 - 1.52 - 69.78	Rs. 80.85 - 2.44 - 115.01
V.	Rs. 51.18 - 1.86 - 77.22	Rs. 84.20 - 3.04 - 126.76
VI.	Rs. 54.86 - 2.44 - 89.02	Rs. 87.88 - 4.07 - 144.86
<b>B. EXCAVATION</b>		
Category		
Spl.	Rs. 65.99 - 3.54 - 112.01	Rs. 103.60 - 6.20 - 184.20
A.	Rs. 61.62 - 3.31 - 107.96	Rs. 98.58 - 5.80 - 179.78
B.	Rs. 58.04 - 3.01 - 100.18	Rs. 92.86 - 5.23 - 166.08
C.	Rs. 55.89 - 2.66 - 93.13	Rs. 88.92 - 4.43 - 150.94
D.	Rs. 52.79 - 2.04 - 81.35	Rs. 85.81 - 3.39 - 133.27
E.	Rs. 47.87 - 1.32 - 66.33	Rs. 80.21 - 2.13 - 110.03
<b>C MONTHLY RATED (Tech. &amp; Supervisory and Miscellaneous Scales).</b>		
Grade.		
A.	Rs. 1595 - 86 - 2455 - 92 - 2915	Rs. 2553 - 152 - 4073 - 161 - 4878
B.	Rs. 1483 - 78 - 2107 - 85 - 2787	Rs. 2374 - 136 - 3462 - 150 - 4662
C.	Rs. 1405 - 69 - 1957 - 76 - 2565	Rs. 2289 - 115 - 3209 - 127 - 4225
D.	Rs. 1332 - 55 - 1772 - 67 - 2308	Rs. 2191 - 92 - 2927 - 110 - 3807
E.	Rs. 1259 - 42 - 1847	Rs. 2100 - 69 - 3066
F.	Rs. 1236 - 35 - 1726	Rs. 2077 - 55 - 2847
G.	Rs. 1207 - 31 - 1641	Rs. 2048 - 49 - 2734
H.	Rs. 1181 - 26 - 1545	Rs. 2005 - 41 - 2579
<b>D. CLERICAL GRADE</b>		
Spl.	Rs. 1483 - 78 - 2107 - 85 - 2787	Rs. 2374 - 136 - 3462 - 150 - 4662
I.	Rs. 1405 - 69 - 1957 - 76 - 2565	Rs. 2289 - 115 - 3209 - 127 - 4225
II.	Rs. 1332 - 55 - 1772 - 67 - 2308	Rs. 2191 - 92 - 2927 - 110 - 3807
III.	Rs. 1259 - 42 - 1847	Rs. 2100 - 69 - 3066



## ILLUSTRATION OF FITMENT IN THE REVISED SCALE

## EXAMPLE: ONE

NCWA-IV CAT I  
(Rs. 38.47 - 0.70 - 48.27)

## DAILY

BASIC WAGE	38.47
ATTANCE BONUS	3.85
SPECIAL D.A.	0.69
FIXED D.A.	7.17
VARIABLE D.A.	23.05

TOTAL 73.23

INTERIM RELIEF 5.77  
FITMENT BENEFIT 3.27

TOTAL 82.27

NCWA - V CAT I  
(Rs. 65.40 - 1.08 - 80.52)

## DAILY

NEW BASIC WAGE	65.40
ATTANCE BONUS	6.54
SPECIAL D.A.	1.17
FIXED D.A.	9.16
VARIABLE D.A.	

TOTAL 82.27

## EXAMPLE : TWO

NCWA-IV TECH.& SUP  
GRADE -A

(Rs. 1387-75-2137-80-2537)

## MONTHLY

BASIC WAGE	2537.00
ATTANCE BONUS	253.70
SPECIAL D.A.	45.54
FIXED D.A.	186.31
VARIABLE D.A.	599.20

TOTAL 3621.75

INTERIM RELIEF 272.33  
FITMENT BENEFIT 85.00

TOTAL 3979.08

NCWA - V TECH.& SUP  
GRADE -A

(Rs. 2220-132-3540-140-4240)

## MONTHLY

MEW BASIC WAGE	3408.00
ATTANCE BONUS	340.80
SPECIAL D.A.	61.17
FIXED D.A.	238.18
VARIABLE D.A.	

TOTAL 4048.15

## ILLUSTRATION OF FITMENT IN THE REVISED SCALE

### EXAMPLE : THREE

NCWA-IV EXCAVATION  
SPECIAL  
(Rs. 57.38-3.08-97.42)

NCWA-V EXCAVATION  
SPECIAL  
(Rs. 90.09-5.39-160.16)

DAILY	
BASIC WAGE	75.86
ATTANCE BONUS	7.59
SPECIAL D.A.	1.36
FIXED D.A.	7.17
VARIABLE D.A.	23.05
TOTAL	115.03
INTERIM RELIEF	8.30
FITMENT BENEFIT	3.27
TOTAL	126.60

DAILY	
NEW BASIC WAGE	106.26
ATTANCE BONUS	10.63
SPECIAL D.A.	1.91
FIXED D.A.	9.16
VARIABLE D.A.	
TOTAL	127.95

### EXAMPLE : FOUR

NCWA - IV TECH & SUP.  
GRADE - A  
RS. 1387-75-2137-80-2537)  
MONTHLY

NCWA - V TECH & SUP.  
GRADE - A  
(RS. 2220-132-3540-140-4240)  
MONTHLY

BASIC WAGE	2537.00
ATTANCE BONUS	253.70
SPECIAL D.A.	45.54
FIXED D.A.	185.31
VARIABLE D.A.	599.20
TOTAL	3621.75
INTERIM RELIEF	288.33
FITMENT BENEFIT	85.00
TOTAL	3995.08

NEW BASIC WAGE	3540.00
ATTANCE BONUS	354.00
SPECIAL D.A.	63.54
FIXED D.A.	238.18
VARIABLE D.A.	
TOTAL	4195.72

STAG.INCREMENT	160.00
ATTENDANCE BONUS	16.00
SPECIAL D.A.	2.87
TOTAL	4173.95

## ILLUSTRATION OF FITMENT IN THE REVISED SCALE

## EXAMPLE : FIVE

NCWA - IV TECH & SUP.  
GRADE - A(RS. 1387-75-2137-80-2537)  
MONTHLY

BASIC WAGE	2217.00
ATTANCE BONUS	226.70
SPECIAL D.A.	40.69
FIXED D.A.	186.31
VARIABLE D.A.	599.20

TOTAL 3269.90

INTERIM RELIEF 245.33  
FITMENT BENEFIT 85.00

TOTAL 3600.23

PP 50.00

TOTAL 3650.23

NCWA - V TECH & SUP.  
GRADE - A(RS. 2220-132-3540-140-4240)  
MONTHLY

NEW BASIC WAGE	3144.00
ATTANCE BONUS	314.40
SPECIAL D.A.	56.43
FIXED D.A.	238.18
VARIABLE D.A.	

TOTAL 3753.01

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**STATEMENT SHOWING THE METHOD OF COMPUTATION OF D.A.  
PAYABLE IN DIFFERENT QUARTERS UNDER THE NEW D.A FORMULA.**

	<b>BASIC PAY UPTO RS.3500/-P.M.</b>	<b>BASIC PAY ABOVE RS.3500/-P.M.</b>
<b>% NEUTRALISATION</b>	<b>100</b>	<b>75</b>
<b>Qtrly Arithmetic average to which related</b>	<b>1099</b>	<b>1099</b>
Qtrly average of AICPI ending Dec.91 payable from 1.3.92 (1106 points)	0.6% of Basic subject to minimum of Rs.14/- or Rs.0.54 per day.	0.5% of Basic subject to minimum of Rs.21/- or Rs.0.81 per day.
Qtrly average of AICPI ending March.92 payable from 1.6.92 (1128 points)	2.6% of Basic subject to minimum of Rs.58/- or Rs.2.23 per day.	2.0% of Basic subject to minimum of Rs.91/- or Rs.3.50 per day.
Qtrly average of AICPI ending June.92 payable from 1.9.92 (1152 points)	4.8% of Basic subject to minimum of Rs.106/- or Rs.4.08 per day.	3.6% of Basic subject to minimum of Rs.168/- or Rs.6.46 per day.
Qtrly average of AICPI ending Sept.92 payable from 1.12.92 (1195 points)	8.7% of Basic subject to minimum of Rs.192/- or Rs.7.38 per day.	6.6% of Basic subject to minimum of Rs.304.50 or Rs.11.71 per day.
Qtrly average of AICPI ending Dec.92 payable from 1.03.93 (1202 points)	9.4% of Basic subject to minimum of Rs.206/- or Rs.7.92 per day.	7.0% of Basic subject to minimum of Rs.329/- or Rs.12.65 per day.
Qtrly average of AICPI ending March.93 payable from 1.6.93 (1193 points)	8.6% of Basic subject to minimum of Rs.188/- or Rs.7.23 per day.	6.4% of Basic subject to minimum of Rs.301/- or Rs.11.57 per day.
Qtrly average of AICPI ending June.93 payable from 1.9.93 (1218 points)	10.8% of Basic subject to minimum of Rs.238/- or Rs.9.15 per day.	8.1% of Basic subject to minimum of Rs.378/- or Rs.14.54 per day.
Qtrly average of AICPI ending Sept.93 payable from 1.12.93 (1262 points)	14.8% of Basic subject to minimum of Rs.326/- or Rs.12.54 per day.	11.1% of Basic subject to minimum of Rs.518/- or Rs.19.92 per day.
Qtrly average of AICPI ending Dec.93 payable from 1.03.94 (1300 points)	18.3% of Basic subject to minimum of Rs.402/- or Rs.15.46 per day.	13.7% of Basic subject to minimum of Rs.640.50 or Rs.24.63 per day.
Qtrly average of AICPI ending March.94 payable from 1.6.94 (1307 points)	18.9% of Basic subject to minimum of Rs.416/- or Rs.16.00 per day.	14.2% of Basic subject to minimum of Rs.661.50 or Rs.25.44 per day.

Qtrly average of AICPI ending June.94 payable from 1.9.94 (1345 points)	22.4% of Basic subject to minimum of Rs.492/- or Rs.18.92 per day.	16.8% of Basic subject to minimum of Rs.784/- or Rs.30.15 per day.
Qtrly average of AICPI ending Sept.94 payable from 1.12.94 (1402 points)	27.5% of Basic subject to minimum of Rs.606/- or Rs.23.31 per day.	20.7% of Basic subject to minimum of Rs.966/- or Rs.37.15 per day.
Qtrly average of AICPI ending Dec.94 payable from 1.03.95 (1428 points)	29.9% of Basic subject to minimum of Rs.658/- or Rs.25.31 per day.	22.5% of Basic subject to minimum of Rs.1046.50 or Rs.40.25 per day.
Qtrly average of AICPI ending March.95 payable from 1.6.95 (1435 points)	30.6% of Basic subject to minimum of Rs.672/- or Rs.25.85 per day.	22.9% of Basic subject to minimum of Rs.1071/- or Rs.41.19 per day.
Qtrly average of AICPI ending June 95 payable from 1.9.95 (1481 points)	34.8% of Basic subject to minimum of Rs.764/- or Rs.29.38 per day.	26.1% of Basic subject to minimum of Rs.1218/- or Rs.46.85 per day.
Qtrly average of AICPI ending Sept 95 payable from 1.12.95 (1553 points)	41.3% of Basic subject to minimum of Rs.908/- or Rs.34.92 per day.	30.9% of Basic subject to minimum of Rs.1446/- or Rs.55.61 per day.

- NOTE :-
1. THE AMOUNT WORKED OUT ON THE ABOVE COMPUTATION BASIS WILL HAVE TO BE INCREASED BY RS.210/- PER MONTH OR RS.8.08 PER DAY, BEING THE D.A. PAYABLE AT 1099 POINTS (AICPI).
  2. BASIC FOR THE LIMITED PURPOSE OF COMPUTATION OF D.A. IS NOTIONAL BASIC WHICH IS EQUAL TO ACTUAL BASIC PLUS RS.448/- PER MONTH.

STATEMENT SHOWING THE METHOD OF COMPUTATION OF D.A.  
PAYABLE IN DIFFERENT QUARTERS UNDER THE NEW D.A. FORMULA.

FOR EMPLOYEES GETTING 30 DAYS VDA

	BASIC PAY UPTO RS.3500/-P.M.	BASIC PAY ABOVE RS.3500/-P.M.
% NEUTRALISATION	100	75
Qtrly Arithmetic average to which related	1099	1099
Qtrly average of AICPI ending Dec.91 payable from 1.3.92 (1106 points)	0.6% of Basic subject to minimum of Rs.16.51 p.m.	0.5% of Basic subject to minimum of Rs.21/- p.m.
Qtrly average of AICPI ending March.92 payable from 1.6.92 (1128 points)	2.6% of Basic subject to minimum of Rs.68.41 p.m.	2.0% of Basic subject to minimum of Rs.91/- p.m.
Qtrly average of AICPI ending June.92 payable from 1.9.92 (1152 points)	4.8% of Basic subject to minimum of Rs.123.67 p.m.	3.6% of Basic subject to minimum of Rs.168/- p.m.
Qtrly average of AICPI ending Sept.92 payable from 1.12.92 (1195 points)	8.7% of Basic subject to minimum of Rs.221.54 p.m.	6.6% of Basic subject to minimum of Rs.304.50 p.m.
Qtrly average of AICPI ending Dec.92 payable from 1.03.93 (1202 points)	9.4% of Basic subject to minimum of Rs.242.97 p.m.	7.0% of Basic subject to minimum of Rs.329/- p.m.
Qtrly average of AICPI ending March.93 payable from 1.6.93 (1193 points)	8.6% of Basic subject to minimum of Rs.221.74 p.m.	6.4% of Basic subject to minimum of Rs.301/- p.m.
Qtrly average of AICPI ending June.93 payable from 1.9.93 (1218 points)	10.8% of Basic subject to minimum of Rs.277.67 p.m.	8.1% of Basic subject to minimum of Rs.378/- p.m.
Qtrly average of AICPI ending Sept.93 payable from 1.12.93 (1262 points)	14.8% of Basic subject to minimum of Rs.376.15 p.m.	11.1% of Basic subject to minimum of Rs.518/- p.m.
Qtrly average of AICPI ending Dec.93 payable from 1.03.94 (1300 points)	18.3% of Basic subject to minimum of Rs.474.15 p.m.	13.7% of Basic subject to minimum of Rs.640.50 p.m.
Qtrly average of AICPI ending March.94 payable from 1.6.94 (1307 points)	18.9% of Basic subject to minimum of Rs.490.67 p.m.	14.2% of Basic subject to minimum of Rs.661.50 p.m.

Qtrly average of AICPI ending .  
June.94 payable from 1.9.94  
(1345 points)

22.4% of Basic subject to 16.8% of Basic subject to  
minimum of Rs.574/- p.m. minimum of Rs.784/- p.m.

Qtrly average of AICPI ending  
Sept.94 payable from 1.12.94  
(1402 points)

27.5% of Basic subject to 20.7% of Basic subject to  
minimum of Rs.699.23 p.m. minimum of Rs.966/- p.m.

Qtrly average of AICPI ending  
Dec.94 payable from 1.03.95  
(1428 points)

29.9% of Basic subject to 22.5% of Basic subject to  
minimum of Rs.776.10 p.m. minimum of Rs.1046.50 p.

Qtrly average of AICPI ending  
March.95 payable from 1.6.95  
(1435 points)

30.6% of Basic subject to 22.9% of Basic subject to  
minimum of Rs.792.62 p.m. minimum of Rs.1071/- p.m.

Qtrly average of AICPI ending  
June.95 payable from 1.9.95  
(1481 points)

34.8% of Basic subject to 26.1% of Basic subject to  
minimum of Rs.891.33 p.m. minimum of Rs.1218/- p.m.

Qtrly average of AICPI ending  
Sept.95 payable from 1.12.95  
(1553 points)

41.3% of Basic subject to 30.9% of Basic subject to  
minimum of Rs.1059.24 p. minimum of Rs.1446/- p.m.

NOTE :- 1. THE AMOUNT WORKED OUT ON THE ABOVE COMPUTATION  
BASIS WILL HAVE TO BE INCREASED BY RS.242.30 PER MONTH,  
BEING THE D.A. PAYABLE AT 1099 POINTS (AICPI).

2. BASIC FOR THE LIMITED PURPOSE OF COMPUTATION OF D A. IS  
NOTIONAL BASIC WHICH IS EQUAL TO ACTUAL BASIC PLUS  
RS.448/- PER MONTH.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/JBCCI-V/I.I.No.10 /2800

Dated: 8th March. '96

NATIONAL COAL WAGE AGREEMENT-V

IMPLEMENTATION INSTRUCTION NO.10

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, Assam.

Sub: Fixation of pay of employees as  
per revised wage structure,  
dearness allowance etc., for  
Time Rated Workers under NCWA-V

In continuation of Implementation Instruction No.1 dated 22.2.1996 of NCWA-V as circulated vide letter No.CIL/JBCCI-V/II No.(1784)/2610 dated 22.2.1996 in respect of scope, coverage, revised wage structure, fitment etc., the following further instructions are issued :

Fixation of pay of the employees in the revised pay structure as per NCWA-V in respect of Daily Rated, Monthly rated, Excavation Monthly rated and Clerical grade and for employees getting 30(thirty) days VDA may be made as per fitment chart already circulated vide this office letter No.CIL/C-5B/JBCCI-V/1713-20 dated 13.10.95 in the Master format No.1 enclosed with I.I.No.1 dated 22.2.1996.

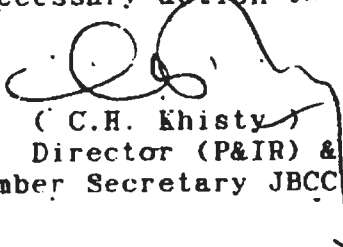
For the purpose of fixation of pay of Monthly rated employees of erstwhile NCDC who are getting 30 days VDA (Technical & Supervisory & Clerical grades) under NCWA-V scales of pay with effect from 1.7.91 the procedure as given in I.I.No.1 dated 22.2.1996 will be followed.

The Variable Dearness Allowance as on 1.7.91 to 31.8.91 will be "NIL" at AICPI - 994. Further it is to be mentioned that rate of VDA for ex. NCDC employees getting 30 days VDA, the VDA w.e.f 1.9.1991 to 30.11.91 at AICPI 1010 - 994 = 16 points for Quarter Ending June/91 will be @ Rs.2/- per point shift amounting to Rs. 37.31 per month and from 1.12.91 to 29.2.92 for AICPI 1072 - 994 = 78 points @ Rs.2/- per point shift for Quarter Ending Sept., 1991 will be Rs.182/- per month.



The amount of VDA w.e.f. 1.3.92 onwards will be as per new DA formula and as per statement showing method of computation of DA payable in different quarters under the new formula as per annexures already circulated with I.I.No.1 dated 22.2.1996 will be followed.

You are requested to take necessary action to implement the above decision.

  
( C.H. Khisty )  
Director (P&IR) &  
Member Secretary JBCCI-V

Distribution

- 1) Director(F)/Director(T), CIL, Calcutta
- 2) All Members/Alternate Members of JBCCI-V
- 3) Director(Per.), SCCL, PO: Kothagudam Collys. Dist. Khammam (AP)
- 4) Director RM Div. SAIL/IISCO, 10, Camac St., Calcutta
- 5) Vice-President, HRM, TISCO, Jamshedpur.
- 6) Director, RM, IISCO, SAIL, 10, Camac Street, Calcutta
- 7) TS to Chairman, CIL, Calcutta
- 8) General Manager(F), CIL, Calcutta
- 9) Chief of Mktg., CIL, 15, Park Street, Calcutta-with 20 copies for distribution to different RSMs for taking appropriate action
- 10) Director(P), SCCL, PO: Kothagudam Collys. Dist. Khammam, (A.P.)
11. Director(P), ECL, BCCL, CCI, WCL, NCL, MCL & SECL
12. Director(O), CMPDIL, Ranchi
13. GM, Dankuni Coal Complex, Dankuni, Hooghly (W.B)
14. CGM(MP&IR)/CGM(P), CIL, Calcutta
15. GM(IR), CIL, Calcutta
16. Dy. CPM(AW), CIL, Calcutta

## **IMPLEMENTATION INSTRUCTION NO. 5**

**No. CIL/JBCCI/IV/IMP/L I. No. 5/89/836 dt. 2-8-89**

### **Sub : Underground Allowance**

**1. The National Coal Wage Agreement-IV dated 27th July '89 provides as follows in respect of payment of Underground Allowance ( vide Chapter-IV ).**

#### **Underground Allowance**

- 4.1 The underground allowance shall continue to be paid to those employees working underground as defined in the Mines Act and regulations framed thereunder.**
- 4.2 The underground allowance shall be payable from 1st January, 1987 at the rate of 20% of ( Revised basic pay minus Rs. 200/- per month or Rs. 7.69 per day ) on pro-rata basis.**
- 4.3 In case of Assam Coalfields, Underground Allowance shall be payable at the rate of 25% of ( Revised Basic pay minus Rs. 200/- per month or Rs. 7.69 per day ) on pro-rata basis.**
- 4.4 The underground allowance shall be treated as wages as hitherto and will be taken into account for the following purposes :**
  - a) Calculation of Earned Leave/Annual Leave wages.**
  - b) Payment of national/festival holiday.**
  - c) Sick Leave/Casual Leave wages.**
  - d) Overtime allowance.**
  - e) Gratuity and Post-Retirement Benefit Scheme.**

f) Contributions towards CMPF/other contributory provident Funds.

2. Necessary actions to implement the above provisions of NCWA-IV may be taken.

3. It is necessary to collect information in respect of each employee including that of eligibility to underground allowance in the Master Format I and II circulated along with Implementation Instructions No. 1 and 2.

4. In order that a proper record of the number of employees eligible to underground allowance is maintained, it is requested that the Proforma already sent may be used in respect of each Pay Unit.

5. A few illustrations showing the calculations of Underground Allowance is shown in Annexure.

**Illustrations showing the calculation of Underground Allowance**

**Daily Rated : ( Per day )**

	Basic Wage	Minus Amount	Total	Underground Allowance at 20% of basic
<b>Category</b>				
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
I	45.47	7.69	37.78	7.56
II	47.84	7.69	40.15	8.03
III	49.42	7.69	41.73	8.35
IV	54.06	7.69	46.37	9.27
V	60.70	7.69	53.01	10.60
VI	75.26	7.69	67.57	13.51

**( Per Month )**

**Monthly  
Rated  
Tech &  
Supp.  
Grade**

A	2457.00	200.00	2257.00	451.40
B	2352.00	200.00	2152.00	430.40
C	2164.00	200.00	1964.00	392.80

Group	Piece rated	Per day		Underground Allowance at 20% of basic
	Basic Rate + SPRA	Minus Amount	Total	
I	43.07	7.69	35.38	7.08
II	44.39	7.69	36.70	7.34
III	46.94	7.69	39.25	7.85
IV	47.28	7.69	39.59	7.92
V	50.42	7.69	42.73	8.55
VA	50.77	7.69	43.08	8.62

# **NATIONAL COAL WAGE AGREEMENT—III**

## **IMPLEMENTATION INSTRUCTIONS**

### **CHAPTER—II**

#### **A. Coverage, Revised Wages, Wage Structure Fitment, Dearness Allowance of Time Rated Workers**

**Implementation Instruction No. 1 dt. 21-11-1983**

**1.1** The National Coal Wage Agreement-III which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-11-1983 and which has come into force with effect from 1-1-1983 provides as follows :

##### **2.1 Coverage :**

The agreement applies to all categories of employees in the Coal Industry who have been covered by the National Coal Wage Agreement-I & II ( vide Clause 1.2 of NCWA-III ).

##### **3.0 Components of Wages :**

**3.1** The wage structure of employees in the Coal Mining Industry will as hitherto consist of : ( Clause 2.1 )

- (a) Basic Wage.
- (b) Attendance Bonus at 10% of basic wage.
- (c) Special Dearness Allowance ( SDA ) at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage representing computed fringe benefit on Attendance Bonus, such as, contribution to Provident Fund, Payment in lieu of profit sharing bonus, gratuity etc.
- (d) Fixed Dearness Allowance of Rs. 147.36 p. per month or, Rs. 5.667 p. per day.
- (e) Variable Dearness Allowance linked to the All India Average Consumer Price Index for Industrial

workers ( base 1960=100 ) ( hereinafter called Index ), adjustable quarterly depending on variation in Consumer Price Index Number above 455.

**4.0 Minimum Wage : ( Clauses 2.2.1, 2.2.2 & 2.2.3 )**

**4.1** The revised minimum wage for the lowest paid employee on surface in the coal mining industry covered by this Agreement shall be Rs. 781.90 per month at All India Consumer Price Index for industrial workers ( base 1960=100 ) of 470. But as the revision of wages is due with effect from 1-1-1983 the minimum wage as on 1-1-1983 at Index number of 485 would be Rs. 810.40 per month. This amount includes a minimum guaranteed benefit of Rs. 91/- added to the pre-revised minimum wage as on 1-1-1983 at CPI No. 485.

**4.2** The break-up of the minimum wage of Rs. 801.40 p. as on 1-1-1983 linked to index 485 would be as indicated below :—

	Per day (Rs.)		Per month (Rs.)	
	Pre-revised	Revised	Pre-revised	Revised
(a) Basic Wage / Pay	15.00	21.16	390.00	550.16
(b) Attendance Bonus at 10% of the Basic Wage	1.50	2.116	39.00	55.01
(c) Computed Fringe Benefits on Attendance Bonus Called Special D. A.	0.269	0.380	7.00	9.87
(d) Fixed Dearness Allowance	2.623	5.667	68.20	147.36
	(At CPI No. 455)			
(e) Variable Dearness Allowance	7.900	1.500	205.40	39.00
	(At CPI No. 485)			
<b>Total—</b>	<b>27.292</b>	<b>30.823</b>	<b>709.60</b>	<b>801.40</b>

4.3 The Fixed Dearness Allowance under this Agreement is related to Index No. 455 of the All India Average Consumer Price Index for industrial workers ( Base 1960=100 ). The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index number over 455 and the amount of V.D.A. indicated above is related to 485 Index.

5.0 Revised Basic Wage Structure : ( Clause 2.3.1 )

5.1 The revised basic wage structure for different categories, skills and grades, covering daily rated including Excavation/ Washeries and monthly rated employees as worked out on the basis of the Agreement are detailed below :

5.2 Revised Wage Structure ( with effect from 1-1-1983 ) :

( Annexure—IIA )

5.2.1 Daily Rated Workers :

Category	N.C.W.A. II Pay Scales (Existing)	Revised pay Scales w.e.f. 1-1-1983
1	2	3
I	15.00—0.26—18.12	21.16—0.43—27.18
II	15.40—0.34—19.48	21.65—0.53—29.07
III	16.35—0.42—21.39	22.70—0.65—31.80
IV	17.75—0.53—24.11	24.10—0.80—35.30
V	19.50—0.72—28.14	26.04—1.00—40.04
VI	22.70—0.95—34.10	29.24—1.35—48.14

5.2.2 Excavation

Category		
Special	31.80—1.78—51.38	38.34—2.12—65.90
A	28.00—1.49—45.88	34.54—1.95—61.84
B	25.45—1.30—41.05	31.99—1.76—56.63
C	23.60—1.13—37.16	30.14—1.55—51.84
D	20.90—0.83—30.86	27.44—1.15—43.54
E	17.20—0.48—22.96	23.55—0.72—33.63

### 5.2.3 Monthly Rated :

#### Grade

1	2	3
A	722-42-1058-44-1278	892-53-1316-55-1701
B	640-35- 920-40-1160	810-46-1178-51-1586
C	572-29- 804-34-1008	742-40-1062-45-1422
D	508-23- 692-28- 860	678-30- 918-35-1198
E	460-16- 652	625-23- 947
F	440-12- 584	605-18- 857
G	415-10- 535	580-16- 804
H	404- 9- 512	567-14- 763

#### Clerical Grades :

Special	640-35-920-41-1084	810-46-1178-51-1586
I	572-29-804-35- 944	742-40-1062-45-1422
II	508-23-592-29- 808	678-30- 918-35-1198
III	460-16-636	625-23- 947

#### Note : Regarding Persons in Clerical Gr.-III

- Such of the Munshis who may be performing the following jobs in addition to their normal duties could be given clerical Gr.-II :
  - Preparation and issue of measurement slips in respect of piece rated workers concerned.
  - Filling up of Forms IV.
  - Measurements of Lead, Lift and Pushing.
  - Taking attendance of workers concerned.
- The cases of persons in Clerical Grade-III will be reviewed by the management and such of the persons whose existing job content is comparable with that of Clerks in Gr.-II will be placed in Gr.-II within four months of signing of the Agreement.
- With regard to promotional avenues for clerks in different grades the promotion policy committee will formulate the Cadre Schemes, within six months from the signing of the Agreement.



**6.0 Attendance Bonus : ( Clause 2.4.1 & 2.4.2 )**

**6.1** The Attendance Bonus will continue to be paid quarterly at the rate of 10% of basic wage as at present.

**6.2** As computed fringe benefits on Attendance Bonus are being paid along with regular wages, the quarterly bonus does not attract any other fringe benefits.

**7.0 Special Dearness Allowance : ( Clause 2-5 ).**

**7.1** In view of the Agreement already reached under National Coal Wage Agreement-II, that the Attendance Bonus shall attract fringe benefits, such as, provident fund, payment in lieu of profit sharing bonus and gratuity etc., the computed fringe benefits which have been worked at the rate of 17.95% of Attendance Bonus or, 1.795% of the basic wage of the employees, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs. 550/- as computed, would be Rs. 9.87p. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.

**8.0 Fixed Dearness Allowance : ( Clause 2.6 ).**

**8.1** There will be a Fixed Dearness Allowance of Rs. 147.36 per month or Rs. 5.667 p. per day which is linked to Index 455.

**9.0 Variable Dearness Allowance : ( Clauses 2.7.1 to 2.7.5 )**

**9.1** In addition to the SDA and FDA, there will be a Variable Dearness Allowance linked to the shift of index over 455 adjustable quarterly depending on the rise or fall of index.

**2.2** The amount of Variable Dearness Allowance as on 1-1-83 at index 485 shall be Rs. 39.00 per month or Rs. 1.50 per day.

**9.3** The Variable Dearness Allowance shall be revised quarterly and paid on and from 1st March, 1st June,

1st September and 1st December of every year on the basis of the All India Average of the Consumer Price Index Number for the quarters ending December ( OCT-DEC ), March ( JAN-MAR ), June ( APRIL-JUNE ) and September ( JULY-SEPT ) respectively.

9.4 In arriving at the average Index for the quarter, any fraction in the above average will be rounded off to the nearest higher integer e.g., if the average index number of a quarter is 492.3 it will be rounded off to the next higher integer namely, 493.

9.5 Till the government orders on the recommendation of the Tripartite Committee on revision of D. A. formula the existing practice of adjusting VDA at the rate of 5 p. per day or Rs. 1.30 p. per month per point shift in All India Consumer Price Index ( Base 1960=100 ) will continue till further order.

**10.0 Minimum Guaranteed Benefit : ( Clause 2.8 ).**

10.1 All employees covered by the Agreement who are on the rolls of different units of coal companies as on 31-12-82 and continued to be on the rolls on 1-1-83 in different scales of pay will be given minimum guaranteed benefit of Rs. 91/- plus an amount equal to two increments in the respective revised grades/scales of pay.

**11.0 Fitment in the Revised Scales of Pay : ( Clause 2.9 ).**

11.1 For the purpose of fitment in the revised scales of pay/wages, to the existing total emoluments of an employee as on 31-12-82 ( comprising of basic wage, Attendance Bonus, Special D.A., Fixed ( DA and VDA ) will be added an amount of Rs. 91/- in the case of monthly rated employees or Rs. 3.50 per day in the case of daily rated employees plus an amount equal to two increments in the respective revised grades/scales of pay/wages. The total so arrived at will be divided into basic wage, Attendance Bonus at the rate of 10% of the basic wage, and Special D. A. which is computed fringe

benefit on Attendance Bonus at 17.95% of attendance bonus, fixed DA or Rs. 147.36 per month or Rs. 5.667 per day and VDA of Rs. 39/- per month or Rs. 1.50 per day and an employee will be fitted in at the corresponding stage in the revised wage scale. If the new basic wage is below the minimum of the revised wage scale, then the employee shall be given the minimum of the revised scale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted at the next higher stage in the revised wage scale.

11.2 A few illustration of fitment of existing employees as on 1-1-1983 in the revised scales of pay along with the fitment benefits viz. Rs. 91/- per month plus an amount equal to two increments in the revised wages, have already been given in Annexure-IIC of the Agreement. In order to facilitate quick fitment in respect of all existing employees (as on 1-1-1983) detailed fitment charts in respect of Daily Rated and Monthly Rated employees, to serve as Ready Reckoner, have been prepared and was sent to all colliery managements.

#### 12.0 Procedure to be Followed :

12.1 For the purpose of the fixation of pay of the existing employees as on 1-1-1983 from NCWA-II to NCWA-III, details of each employee have to be tabulated in the master Format-I in respect of each Pay Unit. The details in respect of each employee from Column-I to Column-13 have to be first prepared in the format. Revised pay scale applicable to the employee has to be entered in under Col. 14 and with reference to the fitment chart the basic pay as on 1-1-1983 under NCWA-III has to be filled in col. 15.

12.2 In this connection the following instruction should be carefully noted :—

- (a) The fitment in the revised scales of pay is with reference to the wages of the employees as on

31-12-1982 and not the wages of each employee as on 1-11-1983.

- (b) This fitment will be in respect of such of those employees who continued to be on rolls on 1-1-1983 and not in respect of the employees who have ceased to be employee on 1-1-1983 or who came to be employed from 1-1-1983 onwards.

12.3 The fitment statement in the Format-I will be prepared for each Pay Unit and be attested after verification of the concerned Personnel or Welfare Officer or the officer incharge of the Pay Unit and also got approved by The nominated Area Finance Officer/Area Accounts Officer. The master Format-I should be prepared in triplicate—one copy will be retained at the Pay Unit concerned, the second copy will be forwarded to Area Headquarters and the third copy will be sent to the Personnel Department of the Company Headquarters for safe custody and future reference.

At each of the three officers mentioned above, this statement will be filed Pay Unit/Colliery-wise and category-wise for easy reference and for checking by Internal Audit Teams as and when necessary.

13.0 Date of Annual Increments : (Clauses 12.10.1 to 12.10.3).

13.1 The anniversary date of increments of employees in the revised grades will remain the same as has been agreed to under NCWA-II viz. 1st of March and 1st of September each year.

13.2 Employees who have joined the coal companies after 1-1-1979 and who have got different dates of increments their increments will fall due on the anniversary date of last increments.

13.3 The amounts already drawn in the existing scales under NCWA-II including the increments would be adjusted from the amounts that have become due in terms of the revised wages,

including the increment spelt out in the above clauses.

14.0 In view of the provisions agreed to under NCWA-III, the anniversary date of increments of employees in the revised grades/scales will remain the same as hitherto i.e. 1st March and 1st September each year. Based on the information recorded in Col. 13 of the Master Format-I, the revised date of increment under NCWA-III will be entered in Col. 16. The revised basic after giving the due increment under NCWA-III will be entered in Col. 17 of the Master Format-I.

15.0 Stagnation Increment : ( Clause 2.11 ).

15.1 Employees who reach or are fitted at the maximum of the revised scale in the revised wage structure on 1-1-1983 or reach the maximum of the revised scale at any time during the operation of this Agreement, will be allowed one stagnation increment equivalent to the last incremental rate in the revised scale after two incremental years from the date of their reaching the maximum of the revised scale. However, this stagnation increment will not be granted if such employees got promoted or their scales are revised due to any other reason. Provided further that the second increment under this clause will be granted only if it falls due during the operation of this Agreement.

15.2 In respect of employees who reach or fitted at the maximum of the revised scale in the revised wage structure on 1-1-1983 or reach the maximum of the revised scale during the operation of this Agreement, it has been agreed that they will be allowed one stagnation increment equivalent to the last incremental rate in the revised scale after two incremental years from the date of their reaching the maximum of the revised scale. Special care has to be taken to identify such employees and stagnation increments are to be granted according to the provision in clause 2.1.1 of the NCWA-III.

15.3 In view of the fact that there are sufficient stages in the revised scales of pay left for employees to earn their increments during the Agreemental period, the question of stagnation increments should not normally arise now.

16.0 Fixation of pay of the Employees who came to be Employed from 1-1-1983 onwards.

The instructions contained in the preceding paragraphs specially with regard to the fitment, do not apply to the employees who came to be employed on 1-1-1983 onwards. They will be fitted at the appropriate stages in the concerned scale as per the revised wage structures at Annexure-IIA of the Agreement.

17.0 Fixed Dearness Allowance :

The Fixed Dearness Allowance in respect of employees whether they were existing employees or entrants after 1-1-1983 shall continue to be Rs. 147.36 per month or Rs. 5.667 per day.

18.1 Attendance Bonus :

Attendance Bonus being 10% of basic pay, will continue to be calculated at 10% of basic pay and paid quarterly.

19.1 Special D.A. :

Similarly Special Dearness Allowance being a percentage of basic pay or Attendance Bonus, will have to be calculated accordingly and paid along with normal wages.

20.0 Variable Dearness Allowance :

20.1 Variable Dearness Allowance shall continue to be calculated on normal basis as hitherto. The VDA as on 1-1-83 at 485 CPI was Rs. 39/- per month or Rs. 1.50 per day.

20.2 In the existing wages, VDA has been drawn which needs to be adjusted as indicated below :

Quarter	Average CPF No.	Effective from	VDA already paid	VDA payable under NCWA-III
July '82 to Sept. '82	485	1-1-83	205.40	39.00
Oct. '82 to December '82	495	1-3-83	218.40	52.00
Jan. '83 to March '83	499	1-6-83	223.60	57.20
April '83 to June '83	521	1-9-83	252.20	85.80
July '83 to Sept. '83	548	1-12-83	287.30	120.90
			( payable )	

**B. Fitment of monthly rated workers of erstwhile N.C.D.C.  
who are getting 30 days' VDA  
( Technical & Supervisory and Clerical ).**

**Implementation Instruction No. 8 dt. 21-12-1983**

**Reference : Implementation Instruction No. 1 dated  
21st November, 1983.**

In continuation of Implementation Instruction No. 1 dated 21st November, 1983 in respect of coverage, revised wages, wage structure, fitment, dearness allowance of time-rated workers, the fitment charts in respect of monthly rated workers ( Technical & Supervisory and Clerical ) of erstwhile NCDC who are getting 30 days VDA, are as per Annexures : MRT-A to MRT-H and MRC-Spl., MRC-II and MRC-III. ( sent separately to concerned management by the JBCCI ).

For the purpose of fixation of pay of these workers the procedure as given in I. I. No. 1 dated 21-11-1983 should be followed.



**C. Pay-scales of Plt Supervisors under N.C.W.A—III**

**Implementation Instruction No. 10 dt. 4-1-1984**

The scale of pay of Plt Supervisors has not been prescribed under NCWA-III. In NCWA-II, the pay-scale of Plt Supervisors was as under :-

**Rs. 662-39-740-41-1068-44-1244/-**

2. The subject was discussed in the meeting of the Standardisation Committee of JBCCI-III, held on 31st Dec. '83 and it was agreed that the revised pay-scale under NCWA-III in respect of Plt Supervisors would be as under :-

**Rs. 832-50-932-52-1348-55-1678/-**

3. The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-III.

**D. Corrigendum to Implementation Instruction No. 8 dated 21st December, 1983 in respect of fitment of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ).**

**Implementation Instruction No. 11 dt. 19-1-1984**

Attention is invited to the Implementation Instruction No. 8 ( Circular No. NCWA-III ( I. I. 8/83/1982 dated 21st December, 1983 ) with which the fitment charts in respect of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ) were forwarded.

2. It has come to notice that there is error in the fixation chart at one stage in respect of monthly rated workers (Clerical grade-I-MRC-I ). The correct fixation at that stage as given in the earlier fitment chart should be treated as cancelled and the fixation as indicated in Annexure-A should be treated as correct.



**Corrigendum to Fitment Chart MRC/I  
Circular No. NCWA-III ( I. I. No. 8/83/1932 )  
dated 21st December, 1983 ( 30 days VDA )**

**National Coal Wage Agreement—III  
Fitment Chart as on 1-1-1983  
Monthly Rated Workers ; Clerical Gr.-I**

30 days VDA

NCWA-II Existing ( as on 31-12-82 )

Rs. 572-29-804-35-944

Att. Bonus at 10%					
Basic Wage Rs. P.	of Basic Wage Rs. P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	Variable D.A. Rs. P.	Total Rs. P.
804.00	80.40	14.43	68.20	237.00	1204.03
Fitment Benefit		2 Increments in the revised scale			Total
Rs. P.		Rs. P.			Rs. P.
91.00		80.00			1375.03

NCWA-III revised ( w. e. f. 1-1-83 )

Rs. 742-40-1062-45-1422

New Basic Wage Rs. P.	Att. Bonus Rs. P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	VDA Rs. P.	Total Rs. P.
1062.00	106.20	19.06	147.36	45.00	1379.62

**Implementation Instruction No. 44 dt. 6-6-1985**

**Variable Dearness Allowance—Revised rate with effect from 1-4-1983 in respect of employees covered by National Coal Wage Agreement-III dated 11-11-1983.**

**Ref.: Implementation Instruction No. 1 dated 21st November, 1983.**

Kind attention is invited to Paras 9.1 to 9.5 of Implementation Instruction No. 1 dated 21st November, 1983 regarding payment of Variable Dearness Allowance.

2. The Bureau of Public Enterprises, Ministry of Finance, Government of India, New Delhi vide its office Memorandum No. 1 (I)/83-BPE (WC) dated 16th April, 1985 have communicated the revised industrial dearness allowance rates and under :

- “(i) The existing industrial dearness allowance rate would be raised from Rs. 1.30 per point shift in AICPI ( Simla Series 1960=100 ) to Rs. 1.65 per point shift. This will be effective from 1st April 1983 and will apply to all increases in AICPI beyond 492 points.
- (ii) The revised rate would be payable from the current period i.e. from 1st April 1985. The arrears for the period from 1st April 1983 to 31st March 1985 would be calculated and one half of it would be disbursed in cash. The other half would be retained with the Public Enterprises concerned and would be disbursed after one year with interest at the rate of 12% per annum.
- (iii) The frequency of the revision of the dearness allowances would continue to be quarterly.”

3. In terms of the provisions of the National Coal Wage Agreement-III dated 11-11-1983, the employees governed by the said Agreement are eligible to receive variable dearness allowance according to the rise or fall in the All India Consumer Price Index for Industrial workers (Base 1960=100) above the base index of 455. (Vide Para 2.7.1 of Chapter—I of NCWA-III).

4. As per the decision of the Govt. of India referred to above, the revised rate of variable dearness allowance at Rs. 1.65 per point shift over AICPI 492 points shall be effective from 1st April, 1983.

5. Necessary orders to implement the above decision in respect of Coal India Ltd. and its Subsidiary Companies have been issued in Office Memorandum No. CIL/C-5A(vi)/50717/1/54 dated 10-5-1985.

6. Other companies have been requested to take necessary action to implement the above decision of the Government regarding revised rates of V. D. A.

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**Implementation Instruction No. 46 dt. 4-7-1985**

**Variable Dearness Allowance—Revised rate with effect from 1-4-1983 in respect of employees covered by the National Coal Wage Agreement dated 11-11-1983.**

**Ref. : Implementation Instruction No. NCWA-III  
(I.I. 44/85)/428 dated 6th June, 1985**

On the basis of revised rate of Industrial D A. formula as communicated by the Bureau of Public Enterprises vide its O. M. No. 1(1)/83- BPE (WC) dated 16-4-1985, revised

**Implementation Instruction No. 46 dt. 4-7-1985**

**Variable Dearness Allowance—Revised rate with effect from 1-4-1983 in respect of employees covered by the National Coal Wage Agreement dated 11-11-1983.**

**Ref. : Implementation Instruction No. NCWA-III  
(I.I. 44/85)/428 dated 6th June, 1985**

**On the basis of revised rate of Industrial D A. formula as communicated by the Bureau of Public Enterprises vide its O. M. No. 1(1)/83- BPE (WC) dated 16-4-1985, revised**

rates of dearness allowance as applicable to the non-executive cadre employees under NCWA-III were circulated in I.I. No. 44 vide letter No. NCWA-III (I.I. No. 44/85)/428 dated 6th June, 1985.

2. In continuation of the above circular, the text of Bureau of Public Enterprises' Office Memorandum No. 4(12)/82-BPE (WC) dated 7th June, 1985 giving certain clarifications on the subject is reproduced below for kind information and necessary action.

**Relevant Text of BPE Memo referred to above.**

"The undersigned is directed to refer to the BPE O.M. No. 1 (1)/83-BPE (WC) dated 16-4-1985 wherein it had been indicated that the rate of Industrial D.A. has been raised from 1.30 per point shift in AICPI (Simla series 1960=100) to Rs. 1.65 per point shift. The revised rates were made effective from 1-4-1983 and were applicable in respect of increase in AICPI beyond 492 points. The BPE had also indicated that the Public Enterprises could make payment of industrial D.A. at the revised rates with effect from 1-4-1985 and half of the arrears amount due and admissible to the employees with effect from 1-4-83 to 31-3-85 could be paid in cash and the other half was to be released after one year (i.e.) 1-4-86 along with interest at the rate of 12% thereon.

(2) The Administrative Ministries/T.Es have, however, enquired as to whether :

- (i) Arrears from 1-4-83 to 31-3-85 include the payment towards leave encashment, overtime, gratuity, Attendance bonus and ex-gratia bonus etc. consequent on the revision of the emoluments (pay plus D.A.).
- (ii) Ex-gratia amount already paid to the employees who have now become ineligible for such payments due to increase in D.A. with effect from 1-4-83 should be recovered or not.

(iii) The entire arrears in respect of employees who have already left service due to superannuation, retirement, resignation etc. could be paid to them now in cash instead of retaining half of the amount till 1-4-1986.

(3) The above issues have been examined in the Govt. and it has been decided that :—

(i) The Public Enterprises whose employees have benefitted as a result of the revision in the rate of neutralisation under the Industrial D.A. should compute arrears, apart from the amount due on account of industrial D.A. other incidental benefits, like Higher contribution to the Contributory Provident Fund, Bonus, entitlement, encashment of leave, gratuity, overtime etc. since 1-4-1983 and payment be made to the employees in accordance with the procedure laid down in the above noted office memorandum.

(ii) Should the wage of an employee, otherwise entitled to statutory bonus or ex-gratia payment at the case may be exceeds Rs. 1600/- per month thus rendering them ineligible for such payment on account of his wages the amount already paid as ex-gratia/bonus should be recovered or set off against arrears payments.

(iii) There is no objection to the Public Enterprises releasing the other 50% of the arrears, computed in the manner indicated above to employees who leave service due to superannuation, retirement, resignation etc. on the date they quit the service of the concerned enterprise or 1-4-86 whichever is earlier.

(4) The provision of this office memorandum will apply to all employees of the Public Enterprises including workmen, executives and incumbents of top posts."



3. Necessary orders to implement the above decision of the BPE, in respect of Coal India Ltd. and its Subsidiary Companies have already been issued in Office Memo, No. CIL/C5A/(VI)/50717/1/135 dated 28th June, 1985.

4. Other companies have been requested to take necessary action to implement the above decision of the Government regarding revised rates of V.D.A.

- D. Corrigendum to Implementation Instruction No. 8 dated 21st December, 1983 in respect of fitment of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ).**

**Implementation Instruction No. 11 dt. 19-1-1984**

Attention is invited to the Implementation Instruction No. 8 ( Circular No. NCWA-III ( I. I. 8/83/1932 dated 21st December, 1983 ) with which the fitment charts in respect of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ) were forwarded.

2. It has come to notice that there is error in the fixation chart at one stage in respect of monthly rated workers (Clerical grade-I-MRC-I ). The correct fixation at that stage as given in the earlier fitment chart should be treated as cancelled and the fixation as indicated in Annexure-A should be treated as correct.



**Annexure—A**

**Corrigendum to Fitment Chart MRC/I  
Circular No. NCWA-III ( I. I. No. 8/83/1932 )  
dated 21st December, 1983 ( 30 days VDA )**

**National Coal Wage Agreement—III  
Fitment Chart as on 1-1-1983  
Monthly Rated Workers ; Clerical Gr.-I**

**30 days VDA**

**NCWA-II Existing ( as on 31-12-82 )  
Rs. 572-29-804-35-944**

<b>Att. Bonus at 10%</b>					
<b>Basic Wage Rs. P.</b>	<b>of Basic Wage Rs P.</b>	<b>Spl. D.A. Rs. P.</b>	<b>Fixed D.A. Rs. P.</b>	<b>Variable D.A. Rs. P.</b>	<b>Total Rs. P.</b>
804.00	80.40	14.43	68.20	237.00	1204.03
<b>Fitment Benefit Rs. P.</b>		<b>2 Increments in the revised scale Rs. P.</b>		<b>Total Rs. P.</b>	
91.00		80.00		1375.03	

**NCWA-III revised ( w. e. f. 1-1-83 )  
Rs. 742-40-1062-45-1422**

<b>New Basic Wage Rs. P.</b>	<b>Att. Bonus Rs. P.</b>	<b>Spl. D.A. Rs. P.</b>	<b>Fixed D.A. Rs. P.</b>	<b>VDA Rs. P.</b>	<b>Total Rs. P.</b>
1062.00	106.20	19.06	147.36	45.00	1379.62

**Corrigendum to Fitment Chart MRC/I  
Circular No. NCWA-III ( I. I. No. 8/83/1932 )  
dated 21st December, 1983 ( 30 days VDA )**

**National Coal Wage Agreement—III  
Fitment Chart as on 1-1-1983  
Monthly Rated Workers ; Clerical Gr.-I**

30 days VDA

**NCWA-II Existing ( as on 31-12-82 )  
Rs. 572-29-804-35-944**

Att. Bonus at 10%					
Basic Wage Rs. P.	of Basic Wage Rs P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	Variable D.A. Rs. P.	Total Rs. P.
804.00	80.40	14.43	68.20	237.00	1204.03
Fitment Benefit Rs. P.		2 Increments in the revised scale Rs. P.			Total Rs. P.
91.00		80.00			1375.03

**NCWA-III revised ( w. e. f. 1-1-83 )  
Rs. 742-40-1062-45-1422**

New Basic Wage Rs. P.	Att. Bonus Rs. P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	VDA Rs. P.	Total Rs. P.
1062.00	106.20	19.06	147.36	45.00	1379.62

- D. Corrigendum to Implementation Instruction No. 8 dated 21st December, 1983 in respect of fitment of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ).**

**Implementation Instruction No. 11 dt. 19-1-1984**

Attention is invited to the Implementation Instruction No. 8 ( Circular No. NCWA-III ( I. I. 8/83/1932 dated 21st December, 1983 ) with which the fitment charts in respect of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ) were forwarded.

2. It has come to notice that there is error in the fixation chart at one stage in respect of monthly rated workers (Clerical grade-I-MRC-I ). The correct fixation at that stage as given in the earlier fitment chart should be treated as cancelled and the fixation as indicated in Annexure-A should be treated as correct.

**Implementation Instruction No. 32 dt. 5-7-1984**

**Ref : Implementation Instruction No. 25 issued in Circular  
letter No. IR/94/IMP/505 dated 6th March, 1980 by  
the Member Secretary, JBCCI-H**

**The subject regarding revision of ceiling of pay under  
NCWA-III for the purpose of reimbursement of tuition fees,  
payment of children's education allowance and payment of**

leave salary without calculating average pay, in respect of pre-Wage Board monthly rated employees of erstwhile NCDC was discussed at the Standardisation Committee Meeting held on 27th & 28th June, 1984.

2. It was agreed to revise the ceiling limit of basic pay in terms of NCWA-III wage structure as per details given below :

Item	Limit under NCWA-II	Corresponding Limit under NCWA-III
(a) Reimbursement of tuition fees	Rs. 1027.00	Rs. 1296.00
(b) Payment of children's education allowance	Rs. 780.00	Rs. 1040.00
(c) Payment of leave salary without calculating average pay	Rs. 554.00	Rs. 768.00

3. It may be emphasised that this decision applies only to pre-Wage Board monthly rated employees of erstwhile NCDC and to none else.

4. The above decision will apply only to employees of Coal India Limited and its Subsidiary companies.

**D. Categorisation of Brakeman/Pointsman working in a siding other than Washery siding and Pay loaders**

**Implementation Instruction No. 39 dt. 27-9-1984**

The categorisation of Brakeman/Pointsman working in a siding other than washery siding was discussed at the Standardisation Committee of III JBCC1 meeting held on 23rd and 24 July, 84 and it was agreed that the Brakeman/Pointsman working in a siding other than washery siding where coal is loaded by mechanically loading plants will also

be placed in Category-IV as in the case of Washery ( Vide JBCCI/IR/94/IMP/1262 dated 16th March, 1981-Implementation Instruction No. 38 Annexure-I ).

2. At the meeting of the Standardisation Committee held on 20th & 21st September, 84 it was clarified that Pay loaders wherever they are operating in the Coal Industry will be in Excavation grades depending upon the capacity as per Annexure-B of Implementation Instruction No. 36 ( Vide letter No. JBCCI/IR/94/IMP/1167 dated 2nd February, 1981 ).



**A-1**

**Wages Structure and Fitment in the revised Pay scales, Increment, Piece-Rate Wage Structure, Fall Back wages, Wages for work above workload etc.**

**No. IR/94/IMP**

**Dated 1-9-1979**

**NCWA-II—I.I. No. 9**

**Sub : Revised wage structure-fitment, dates of increments in revised pay scales, piece-rated wage structure, lead-lift payments for miners and loaders, attendance bonus, Special D. A., Fixed D. A., VDA, payment of arrears, etc.**

**Copies of I. I. No. 9 in respect of National Coal Wage Agreement No. II covering the above subjects are being forwarded herewith for your information and necessary action. It may be specially mentioned that payment of wages to the employees in the revised Pay Scales ( National Coal Wage Agreement-II ) will start from 1-10-1979. An adhoc amount of Rs. 450/- per head will be paid to the employees against the arrears due to them for the period 1-1-79 to 30-9-79 by 20-9-79. The balance amount of arrears, i e. after deducting the adhoc payment will be paid to the employees not later than 31-12-1979. This means that the fixation charts will have to be completed by 30-9-79.**

**If any error/mistake has crept in while making the calculation, as indicated in the fitment charts etc., these will be liable to be corrected followed by necessary adjustments.**

**This may be treated as most immediate.**

**1. Introduction**

**The National Coal Wage Agreement-II was finalised by the**

Joint Bipartite Committee for Coal Industry on 11-8-1979  
The previous NCWA which was in force w.e.f. 1-1-1975 to 31-12-1978 will be referred to as NCWA-I. Copies of the NCWA-II have already been sent to all concerned earlier. Except as otherwise specifically stated in the NCWA-II itself the said agreement would come into force w.e.f. 1-1-1979.

## 2. Components of the revised wage structure

The revised wage structure of the employees of coal industry as per NCWA-II would consist of :—

a : Basic wage

b : Attendance bonus at 10% of the basic wage.

c : Computed fringe benefits on attendance bonus as Provident Fund Contribution, ex-gratia payment in lieu of profit sharing bonus and gratuity etc. which will be referred to as special dearness allowance and which will be allowed at the rate of 17.95% on attendance bonus or 1.795% on the basic wage.

d : Fixed dearness allowance of Rs. 62.80 per month or Rs. 2.623 per day.

e : Variable dearness allowance linked to the All India Consumer Price Index Number above 327.

## 3. Revised pay scales

The NCWA-I pay scale and the corresponding revised pay scales embodied in NCWA-II which would come into force w.e.f. 1-1-1979 are as follows :—

a). Daily rated workers other than Excavation workers in all coalfields except Assam Coalfields.

Cate- gory	NCWA-I (exist- ing) Rs.	Revised pay scale w.e.f. 1-1-79
I	10.00-0.20-12.00	15.00-0.26-18.12
II	10.40-0.26-13.00	15.40-0.34-19.48
III	11.35-0.32-14.55	16.35-0.42-21.39
IV	12.75-0.41-16.85	17.75-0.53-24.11
V	14.50-0.55-20.00	19.50-0.72-28.14
VI	17.70-0.73-25.00	22.70-0.95-34.10



**b) Monthly rated workers ( Technical and Supervisory ) in all coalfields except Assam Coalfields.**

<b>Grade</b>	<b>NCWA-I (existing) Rs.</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>A</b>	592-32-848-36-992	722-42-1058-44-1278
<b>B</b>	510-27-726-32-854	640-35-920-40-1160
<b>C</b>	442-22-618-29-734	572-29-804-34-1008
<b>D</b>	378-18-522-23-614	508-23-692-28-860
<b>E</b>	330-12-450	460-16-652
<b>F</b>	310-9-400	440-12-584
<b>G</b>	285-7-50-360	415-10-535
<b>H</b>	274-7-344	404-9-512

**(c) Monthly rated workers ( Clerical ) in all coalfields except Assam Coalfields.**

<b>Grade</b>	<b>NCWA-I (existing) Rs.</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>Special</b>	510-27-726-33-792	640-35-920-41-1084
<b>I</b>	442-22-618-30-678	572-29-804-35-944
<b>II</b>	378-18-522-24-570	508-23-692-29-808
<b>III</b>	330-12-438	460-16-636

**d) (i) Excavation workers in all coalfields**

<b>Cate-gory</b>	<b>NCWA-I (existing) Rs</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>Special</b>	26.80-1.37-40.50	31.80-1.78-51.38 for large dragline operators
<b>A</b>	23.00-1.15-34.50	28.00-1.49-45.88
<b>B</b>	20.45-1.00-30.45	25.45-1.30-41.05
<b>C</b>	18.60-0.87-27.30	23.60-1.13-37.16
<b>D</b>	15.90-0.64-22.30	20.90-0.83-30.86
<b>E</b>	12.20-0.37-15.90	17.20-0.48-22.96

**(ii) Monthly Rated**

<b>Pit Su-pervisor</b>	532-30-592-32-848-36-956	662-39-740-41-1068-44-1244
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**(e) Daily rated workers of Assam Coalfield**

<b>Category</b>	<b>NCWA-I (Existing) (Rs. P.)</b>	<b>Revised pay scale wef 1-1-79 (Rs. P.)</b>
<b>I</b>	11.50-0.23-13.80	17.25-0.30-20.85
<b>II</b>	11.95-0.30-14.95	17.71-0.39-22.39
<b>III</b>	13.05-0.37-16.75	18.80-0.48-24.56
<b>IV</b>	14.66-0.47-19.36	20.41-0.61-27.73
<b>V</b>	16.70-0.63-23.00	22.42-0.83-32.28
<b>VI</b>	20.36-0.84-28.76	26.11-1.09-39.12

**(f) Monthly rated workers ( Technical and Supervisory ) of Assam Coalfield.**

<b>Grade</b>	<b>NCWA-I (existing) ( Rs. )</b>	<b>Revised pay scale w.e.f. 1-1-79 (Rs.)</b>
<b>A</b>	680-37-976-41-1140	830-48-1214-51-1469
<b>B</b>	586-31-834-37-982	736-40-1056-46-1332
<b>C</b>	508-25-708-33-840	658-33-922-39-1156
<b>D</b>	435-21-603-26-707	578-26-786-32-978
<b>E</b>	380-14-520	529-18-745
<b>F</b>	357-10-457	506-14-674
<b>G</b>	328-9-418	477-12-621
<b>H</b>	315-8-395	465-10-585

**(G) Monthly rated workers ( clerical ) of Assam Coalfield.**

<b>Grade</b>	<b>NCWA-I (existing) ( Rs. )</b>	<b>Revised pay scale w.e.f. 1-1-79 (Rs.)</b>
<b>Special</b>	587-31-835-38-911	736-40-1056-44-1232
<b>I</b>	508-25-708-35-778	658-33-922-40-1082
<b>II</b>	435-21-603-27-657	578-26-786-33-918
<b>III</b>	380-14-506	529-18-727

**4. Fitment tables for monthly rated and daily rated workers in all coalfields except Assam Coalfield.**

The fitment in the corresponding revised pay scale will be effected with effect from 1-1-79 as per the following tables taking into account the pay scales in which the employees were as on 31-12-1978 and the wages being drawn by them as on that date :—

- (a) Daily Rated workers as per fitment chart No. DR-I, DR-II, DR-III, DR-IV-, DR-V and DR-VI.
- (b) Excavation workers as per fitment chart Nos. Ex-S, Ex-A, Ex-B, Ex-C, Ex-D, Ex-E and Ex-MRT/PS.
- (c) Monthly rated workers (technical and Supervisory) as per fitment chart Nos. MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F, MRT/G, & MRT/H.
- (d) Monthly rated clerical workers as per fitment chart Nos. MC-S, MC-I, MC-II and MC-III.
- (e) Monthly rated workers of erstwhile NCDC who were getting 30 days VDA ( Technical and Supervisory ) as per fitment chart Nos. NCDC MRT/A, NCDC MRT/B, NCDC MRT/C, NCDC MRT/D, NCDC MRT/E, NCDC MRT/F, NCDC MRT/G and NCDC MRT/H.
- (f) Monthly rated clerical workers of erstwhile NCDC who were getting 30 days VDA as per fitment chart Nos. NCDC MC-S, NCDC MC-I, NCDC MC-II and NCDC MC-III.

**5. Fitment tables for daily rated and monthly rated workers in Assam Coalfield.**

- (a) Daily rated workers as per fitment chart Nos. AS DR-I, AS DR-II, AS DR-III, AS DR-IV, AS DR-V and AS DR-VI.
- (b) Monthly rated workers (technical and supervisory )  
As per fitment chart Nos. AS MRT/A, AS MRT/B, AS MRT/C, AS MRT/D, AS MRT/E, AS MRT/F, AS MRT/G and AS MRT/H.
- (c) Monthly rated worker (clerical ) as per fitment chart Nos. AS MC-S, AS MC-I, AS MC-II and AS MC-III.

( Actual charts not reproduced as not concerned with W. C. I. ),

6. It may be carefully noted that fitment is with reference to wages of the employees as on 31-12-78 and not wages as on 1-1-1979.

7. The fitment statements will be got prepared in each colliery/unit/establishment as the case may be but will be got approved by the nominated Area Finance Officer/Area Accounts Officer in the format at Appendix I. It should be prepared in triplicate—one copy will be retained at the unit concerned, the second copy will be forwarded to Area Headquarters and the third copy will be sent to the Personal Department at the Company Headquarters. At each of these three offices these statements will be filed unit-wise and category-wise for easy reference and for fresh check by Internal Audit Staff.

8. Date of increments for daily rated and monthly rated employees.

After fitment of employees in the revised pay scales as on 1-1-1979 the subsequent increments shall be allowed to them in the revised pay scales as indicated below.

- (a) Those whose increments fall due in the NCWA-I pay scale between 1-1-1979 and 28-2-79—1-3-79.
- (b) Those whose increments fall due in the NCWA-I pay scale between 1-3-79 and 31-8-79—1-7-79.
- (c) Those whose increments fall due in the NCWA Pay scale between 1-9-79 and 28-2-80—1-3-80.

9. Subsequent increments will fall due on the anniversary of last increment unless they are postponed or withheld by way of disciplinary action etc.

10. The amounts already drawn in the NCWA-I pay scale on and after 1-1-1979 including the increments would be adjusted against the amounts that become due in terms on the revised wages including the increments as indicated above under NCWA-II and the arrears would be paid to the employees for the period from 1-1-79 till the date when the pay and allowance



are actually drawn and disbursed according to the revised pay scales.

# 11. Piece-rated wage structure

The grouping of piece-rated workers, work norms, job description etc. for them shall be as laid down under NCWA-I vide booklet entitled GROUPING, NOMENCLATURES, JOB DESCRIPTIONS, AND WORK NORMS OF COAL EMPLOYEES AND NCWA. The revised group wages of piece-rated workers as against the corresponding NCWA-I rates of wages are as follows :—

Group	NCWA-I rates		NCWA-II rates w. e. f. 1-1-1979	
	Rate	Fall back wages	Rate	Fall back wages
	Rs.	Rs.	Rs.	Rs.
I	10.36	10.00	15.36	15.00
II	10.68	10.00	15.75	15.25
III	11.36	10.36	16.36	15.50
IV	11.59	10.63	16.70	15.75
V	12.72	11.59	18.15	17.15*
V-A	13.00	13.00	18.50	18.50

\* Except in case of piece-rated trammers whose fall back will be Rs. 18.15.

12. The workloads of the piece-rated workers would remain the same as in NCWA-I. However, in the case of piece-rated miners/loaders of collieries in Madhya Pradesh and Maharashtra their workload and rates of wages will be as follows :—

	For work load of 100 cft.	For work load of 118 cft.
Existing rate (NCWA-I)	Rs. 14.00	Rs. 15.00
Revised rates w.e.f. 1-1-79 NCWA-II)	Rs. 21.38	Rs. 24.14
Revised rates w. e. f. 1-1-1982 ( NCWA-II )	Rs. 22.84	Rs. 26.95

### **13. Fall back wages**

The fall back wages for piece-rated workers have been specified in para 11 above. Over and above the fall back wages the piece-rated workers would get special DA, FDA and VDA.

There will be a daily review of earnings of piece-rated workers to insure payment of fall back wages, which will be inclusive of lead and lift, but not tub pushing allowance. The fall back wage is payable in case the piece-rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient or non-supply of tubs or breakdown of haulages or power shut down etc. No fall back wages is, however, payable if the workers fail to fulfil the work norms due to his own faults.

In the event of lay-off under the provisions of Industrial Disputes Act, lay-off compensation will be paid as per such provisions.

### **14. Wages for work above the workload for piece-rated workers.**

For work in excess of the prescribed workload, a piece-rated worker shall be paid a pro-rata increase in the basic piece-rate as well as fixed dearness allowance and special dearness allowance.

### **15. Mechanised face crew :**

The workloads and wage rates of mechanised face crew and group work of multiple jobs will be fixed at the local level. These will be subject to prior approval by the Director (Pers) of the Company/Head of the Personnel Department and concurrence of Finance.

### **16. Trammers**

The workload and the rate per tub for piece-rated trammers should be fixed at the unit level by bipartite negotiations in such a way that the normal earnings of trammers is atleast at the mid point of the scale of time rated trammers. The workload and rates of trammers should be reviewed periodically as and when changes in conditions of work occur.

The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic, fixed dearness allowance, variable dearness allowance and attendance bonus so as to give them a minimum benefits of Rs. 73.90 in the average earnings. The basic rate of trammers should be so revised as to give them the above benefit of Rs. 73.90 per month on the average total emoluments inclusive of basic, fixed DA, VDA attendance bonus, computed fringe benefits on attendance bonus. In evolving the piece-rate the average work load will be taken into consideration for six weeks from 1-10-1978. The revised rates will be fixed by the General Manager of the Area concerned with the approval of the Director (Pers) of the Company/Head of Personnel Deptt. and concurrence of Finance.

#### 17. Other piece-rated workers

In respect of other piece-rated workers for whom no specific work load and group wage has been fixed, it is agreed that their wage rate will be revised by giving them the same percentage increase in the group wage of relevant group. Where there is no such group wage, the same percentage of increase as in the case of miners/loaders (Group VA) will be given. In this case, the revised rates will be fixed by the Director (Pers) of the Company/Head of Personnel Deptt. with concurrence of Finance.

#### 18. Lead and Lift payment for miners and loaders :

The lead and lift rates for miners and loaders shall be revised as indicated below :—

##### (A) Lead (for miners and loaders) (vide clause 5.9.1)

Distance	NCWA-I (per tub of 40.5 cft to be converted into cu. metres).	Revised rates (Per tub of 40.5 cft to be converted into cu metres) NCWA-II
0 to 50 ft.	NiL	NiL
51 to 100 ft.	Rs. 0.315	Rs. 0.447
100 to 150 ft.	Rs. 0.945	Rs. 1.342
151 to 200 ft.	Rs. 1.575	Rs. 2.236
201 to 250 ft.	Rs. 2.250	Rs. 3.195
For every addl. 50 ft. beyond 250 ft.	Rs. 0.980	Rs. 1.392

**(b) Lift for loaders and miners**

0 to 10 ft.	NIL	NIL
11 to 15 ft.	Rs. 0.315	Rs. 0.447
16 to 20 ft.	Rs. 0.596	Rs. 0.846
21 to 25 ft.	Rs. 0.945	Rs. 1.342
For every addl 5 ft. above 25 ft.	Rs. 0.630	Rs. 0.895

**18. Lead and lift rates for overburden removal workers are as indicated below :—**

Lead	NCWA-I rates	Revised rates NCWA-II
First 100'	Nil	Nil
for every 50' or part of 50' over the first 100'	Rs. 9.12 per 1000 cft.	Rs. 13.13 per 1000 cft.

Lift	NCWA-I rates	Revised rates NCWA-II
First 10'	Nil	Nil
for every 5' or part of 5' over the first 10'	Rs. 4.56 per 1000 cft.	Rs. 6.57 per 1000 cft.

Tub pushing	NCWA-I rate per tub of 40.5 cft.	Revised rate per tub of 40.5 cft. NCWA-II
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For every 100 ft. or part there of in excess of the first 100 ft.	Rs. 0.105	Rs. 0.157
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**19. The lead and lift rates for piece-rated workers other than miners and loaders including wagon loaders.**

The lead and lift rates for piece-rated workers other than miners and loaders will be as indicated below.



Wagon loaders	NCWA-I rates	Revised rates NCWA-II
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### **Lead**

For every 50' or part of 50' over the first 100'	27.5 P per tonne of coal	54 P per tonne of coal 27 P per tonne of
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### **Lift**

For every 5' or part of 5' over the first 10'	19 P per tonne of coal	27 P per tonne of coal
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20. The lead and lift payments will be treated as basic wages for all purposes.

### **21. Attendance bonus**

The attendance bonus at 10% of the basic wage of each employee will continue to be paid quarterly as at present. No fringe benefits will be available on this as the same are covered by special D.A.

### **22. Dearness Allowance**

#### **Special D. A.**

This DA which is in lieu of fringe benefits on attendance bonus is to be calculated @ 1.795% of basic wage/pay. This is computed in the appended tables as indicated below. The tables give the special DA for each incremental stage of monthly rated and daily rated pay scales. The tables are number as under :—

#### **For coalfields other than Assam Coalfield**

Daily rated	SDA DR I, DR II, DR III, DR IV, DR V, DR VI.
Excavation	SDA Ex-S, Ex-A Ex-B, Ex-C, Ex-C, Ex-C Pit supervisor.
Monthly rated	SDA MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F, MRT/G and MRT/H.
Clerical	SDA MC-S, MC-I, MC-II and MC-III.
Piece-rated	PR SDA.

## **For Assam Coalfields**

<b>Daily rated</b>	<b>SDA as DR I, DR II, DR III, DR IV, DR V and DR VI.</b>
<b>Monthly rated</b>	<b>SDA as MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F MRT/G and MRT/H.</b>
<b>Clerical</b>	<b>SDA as MC-S, MC-I, MC-II and MC-III.</b>

In the case of piece rated workers the special DA will be worked out on the basis of their earnings depending on the quantum of work done by them or the fall back wages as the case may be i. e. at 1.795% of the basic earning/fall back wages.

### **23. Fixed dearness allowance :**

There will be a fixed dearness allowance of Rs. 68.20 per month of Rs. 2.623 per day.

### **24. Variable dearness allowance :**

In addition to the special D.A. and fixed D.A. there will be a variable dearness allowance linked to CPI No. over and above 327, adjustable quarterly depending on the rise or fall of CPI above 327, at Rs. 1.30 per point per month.

The rate of variable dearness allowance shall be revised every quarter according to the rise and fall in the All India Consumer Price Index Number for industrial workers (base 1960=100) over 327.

The variable dearness allowance shall be revised quarterly and paid on and from 1st March, 1st June, and 1st September and 1st December of every year on the basis of the average of the consumer price index no for the quarters ending December (Oct-Dec), March (Jan-March), June (Apr-June) and Sept. (July-Sept.) respectively.

In arriving at the average index for the quarter, any fraction in the above average will be rounded off to the nearest higher integer e. g. if the average index number of a quarter is 338.3, it will be rounded off to the next higher integer, namely 339.

It may be noted that for the period June to August 1979 in the interest of good industrial relations and as a measure of goodwill it has been agreed to make the payment of VDA on the consumer price index at 333 as a special case. The VDA at which payment may be made will therefore be 0.30 paise per day of Rs. 7.80 per month (during this quarter).

In the case of ex-NCDC monthly rated employees who are entitled to VDA for all the days of the month, the same benefit will continue to be admissible to such employees as personal to them. In their case, therefore, the VDA, will be calculated as per the existing formula, namely :—

Rate of VDA admissible per day as per clauses 2.4.1 to 2.4.4 of NCWA-II	Number of days in the quarter of concerned as indicated in clause 2.4.2 of NCWA-II
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3

=VDA payable per month

The following illustration may be given in respect of VDA payable for the quarter ending 31.5.79.

Rate of VDA per day 69 paise	X 92 (being number of days during the period 1.3.79 to 31.5.79)
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3

=Rs. 18.40

## 25. Underground allowance

In respect of employees working in underground as per Mines Act and as per regulations framed there underground allowance at the rate of 15% of the revised basic pay shall

be paid. In the case of Assam Coalfields the underground allowance will be paid @ 17½% of the revised basic pay w.e.f 1-1-1979 and @ 20% of the revised basic pay w.e.f. 1-1-82 onwards.

Underground allowance will be payable as per the conditions stipulated as per Mazumdar and LAT awards.

Underground allowance will be treated as wages as hitherto and will be taken into account for the following purpose :—

- a) Calculation of earned/annual leave wages.
- b) Payment for national/festival holidays.
- c) Sick Leave.
- d) Overtime allowance.
- e) Gratuity.
- f) CMPF contribution.

**26. Payment of wages to employees under the revised wage structure.**

After fitment of the employees in the revised pay scales and fixation of their pay as indicated in the foregoing paragraphs they will be paid wage as per the revised pay scales for the period commencing 1-10-79.

**27. Payment of Arrears :**

For the period 1-1-1979 to 30-9-79 the arrears payable to the employees as per the revised pay scales i. e. difference between the wages drawn by them under the NCWA-I and the wages due to them under NCWA-II as per the fitment and fixation of pay as indicated above, will be assessed and paid to them not later than 31-12-79. However, in the meantime an adhoc payment at the rate of Rs. 450/- per head will be paid to the employees against the arrears due to them by 20-9-79. The balance amount of arrears i. e. after deducting the adhoc payment will be paid to the employees not later than 31-12-79. While making the adhoc payment of Rs. 450/- it will be ensured that the employees concerned have earned the arrears to this extent (less the PF contribution).

If any errors / mistakes have crept in while making the calculation as indicated in the fitment charts etc. these will be liable to be corrected followed by necessary adjustments.



**Extract of Circular No. 18 dated-1-11-79**

**Payment of arrears :**

This matter was earlier dealt with vide paras 26 and 27 of I.I. No. 9. The issue was reviewed by the JBCCI at its meeting held on 25-10-1979 and the following decision was taken :

"Payments as per revised wage structure would be made to the employees from 1-11-79 i. e. for the month of October or part thereof depending on the wage period fixed for each colliery/establishment by the respective Coal Companies. The full arrears due to the employees for the earlier period (from 1-1-1979 till the date when wages at the revised rates have paid) would be paid by the end of December, 1979. A status report would be placed before the JBCCI at the next meeting."

It is requested that this decision may please be implemented.

No JBCCI/IR/94/IMP/470

13-2-80

**NCWA II—I.J. No. 22**

**Sub : Clarification regarding fixation of wage rates and workload of trammers.**

The above matter was considered by the JBCCI at its meeting held on 11-2-1980. The matter was referred to the Sub-committee of the JBCCI and it was decided that the unanimous decision of the sub-committee would be implemented. A copy of the note containing the unanimous decision of the sub-committee is being forwarded herewith which is self-explanatory. It is clarified that in the cases referred to in sub-para (2) of the accompanying note, the increase in basic earnings, to see that they do not exceed 55% of the basic earnings as on 31-12-78, is to be calculated with reference to

the mid-point of daily rated category-III under NCWA-I i. e. Rs. 12.95. Thus, the maximum basic earning of the trammer under NCWA-II for fixing the tub rate would work out Rs. 20.07 in the cases referred to in Sub-para (2) of the above note.

Decision taken by the Sub-Committee of JBCCI in the meeting held at CIL Hqrs. Calcutta on 12-2-80 as per the decision of JBCCI at its meeting on 11-2-1980

**Trammers :**

It is agreed that in view of certain difficulties experienced in implementing clause 5.7.1 and 5.7.2 of NCWA-II in regard to workload and rates of wages of piece-rated trammers, the following guidelines are hereby laid down for working out the rates for the piece-rated trammers :

- 1) (a) Where the work performance of trammers for a period of 6 week with effect from 1-10-1978 is more or less the same as compared to the work norm/standard fixed before the NCWA-II came into force that is prior to 1-1-79, the revision of tramming rates will be made according to the clause 5.7.1 and 5.7.2 of NCWA-II.
- (b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated in para 5.7.1 and 5.7.2.
- 2) Wherever there are wide variations in the work performance on the higher side against the work norms as referred to above the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 55% of the basic earnings as on 31-12-1978.

The following further conditions shall apply :—

- (a) The workload and rates of wages of trammers shall be reviewed periodically as and when the changes in conditions of work occur.

**(b) Where the rates have already been determined under NCWA-II and the matter settled at the local level, the issue shall not be reopened. However as and when changes in condition of work occur the work load and rates of trammers shall be reviewed and the revised rates fixed within the framework of NCWA-II.**

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI- IX /I.I.No.2./2012/ 429

Dated: 19 March, 2012

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.2**

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 wage rates, work norms etc., for Piece-rated  
workers under National Coal Wage Agreement- IX

National Coal Wage Agreement- IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of Piece-rated workers under Chapter-III.

**3.0 WORK NORMS AND JOB DESCRIPTION**

- 3.1.0 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No.69 dated 8<sup>th</sup> October, 1986 (vide "Booklet on Nomenclature, Job description and Categorization of Coal employees") as amended from time to time.
- 3.2.0 The rates of wages and workload for different groups of Piece-rated workers are given in **Annexure-IIIA, B & D.**
- 3.3.0 **Workload and Rate of Group wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.**
- 3.3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.
- 3.3.2 The following shall be the revised rates of wages for workload of 100 cft., and 118 cft., respectively in Madhya Pradesh and Maharashtra Coalfields.





	<b><u>For workload of 100 cft.</u></b>	<b><u>For workload of 118 cft.</u></b>
Existing rate	Rs.437.29	Rs.515.99
Revised rate w.e.f. 1.7.2011	Rs.821.89	Rs.969.80

3.3.3 The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.

**3.4.0 Wages for work above the workload for piece-rated workers.**

3.4.1 For workload in excess of the prescribed workload, a Piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A.

**3.5.0 Fall Back Wages**

3.5.1 Basic fall back wages in respect of different Piece-rated groups shall be as indicated in Annexure-III A & B. In addition, they will get SDA, VDA, SPRA, Compensatory MGB, if any, as applicable to them on full work norms.

3.5.2 There will be daily review of earnings of Piece-rated workers to ensure payment of fall back wage which will be inclusive of lead and lift, but not tub pushing allowance. The Fall Back wage is payable in case the piece-rated workers fail to fulfill the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wage is, however, payable if a worker fails to fulfill the work norms due to his fault.

3.5.3 The case where Fall Back Wages are paid continuously, the case will be monitored periodically to ensure effective control.

**3.6.0 Mechanised Face crew/Multiskilled job**

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee to be constituted by JBCCI which shall examine and submit their recommendations within six months for implementation.

**3.7.0 Piece-Rated Trammers**

3.7.1 In case of revision of unit rate of trammers effective from 1<sup>st</sup> July, 2011 the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal earnings is not less than corresponding pay of Cat-III i.e. Rs.779.96 (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.



3.7.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance and special DA so as to give them a minimum benefit of 25% of total emoluments as on 30.06.2011 on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece-rate, the average number of tubs trammed during the six months period from 1<sup>st</sup> January 2011 to 30<sup>th</sup> June, 2011 will be taken into consideration.

3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1<sup>st</sup> January, 2011 is more or less the same as compared to the working norm/standard fixed before the NCWA-IX comes into force i.e. prior to 1.7.2011, the revision of tramming rates will be made according to the above clauses.

b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.

c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in total earnings does not exceed 25% of the total emolument ( Basic + DA + SDA + Attendance Bonus) as on 30<sup>th</sup> June, 2011. However, this will be subject to the workload and pay stipulated at para-3.7.1

### **3.8.0 Other Piece-rated workers**

In respect of other Piece-rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage, the same percentage of increase as in the case of miners/loaders (Group -VA) will be given subject to a minimum increase of Rs.246.33 per day in basic wage.

#### **3.8.1 Slurry/pond Piece-rated workers**

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months positively.

### **3.9.0 Lead & Lift and Tub Pushing Rates**

3.9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in **Annexure—III-C(i)**



3.9.2 Lead & lift for Overburden removal workers shall be revised as indicated in **Annexure-III C(ii)**

3.9.3 Lead & lift rates for Piece rated workers other than miners and loaders including wagon loaders will be as indicated in **Annexure-III C (iii)**

### **3.10.0 Lead & Lift Payments to be Basic Wages**

Lead & lift payment will be treated as basic wages for all purpose.

### **3.11.0 Minimum Guaranteed Benefit, Special Piece-rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages.**

3.11.1 The minimum guaranteed benefit @ 25% of Basic (i.e. Group Wages + SPRA + Compensatory MGB if any) + DA + SDA + Attendance Bonus as on 30.06.2011. There will be no change in the Group Wages as fixed in terms of clause 3.2.0 of NCWA-IX. [Ref: Proforma as given in I.I. No. 12 dated 22 July, 2009 of NCWA-VIII may be used for fixation].

#### **3.11.2 Special Piece-Rate Allowance**

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2011 and continued to be so on 1<sup>st</sup> July, 2011, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.2011. (However, the SPRA will accrue from anniversary date of employee concerned).

#### **S.P.R.A.**

Group	Rate of Annual SPRA (Rs. Per day)	
	As per NCWA -VIII w.e.f. 1.7.2006	Revised Rates as per NCWA-IX w.e.f. 1.7.2011
I	Rs.8.10	Rs.15.22
II	Rs.8.27	Rs.15.54
III	Rs.8.46	Rs.15.90
IV	Rs.8.52	Rs.16.01
V	Rs.10.57	Rs.19.87
VA	Rs.10.63	Rs.19.98

SPRA will be increased by 3% annually.

SPRA already drawn on and from 1<sup>st</sup> July, 2011 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.



3.11.3 Piece-rated workers appointed on or after 1<sup>st</sup> July, 2011 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner, time rated workers are granted annual increment as per I.I. No.25 dated 01.12.11 of NCWA-VIII.

3.11.4 The Special Piece-rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.

**3.12.0 Grant of one Additional SPRA to Piece-Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface respectively.**

**NOTE:**

While an employee engaged in a lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company Subsidiary level.

**4.0.0** It is requested to initiate action for collecting information/data in respect of all Piece-rated employees as per the Format-II and to fix the revised rate of wages for different Groups of Piece-rated employees at the earliest.

You are requested to take necessary action to implement the above provisions.

  
(R. MOHAN DAS)  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution :-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. Chief General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

**ANNEXURE-III A**  
**(Vide Clause 3.2.0)**

**Revised Basic Wage Rates for Piece Rated Workers**

<b>Group</b>	<b>NCWA - VIII Rates</b>		<b>Revised NCWA-VIII Rates (w.e.f. 1<sup>st</sup> July, 2011)</b>	
	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>
<b>I</b>	323.32	321.54	607.68	604.33
<b>II</b>	330.25	326.07	620.71	612.85
<b>III</b>	338.85	331.66	636.87	623.36
<b>IV</b>	340.52	340.52	640.01	640.01
<b>V</b>	352.47	352.47	662.47	662.47
<b>VA</b>	354.19	354.19	665.70	665.70
<b>PR Trammers</b>	352.47	352.47	662.47	662.47



**Workload Rates of Wages of PR Workers of  
North East**

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft. (Rs.)
<b><u>A. Baragolai, Tipping &amp; Ledo</u></b>			
1. Solid Cutting (Coal)	24 Cft	721.82	30.08
2. Side Cutting (Coal)	36 Cft	721.82	20.05
3. Stone Cutting			
i) Manual	14 Cft	721.82	51.56
ii) With Drilling and Blasting	22 Cft	721.82	32.81
<b><u>B Fall Back Wages</u></b> When employed on Hazree		721.82 747.20	
C. SPRA will be @ Rs.16.26 per day			
<b><u>D. Jeypore/Drill Collieries</u></b>			
i) Composite works as agreed to in the earlier agreements.	36 Cft	731.05	20.31
ii) Fall back wages When employed on Hazree		731.05 747.20	
iii) SPRA will be @ Rs.16.26 per day.			

*DP*

**Annexure – IIIC (i)**  
(Vide Clause 3.9.1)

**Lead, Lift & Tub Pushing for Miners and Loaders**

		<b>NCWA – VIII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>	<b>Revised NCWA – IX Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>
<b>1.</b>	<b>Lead (for Miners &amp; Loaders)</b>		
	0 to 50 ft.	NIL	NIL
	51 to 100 ft.	3.59	6.75
	101 to 150 ft	10.62	19.96
	151 to 200 ft	17.94	33.72
	201 to 250 ft	25.60	48.12
	For every addl. 50 ft. beyond 250 ft	11.11	20.88
<b>2.</b>	<b><u>Lift for Miners &amp; Loaders</u></b>		
	0 to 10 ft.	NIL	NIL
	11 to 15 ft.	3.59	6.75
	16 to 20 ft.	6.75	12.69
	21 to 25 ft.	10.76/10.62	20.22/19.96
	For every addl. 5 ft. above 25 ft.	7.17	13.48
<b>3.</b>	<b><u>Tub Pushing</u></b>		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	1.28	2.41

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**Annexure – III C (ii)**  
(Vide Clause 3.9.2)

**Lead & Lift for Overburden Removal  
Workers**

		<b>NCWA – VIII Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – IX Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b><u>Lead</u></b>		
	<b><u>First 100 ft.</u></b>	<b>NIL</b>	<b>NIL</b>
	<b><u>For every 50 ft. or part of 50 ft. over the first 100 ft.</u></b>	<b>94.67</b>	<b>177.93</b>
<b>2.</b>	<b><u>Lift</u></b>		
	<b><u>First 10 ft.</u></b>	<b>NIL</b>	<b>NIL</b>
	<b><u>For every 5 ft. or part of 5 ft over the first 10 ft.</u></b>	<b>47.33</b>	<b>88.96</b>





**Annexure – III C(iii)**  
(Vide Clause 3.9.3)

**Lead & Lift Rate for Piece Rated Workers  
Other than Miners & Loaders**

		<b>NCWA – VIII Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – IX Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<u>Lead</u>		
	<b><u>For every 50 ft. or part of 50 ft. over the first 100 ft.</u></b>	<b>8.50</b>	<b>15.98</b>
<b>2.</b>	<u>Lift</u>		
	<b><u>For every 5 ft. or part of 5 ft over the first 10 ft.</u></b>	<b>1.80</b>	<b>3.38</b>



Grouping & Workload for Piece Rated Workers

The Piece-rated workers shall be placed in six groups and their workload would be as indicated below :

		Workload
Group-I		
	1. Sand Cleaner	108 Cft.
	2 Earth Cutter(Outside quarry)	84 Cft. Measured in solid as hitherto
Group-II		
	1. Depot Sand Loader	150 Cft
	2. River sand Loader	122 Cft. Measured in solid as hitherto
Group-III		
	1. Overburden Removal	(a) Spoil removal : 72 Cft. (b) Earth Cutting & removal : 66 Cft. ( c) Soft stone, shale and morrum : 53 Cft (d) Hard Stone : 40 Cft.
	2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
	(a) Wagon loading (Coal)/ Wagon unloading	4.5 tonnes 6.75 tonnes
	(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
	(c ) Coal Staking	4.5 tonnes
	(d) Soft Coke loading Soft Coke unloading	3.6 tonnes 5.4 tonnes
	(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes
	(f) Stacking soft coke Stacking hard coke	3.6 tonnes 4.8 tonnes
	(g) Coal screening (both products)	4.5 tonnes
	(h) Coal stacking (Soft coke manufacturing	4.5 tonnes.

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(i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)\* 4.5 tonnes

Note: Shale pickers to be paid separately  
\*Does not include breaking of lumpy coal

Group-IV

1. Soft Coke 3.75 tonnes (Raw Coal)  
(I.I.No.62 dated 8.7.86)
2. Stone Stacker(underground) 72 Cft.

Group-V

1. Main Driver (This workload applies to drivage of mains in level and rise galleries. Fro Drivage in Dip direction an extra payment of not less than 100% of the rate is to be paid) Size of the main 38 width x 58 height should be 1.5 running ft. per shift per head.
2. Dyke cutter Cutting when done  
(i) With hand 5 Cft.  
(ii) By Elec. & pneumatic drill 8 cft.
3. Jhama (preceeding and succeeding Dyke) When done with :  
(i) Hand – 14 cft.  
(ii) Elec. & pneumatic drill – 21 cft.
4. Stone Cutter (a) Cutting by chisels and hammer  
(i) Hard stone – 8 cft.  
(ii) Soft stone – 10 cft.  
  
(b) Drilling, Blasting & Muckling manually  
(i) Drilling by hand – 15 cft.  
(ii) Drilling by power drill – 25 cft.

Group-VA

1. Pick Miner 40.5 cft.
2. Quarry Pickminer 47.25 cft.
3. Quarry Miner 67.5 cft.
4. Quarry Loader 94.5 cft.
5. Basket Loader 81 cft.
6. ( M.C Loader ) To be decided at unit level  
Shovel Loader (at face)
7. Filler (Andhra Pradesh) 81 cft.
8. Mechanised Face Crew Unit level  
Drill Coal Miners 61 cft.

Note: There will be no difference between development and depillaring area.



(Vide Para 3.11.1)

The Proforma of I.I. 12 dated 22<sup>nd</sup> July 2009 of NCWA-IX

Particulars	As on 30.06.2011 (NCWA-VIII)	Particulars	As on 01.07.2011 (NCWA-IX)
Group Wages		Revised Group Wages	
SPRA		SPRA	
Compensatory MGB, If any		DA	NIL
DA		Attendance Bonus	
Attendance Bonus		SDA	
SDA		Compensatory MGB	
Total		Gross	
MGB (25% on Total)			
Gross			



MASTER FORMAT-II

BASIC PAY FIXATION FROM NCWA-VIII TO NCWA-IX

CLASS: PIECE RATED WORKERS

PAY UNIT

Sl.No.	Name	Designation	Identity/ Photo- Card No.	CMPF/ PF Number	Form B Sl. No.	Date of Appoint- ment	Date of Entry in Present Cat./Gr.	Whether Employed in Surface	Whether Employed in Under ground
1	2	3	4	5	6	7	8	9	10

Group	Rate of Pay under NCWA-VIII as on 30.6.2011	S.P.R.A. as on 30.6.2011 under NCWA- VIII	Revised rate of Pay as on 1.7.2011 under NCWA-IX	S.P.R.A. as on 1.7.2011 under NCWA-IX
11	12	13	14	15

Signature of the  
Person preparing  
The statement

Signature of Persl. Officer,  
Welfare Officer or  
Officer – in - Charge

Signature of Finance/  
Accounts Officer.

dy

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI-VIII/I.I.No.2./2009/13/ Dated: 31<sup>st</sup> March, 2009

**NATIONAL COAL WAGE AGREEMENT-VIII**  
**IMPLEMENTATION INSTRUCTION NO.2**

Sub: Revised wage rates, work norms etc., for Piece-rated  
workers under National Coal Wage Agreement-VIII

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

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Piece-rated workers under Chapter-III.

**3.0 WORK NORMS AND JOB DESCRIPTION**

- 3.1.0 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No.69 dated 8<sup>th</sup> October, 1986 (vide Booklet on Nomenclature, Job description and Categorization of Coal employees) as amended from time to time.
- 3.2.0 The rates of wages and workload for different groups of Piece-rated workers are given in **Annexure-III A, B & D.**
- 3.3.0 **Workload and Rate of Group wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.**
- 3.3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.





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- 3.3.2 The following shall be the revised rates of wages for workload of 100 cft., and 118 cft., respectively in Madhya Pradesh and Maharashtra Coalfields.

	<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
Existing rate	Rs. 290.33	Rs.342.57
Revised rate w.e.f. 1.7.2006	Rs.437.29	Rs.515.99

- 3.3.3 The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.

**3.4.0 Wages for work above the workload for piece-rated workers.**

- 3.4.1 For workload in excess of the prescribed workload, a Piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A.

**3.5.0 Fall Back Wages**

- 3.5.1 Basic fall back wages in respect of different Piece-rated groups shall be as indicated in **Annexure-III A & B**. In addition, they will get SDA, VDA, SPRA etc. as applicable to them on full work norms.

- 3.5.2 There will be daily review of earnings of Piece-rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The Fall Back wage is payable in case the piece-rated workers fail to fulfill the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wages is, however, payable if a worker fails to fulfill the work norms due to his fault.

- 3.5.3 The case where Fall Back Wages are paid continuously, the case will be monitored periodically to ensure effective control.

**3.6.0 Mechanised Face crew/Multiskilled job**

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee be constituted by JBCCI which shall



examine and submit their recommendations within six months for implementation.

### **3.7.0 Piece-Rated Trammers**

- 3.7.1 In case of revision of unit rate of trammers effective from 1<sup>st</sup> July, 2006 the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal earnings is not less than corresponding pay of Cat-III i.e. Rs.414.98 (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.
- 3.7.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance and special DA so as to give them a minimum benefit of 24% of total emoluments as on 30.06.2006 on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece-rate, the average number of tubs trammed during the six months period from 1<sup>st</sup> January 2006 to 30<sup>th</sup> June, 2006 will be taken into consideration. IR being paid shall be adjusted.
- 3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1<sup>st</sup> January, 2006 is more or less the same as compared to the working norm/standard fixed before the NCWA-VIII comes into force i.e. prior to 1.7.2006, the revision of tramming rates will be made according to the above clauses.
- b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.
- c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in total earnings does not exceed 24% of the total emoluments ( Basic + DA + SDA + Attendance Bonus) as on 30<sup>th</sup> June, 2006. However, this will be subject to the workload and pay stipulated at para 3.7.1.





### **3.8.0 Other Piece-rated workers.**

In respect of other Piece-rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (Group -VA) will be given subject to a minimum increase of Rs.131.06 per day in basic wage.

### **3.8.1 Slurry/pond Piece-rated workers.**

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months positively.

### **3.9.0 Lead & Lift and Tub Pushing Rates**

3.9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in **Annexure-- III C(i)**

3.9.2 Lead & lift for Overburden removal workers shall be revised as indicated in **Annexure.III C(ii)**

3.9.3 Lead & lift rates for Piece rated workers other than miners and loaders including wagon loaders will be as indicated in **Annexure.III C (iii)**.

### **3.10.0 Lead & Lift Payments to be Basic Wages**

Lead & lift payment will be treated as basic wages for all purpose.

### **3.11.0 Minimum Guaranteed Benefit, Special Piece-rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages.**

3.11.1 The minimum guaranteed benefit of @ 24% of total emoluments (Basic + VDA + SDA + Attendance Bonus ) as on 30.06.2006 will be taken into account while arriving at the revised group basic wages.

### **3.11.2 Special Piece-Rate Allowance**

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2006 and continued to be so on 1<sup>st</sup> July, 2006, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their



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existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 01.07.2006. (However, the SPRA will accrue from anniversary date of employee concerned).

**S.P.R.A.**

Group	Rate of Annual SPRA (Rs. Per day)	
	As per NCWA-VII w.e.f. 01.07.2001	Revised Rates as per NCWA-VIII w.e.f. 01.07.2006
I	Rs.5.37	Rs.8.10
II	Rs.5.48	Rs.8.27
III	Rs.5.62	Rs.8.46
IV	Rs.5.65	Rs.8.52
V	Rs.7.02	Rs.10.57
VA	Rs.7.05	Rs.10.63

SPRA will be increased by 3% annually

SPRA already drawn on and from 1<sup>st</sup> July, 2006 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

**3.11.3** Piece-rated workers appointed on or after 1<sup>st</sup> July, 2006 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on **1<sup>st</sup> March and 1<sup>st</sup> September**. The Special PR Allowance in respect of Piece-rated workers appointed on or after 1<sup>st</sup> July, 2006 will be regulated as under:

- (a) Those who complete one year of service on any day between 1<sup>st</sup> July, 2007 to 31<sup>st</sup> August, 2007 will get their 1<sup>st</sup> SPRA on and from 1<sup>st</sup> September, 2007.
- (b) Those who complete one year of service on any day between 1<sup>st</sup> September, 2007 to 29<sup>th</sup> February, 2008 will get their 1<sup>st</sup> SPRA on and from 1<sup>st</sup> March, 2008.

**3.11.5** The Special Piece-rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.



**3.12.0 Grant of one Additional SPRA to Piece-Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface respectively.**

The grant of additional SPRA to Piece-rated workers who have remained in the same group for a period of 7 years in case of underground and 8 years in case of surface workers shall be given one additional SPRA on completion of 7/8 years service in January, 2011 and so on 1<sup>st</sup> January on the following years in which they become eligible for additional SPRA.

**NOTE:**

While an employee engaged in a lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company Subsidiary level.

**4.0** It is requested to initiate action for collecting information/data in respect of all Piece-rated employees as per the Format-II and to fix the revised rate of wages for different Groups of Piece-rated employees at the earliest.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )

**DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII**

**Distribution :-**

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata
19. Sr. PO(AW)/FM(Estt./Bill), CIL, Kolkata.

**ANNEXURE-III A**  
**(Vide Clause 3.2.0)**

**Revised Basic Wage Rates for Piece Rated Workers**

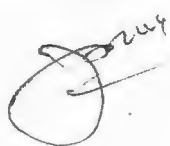
<b>Group</b>	<b>NCWA - VII Rates</b>		<b>Revised NCWA-VIII Rates (w.e.f. 1<sup>st</sup> July, 2006)</b>	
	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>
<b>I</b>	<b>214.65</b>	<b>213.46</b>	<b>323.32</b>	<b>321.54</b>
<b>II</b>	<b>219.26</b>	<b>216.48</b>	<b>330.25</b>	<b>326.07</b>
<b>III</b>	<b>224.97</b>	<b>220.20</b>	<b>338.85</b>	<b>331.66</b>
<b>IV</b>	<b>226.08</b>	<b>226.08</b>	<b>340.52</b>	<b>340.52</b>
<b>V</b>	<b>234.01</b>	<b>234.01</b>	<b>352.47</b>	<b>352.47</b>
<b>VA</b>	<b>235.15</b>	<b>235.15</b>	<b>354.19</b>	<b>354.19</b>
<b>PR Trammers</b>	<b>234.01</b>	<b>234.01</b>	<b>352.47</b>	<b>352.47</b>



**Annexure – IIIB**  
(Vide Clause 3.2.0)

**Workload Rates of Wages of PR  
Workers of North East**

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft. (Rs.)
<b><u>A. Baragolai, Tipping &amp; Ledo</u></b>			
1. Solid Cutting (Coal)	24 Cft	384.05	16.00
2. Side Cutting (Coal)	36 Cft	384.05	10.67
3. Stone Cutting			
i) Manual	14 Cft	384.05	27.43
ii) With Drilling and Blasting	22 Cft	384.05	17.46
<b><u>B Fall Back Wages</u></b>		384.05	
When employed on Hazree		397.55	
<b>C. SPRA will be @ Rs.8.65 per day</b>			
<b><u>D. Jeypore/Drill Collieries</u></b>			
i) Composite works as agreed to in the earlier agreements.	36 Cft	388.96	10.80
ii) Fall back wages		388.96	
When employed on Hazree		397.55	
iii) SPRA will be @ Rs.8.65 per day.			





**Annexure – IIIC (i)**  
(Vide Clause 3.9.1)

**Lead, Lift & Tub Pushing for Miners  
and Loaders**

		<b>NCWA – VII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>	<b>Revised NCWA – VIII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>
<b>1.</b>	<b>Lead (for Miners &amp; Loaders)</b>		
	0 to 50 ft.	NIL	NIL
	51 to 100 ft.	2.48	3.59
	101 to 150 ft	7.42	10.62
	151 to 200 ft	12.37	17.94
	201 to 250 ft	17.65	25.60
	For every addl. 50 ft. beyond 250 ft	7.66	11.11
<b>2.</b>	<b><u>Lift for Miners &amp; Loaders</u></b>		
	<u>0 to 10 ft.</u>	NIL	NIL
	<u>11 to 15 ft.</u>	2.48	3.59
	<u>16 to 20 ft.</u>	4.65	6.75
	<u>21 to 25 ft.</u>	7.42	10.76/10.62
	<u>For every addl. 5 ft. above 25 ft.</u>	4.94	7.17
<b>3.</b>	<b><u>Tub Pushing</u></b>		
	<u>For every 110 ft. or part thereof in</u> Excess of the first 100 ft.	0.89	1.28


*Donny*

*Amr*

**Annexure – III C (ii)**  
(Vide Clause 3.9.2)

**Lead & Lift for Overburden Removal  
Workers**

		NCWA – VII Rates (Rs.per 1000 Cft)	Revised NCWA – VIII Rates (Rs.per 1000 Cft.)
1.	<u>Lead</u>		
	<u>First 100 ft.</u>	NIL	NIL
	<u>For every 50 ft. or part of 50 ft. over the first 100 ft.</u>	67.62	94.67
2.	<u>Lift</u>		
	<u>First 10 ft.</u>	NIL	NIL
	<u>For every 5 ft. or part of 5 ft over the first 10 ft.</u>	33.81	47.33

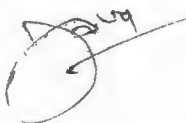


Annexure – III C(iii)  
(Vide Clause 3.9.3)

**Lead & Lift Rate for Piece Rated  
Workers**

**Other than Miners & Loaders**

		NCWA – VII Rates (Rs.per 1000 Cft)	Revised NCWA – VIII Rates (Rs.per 1000 Cft.)
1.	<u>Lead</u>		
	<b><u>For every 50 ft. or part of 50 ft. over the first 100 ft.</u></b>	5.18	8.50
2.	<u>Lift</u>		
	<b><u>For every 5 ft. or part of 5 ft over the first 10 ft.</u></b>	1.31	1.80







Grouping & Workload for Piece Rated Workers

The Piece-rated workers shall be placed in six groups and their workload would be as indicated below :

	Workload
Group-I	
1. Sand Cleaner	108 Cft.
2. Earth Cutter(Outside quarry)	84 Cft. Measured in solid as hitherto
Group-II	
1. Depot Sand Loader	150 Cft
2. River sand Loader	122 Cft. Measured in solid as hitherto
Group-III	
1. Overburden Removal	(a) Spoil removal : 72 Cft. (b) Earth Cutting & removal : 66 Cft. (c) Soft stone, shale and morrum : 53 Cft (d) Hard Stone : 40 Cft.
2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
(a) Wagon loading (Coal)/ Wagon unloading	4.5 tonnes 6.75 tonnes
(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnex
(c) Coal Staking	4.5 tonnes
(d) Soft Coke loading Soft Coke unloading	3.6 tonnes 5.4 tonnes
(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes
(f) Stacking soft coke Stacking hard coke	3.6 tonnes 4.8 tonnes
(g) Coal screening (both products)	4.5 tonnes
(h) Coal stacking (Soft coke manufacturing	4.5 tonnes.



(i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)\*

4.5 tonnes

Note: Shale pickers to be paid separately  
\*Does not include breaking of lumpy coal

**Group-IV**

1. Soft Coke 3.75 tonnex (Raw Coal)  
(I.I.No.62 dated 8.7.86)
2. Stone Stacker(underground) 72 Cft.

**Group-V**

1. Main Driver (This workload applies to drivage of mains in level and rise galleries. Fro Drivage in Dip direction an extra payment of not less than 100% of the rate is to be paid) Size of the main  
38 width x 58 height should  
be 1.5 running ft. per shift per head.

2. Dyke cutter

Cutting when done  
(i) With hand 5 Cft.  
(ii) By Elec. & pneumatic drill 8 cft.

3. Jhama (preceeding and succeeding Dyke)

When done with :  
(i) Hand – 14 cft.  
(ii) Elec. & pneumatic drill – 21 cft.

4. Stone Cutter

(a) Cutting by chisels and hammer  
(i) Hard stone – 8 cft.  
(ii) Soft stone – 10 cft.

(b) Drilling, Blasting & Muckling manually  
(i) Drilling by hand – 15 cft.  
(ii) Drilling by power drill – 25 cft.

**Group-VA**

1. Pick Miner 40.5 cft.  
2. Quarry Pickminer 47.25 cft.  
3. Quarry Miner 67.5 cft.  
4. Quarry Loader 94.5 cft.  
5. Basket Loader 81 cft.  
6. ( M.C Loader )  
Shovel Loader (at face) To be decided at unit level  
7. Filler (Andhra Pradesh) 81 cft.  
8. Mechanised Face Crew Unit level  
Drill Coal Miners 61 cft.

Note: There will be no difference between development and depillaring area.

**MASTER FORMAT-II****BASIC PAY FIXATION FROM NCWA-VII TO NCWA-VIII****CLASS: PIECE RATED WORKERS****PAY UNIT**

Sl.No.	Name	Designation	Identity/ Photo- Card No.	CMPF/ PF Number	Form B Sl. No.	Date of Appoint- ment	Date of Entry in Present Cat./Gr.	Whether Employ- ed in Surface	Whether Employ- ed in Under ground
1	2	3	4	5	6	7	8	9	10

Group	Rate of Pay under NCWA-VII as on 30.6.2006	S.P.R.A. as on 30.6.2006 under NCWA-VII	Revised rate of Pay as on 1.7.2006 under NCWA-VIII	S.P.R.A. as on 1.7.2006 under NCWA- VIII
11	12	13	14	15

Signature of the  
Person preparing  
The statement

Signature of Persl. Officer,  
Welfare Officer or  
Officer – in - Charge

Signature of Finance/  
Accounts Officer.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.2./2005/ 53

Dated: 18<sup>th</sup> July, 2005

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.2**

Sub: Revised wage rates, work norms etc., for Piece-rated workers  
under National Coal Wage Agreement-VII

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

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Piece-rated workers under Chapter-III.

**3.0 WORK NORMS AND JOB DESCRIPTION**

- 3.1.0 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No.69 dated 8<sup>th</sup> October, 1986 (vide Booklet on Nomenclature, Job description and Categorisation of Coal employees") as amended from time to time.
- 3.2.0 The rates of wages and workload for different groups of Piece-rated workers are given in Annexure-IIIA, B & D.
- 3.3.0 Workload and Rate of wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.**
- 3.3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.



- 3.3.2 The following shall be the revised rates of wages for workload of 100 cft., and 118 cft., respectively in Madhya Pradesh and Maharashtra Coalfields.

	<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
Existing rate	Rs.172.63	Rs.203.69
Revised rate w.e.f. 1.7.2001	Rs.290.33	Rs.342.57

- 3.3.3 The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.

**3.4.0 Wages for work above the workload for piece-rated workers.**

- 3.4.1 For workload in excess of the prescribed workload, a Piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A.

**3.5.0 Fall Back Wages**

- 3.5.1 Basic fall back wages in respect of different Piece-rated groups shall be as indicated in Annexure-III A & B. In addition, they will get SDA, VDA.SPRA etc. as applicable to them on full work norms.

- 3.5.2 There will be daily review of earnings of Piece-rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The Fall Back wages is payable in case the piece-rated workers fail to fulfill the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wages is, however, payable if a worker fails to fulfill the work norms due to his fault.

- 3.5.3 The case where Fall Back Wages are paid continuously, the case will be monitored periodically to ensure effective control.

**3.6.0 Mechanised Face crew/Multiskilled job**

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee be constituted by JBCCI which shall examine and submit their recommendations within six months for implementation..

### **3.7.0 Trammers**

- 3.7.1 In case of revision of unit rate of trammers effective from 1<sup>st</sup> July, 2001 the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal basic earnings is not less than mid point of Cat-III i.e. Rs.275.52 (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.
- 3.7.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance, special DA and IR so as to give them a minimum benefit of 15% of Basic pay as on 30.06.2001 plus Rs.300/- or Rs.1185.39 per month/ Rs.45.59 per day whichever is higher on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece-rate, the average number of tubs trammed during the six months period from 1<sup>st</sup> January 2001 to 30<sup>th</sup> June, 2001 will be taken into consideration.
- 3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1<sup>st</sup> January, 2001 is more or less the same as compared to the working norm/standard fixed before the NCWA-VII comes into force i.e. prior to 1.7.2001, the revision of tramming rates will be made according to the above clauses.
- b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.
- c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in basic earnings does not exceed 68.18% of the basic earnings as on 30<sup>th</sup> June, 2001.



### **3.8.0 Other Piece-rated workers.**

In respect of other Piece-rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (Group -VA) will be given subject to a minimum increase of Rs.87.02 per day in basic wage.

### **3.8.1 Slurry/pond Piece-rated workers.**

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months.

### **3.9.0 Lead & Lift and Tub Pushing Rates**

3.9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in **Annexure-- III C(i)**

3.9.2 Lead & lift for Overburden removal workers shall be revised as indicated in **Annexure.III C(ii)**

3.9.3 Lead & lift rates for Piece rated workers other than miners and loaders including wagon loaders will be as indicated in **Annexure.III C (iii)**

### **3.10.0 Lead & Lift Payments to be Basic Wages**

Lead & lift payment will be treated as basic wages for all purpose.

### **3.11.0 Minimum Guaranteed Benefit, Special Piece-rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages.**

3.11.1 The minimum guaranteed benefit of 15% of Basic pay as on 30.06.2001 plus Rs.300/- or Rs.1185.39 per month/Rs.45.59 per day whichever is higher inclusive of Interim Relief will be taken into account while arriving at the revised group basic wages.

3.11.2 It is further agreed that in case some of the employees have drawn higher Interim Relief than the amount calculated on the basis of norm as in para 3.11.1 the same will not be recovered from them.

### **3.11.3 Special Piece-Rate Allowance**

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2001 and continued to be so on 1<sup>st</sup> July, 2001, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to



4

provide motivation for achieving higher productivity. This will be effective from 1.7.2001. However, the SPRA will accrue from anniversary date of employee concerned.

#### S.P.R.A.

Group	Rate of Annual SPRA (Rs. Per day)	
	As per NCWA-VI w.e.f. 1.7.96	Revised Rates as per NCWA-VII w.e.f. 1.7.2001
I	Rs.1.92	5.37
II	Rs.2.14	5.48
III	Rs.2.60	5.62
IV	Rs.2.60	5.65
V	Rs.3.14	7.02
VA	Rs.3.14	7.05

SPRA already drawn on and from 1<sup>st</sup> July, 2001 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

**3.11.4** Piece-rated workers appointed on or after 1<sup>st</sup> July, 2001 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1<sup>st</sup> March and 1<sup>st</sup> September. The Special PR Allowance in respect of Piece-rated workers appointed on or after 1<sup>st</sup> July, 2001 will be regulated as under:

- (a) Those who complete one year of service on any day between 1<sup>st</sup> July, 2002 to 31<sup>st</sup> August, 2002 will get their 1<sup>st</sup> SPRA on and from 1<sup>st</sup> September, 2002.
- (b) Those who complete one year of service on any day between 1<sup>st</sup> September, 2002 to 28<sup>th</sup> February, 2003 will get their 1<sup>st</sup> SPRA on and from 1<sup>st</sup> March, 2003.

**3.11.5** The Special Piece-rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.

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**3.12.0 Grant of one Additional SPRA to Piece-Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface respectively.**

The grant of additional SPRA to Piece-rated workers who have remained in the same group for a period of 7 years in case of underground and 8 years in case of surface workers shall be given one additional SPRA on completion of 7/8 years service in January, 2006 and so on 1<sup>st</sup> January on the following years in which they become eligible for additional SPRA.

**NOTE:**

While an employee engaged in a lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company Subsidiary level.

4.0 It is requested to initiate action for collecting information/data in respect of all Piece-rated employees as per the Format-II and to fix the revised rate of wages for different Groups of Piece-rated employees at the earliest.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

( Md. Saif Uddin )

Director(P&IR) &

Member Secretary, JBCCI-VII

18/7/05

**Distribution:**

All Members & Alternate Members of JBCCI-VII  
 Chairman-MD, SCCL, PO: Kothagudam Colls. Dist. Khammam (A.P)  
 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
 Director(Finance) CIL, Kolkata  
 Director(Technical)/Director(Marketing), CIL, Kolkata  
 CGM, NEC, Guwahati/CGM, DCC, Dankuni  
 Executive Director(IICM) Kanke Road, Ranchi  
 CGM, CIL, Ansal Bhawan, New Delhi  
 CGM(P)/CGM(F), CIL, Kolkata  
 All RSMs  
 GM(F)/TS to Chairman, CIL, Kolkata  
 Dy.PM(AW), CIL, Kolkata

MASTER FORMAT - II

Class : Piece Rated Workers  
Pay Unit \_\_\_\_\_

BASIC PAY FIXATION FROM NCWA - VI TO NCWA - VII

Sl.No	Name	Designation	Identity/ Photo- Card No.	CMPF/PF Number	B Form Sl.No.	Date of Appointment	Date of Entry in Present Cat/Gr.	Whether Employed In Surface	Whether Employed In Under- Ground
1	2	3	4	5	6	7	8	9	10

Group	Rate of Pay under NCWA - VI as on 30.6.2001	S P R A as on 30.6.2001 under NCWA - VI	Revised rate of pay as on 01.07.2001 under NCWA - VII	S P R A as on 1.07.2001 under NCWA - VII
11	12	13	14	

Signature of the  
Person preparing  
the statement

Signature of Persl. Officer  
Welfare Officer or  
Officer - in - Charge

Signature of Finance/  
Accounts Officer




**ANNEXURE-IIIA**  
**(Vide Clause 3.2.0)**

**Revised Basic Wage Rates for Piece Rated Workers**

Group	NCWA - VI Rates		Revised NCWA-VII Rates (w.e.f. 1 <sup>st</sup> July, 2001)	
	Rate (Rs.)	Fall Back Wages (Rs.)	Rate (Rs.)	Fall Back Wages (Rs.)
I	127.63	126.92	214.65	213.46
II	130.37	128.72	219.26	216.48
III	133.37	130.93	224.97	220.20
IV	134.43	134.43	226.08	226.08
V	139.14	139.14	234.01	234.01
VA	139.82	139.82	235.15	235.15
PR Trammers	139.14	139.14	234.01	234.01



**Workload Rates of Wages of PR Workers of North East.**

Name of work	Workload (in cft.)	Daily Basic Wage rate(Rs.)	Rate per Cft. (Rs.)
<b>A. Baragolai, Tipping &amp; Ledo</b>			
1. Solid Cutting (Coal)	24 Cft.	254.98	10.62
2. Side Cutting (Coal)	36 Cft.	254.98	7.08
3. Stone Cutting			
i) Manual	14 Cft.	254.98	18.21
ii) With Drilling and Blasting	22 Cft.	254.98	11.59
<b>B. Fall Back Wages.</b>		254.98	
When employed on Hazree		263.94	
<b>C. SPRA will be @ Rs.5.74 per day</b>			
<b>D. Jeypore/Drill Collieries</b>			
(i) Composite works as agreed to in the earlier agreement.	36 Cft.	258.24	7.17
(ii) Fall back wages		258.24	
When employed on Hazree		263.94	
(iii) SPRA will be @ Rs.5.74 per day			



**Annexure – IIIC (i)**  
(Vide Clause 3.9.1)

**Lead, Lift & Tub Pushing for Miners and Loaders**

		<b>NCWA – VI Rates</b> (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)	<b>Revised NCWA – VII Rates</b> (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)
<b>1.</b>	<b>Lead (for Miners &amp; Loaders)</b>		
	0 to 50 ft.	NIL	NIL
	51 to 100 ft.	1.71	2.48
	101 to 150 ft.	5.12	7.42
	151 to 200 ft.	8.53	12.37
	201 to 250 ft.	12.17	17.65
	For every addl. 50 ft. beyond 250 ft.	5.28	7.66
<b>2.</b>	<b>Lift for Miners &amp; Loaders</b>		
	0 to 10 ft.	NIL	NIL
	11 to 15 ft.	1.71	2.48
	16 to 20 ft.	3.21	4.65
	21 to 25 ft.	5.12	7.42
	For every addl. 5 ft. above 25 ft.	3.41	4.94
<b>3.</b>	<b>Tub Pushing</b>		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	0.62	0.89



**Annexure – III C (ii)**  
(Vide Clause 3.9.2)

**Lead & Lift for Overburden Removal Workers**

		<b>NCWA – VI Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – VII Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b>Lead</b>		
	First 100 ft.	NIL	NIL
	For every 50 ft. or part of 50 ft. over the first 100 ft.	48.30	67.62
<b>2.</b>	<b>Lift</b>		
	First 10 ft.	NIL	NIL
	For every 5 ft. or part of 5 ft over the first 10 ft.	24.15	33.81



**Annexure – III C(iii)**  
**(Vide Clause 3.9.3)**

**Lead & Lift Rate for Piece Rated Workers**  
**Other than Miners & Loaders**

		<b>NCWA – VI Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – VII Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b>Lead</b>		
	For every 50 ft. or part of 50 ft. over the first 100 ft.	3.16	5.18
<b>2.</b>	<b>Lift</b>		
	For every 5 ft. or part of 5 ft over the first 10 ft.	0.95	1.31

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**Grouping & Workload for Piece Rated Workers**

The Piece-rated workers shall be placed in six groups and their workload would be as indicated below :-

	<u>Workload</u>
<b>Group-I</b>	
1. Sand Cleaner	108 Cft.
2. Earth Cutter (Outside quarry)	84 Cft. measured in solid as hitherto
<b>Group-II</b>	
1. Depot Sand Loader	150 Cft.
2. River Sand Loader	122 Cft. measured in solid as hitherto
<b>Group-III</b>	
1. Overburden Removal	(a) Spoil removal: 72 cft. (b) Earth Cutting & removal : 66 cft. © Soft stone, shale and morrum: 53 cft. (d) Hard Stone : 40 cft.
2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
(a) Wagon loading (Coal)/ Wagon unloading(Coal)	4.5 tonnes 6.75 tonnes
(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes.
© Coal Stacking	4.5 tonnes
(d) Soft coke loading Soft coke unloading	3.6 tonnes 5.4 tonnes
(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes
(f) Stacking soft coke Stacking hard coke	3.6 tonnes 3.2 tonnes
(g) Coal screening (both products)	4.5 tonnes
(h) Coal stacking (Soft coke manufacturing)	4.5 tonnes.





- (i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P)\* 4.5 tonnes

Note: Shale picking to be paid separately  
\* Does not include breaking of lumpy coal

Group-IV

1. Soft Coke 3.75 tonnes (Raw Coal)  
( I.I. No.62 dated 8.7.86)

Group-V

2. Stone Stacker (underground) 72 cft.

1. Main Driver (This workload applies to drivage of mains in level and rise galleries For Drivage in Dip direction an extra payment of not less than 100% of the rate is to be paid) Size of the main 38 width x 58 height should be 1.5 running ft. per shift per head

2. Dyke cutter Cutting when done  
(i) With hand 5 cft.  
(ii) By Elec. and pneumatic drill 8 cft.

3. Jhama ( preceeding and succeeding Dyke) When done with :  
(i) Hand - 14 cft  
(ii) Elec.& pneumatic drill - 21 cft.

4. Stone Cutter (a) Cutting by chisels and hammer

- (i) Hard Stone - 8 cft.  
(ii) Soft Stone - 10 cft/

- (b) Drilling, Blasting & Muckling manually

- (i) Drilling by hand - 15 cft.  
(ii) Drilling by power drill - 25 cft.



Group-VA

1. Pick Miner	40.5 cft.
2. Quarry Pickminer	47.25 cft.
3. Quarry Miner	67.5 cft.
4. Quarry Loader	94.5 cft.
5. Basket Loader	81 cft.
6. ( M.C. Loader) Shovel Loader (at face)	To be decided at unit level
7. Filler (Andhra Pradesh)	81 cft.
8. Mechanised Face Crew	Unit level
Drill Coal Miners	61 cft.

Note: There will be no difference between development and depillaring area.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No. CIL/C-5B/JBCCI-VI/I.No 02/2001/ 20

Dated, 5th January, 2001

**NATIONAL COAL WAGE AGREEMENT -VI**  
**IMPLEMENTATION INSTRUCTION NO.2.**

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 wage rates, work norms etc., for the Piece-rated workers under National Coal Wage Agreement-VI.**

1.0 The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 which has come into force w.e.f. 1st July, 1996 provides the following in respect of Piece-rated workers under Chapter III -

**2.0 WORK NORMS AND JOB DESCRIPTION ( Clause 3.0 )**

2.1 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No 69 dated 8th October, 1986 (vide Booklet on "Nomenclature, Job description and Categorisation of coal employees") as amended from time to time ( Clause 3.1.0 )

2.2 The rates of wages and workload for different groups of piece-rated workers are given in Annexure-III A, B & D ( Clause 3.2.0 )

**3.0 Workload and Rates of Wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields. ( Clause 3.3.0 )**

3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered ( Clause 3.3.1 )



- 3.2 The following shall be the revised rates of wages for workload of 100 cft and 118 cft respectively in Madhya Pradesh and Maharashtra Coalfields ( Clause 3.3.2 )

	<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
Existing rate	Rs 88 93	Rs 104 93
Revised rate w e f 1 7 96	Rs. 172 63	Rs 203 69

- 3.3 The Fall Back wages in respect of piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above. ( Clause 3.3.3 )

- 4.0 Wages for work above the workload for piece-rated workers. ( Clause 3.4.0 )

- 4.1 For work in excess of the prescribed workload, a piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D A ( Clause 3 4 1 )

- 5.0 Fall Back Wages ( Clause 3.5.0 )

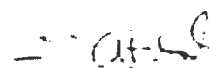
- 5.1 Basic fall back wages in respect of different piece-rated groups shall be as indicated in Annexure - III A&B. In addition, they will get SDA, VDA, SPRA etc as applicable to them on full work norms. ( Clause 3.5.1 )

- 5.2 There will be a daily review of earnings of piece rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The fall Back wages is payable in case the Piece-rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wages is, however, payable if a worker fails to fulfil the work norms due to his fault. ( Clause 3.5.2 )

- 5.3 The case where Fall Back Wages are paid continuously, the cases will be monitored periodically to ensure effective control ( Clause 3.5.3 )

- 6.0 Mechanised Face Crew/Multiskilled job ( Clause 3.6.0 )

- 6.1 The workload and wage rates of Mechanised Face crew and group of work of multiskilled jobs will be as per the guidelines formulated by the Sub-Committee of Multi-skill constituted by JBCCI-VI which will submit its recommendation within 6 months ( Clause 3.6.0 )



**7.0 PR Trammers ( Clause 3.7.0 )**

7.1 In case of revision of unit rate of trammers effective from 1st July, 1996, the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal basic earnings of trammers is not less than Rs. 139 14 (basic per day) The workload and rate of payment would be reviewed periodically when changes in condition of work occur. ( Clause 3.7.1)

7.2 The piece rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance, special DA and IR so as to give them a minimum benefit of Rs. 181 95 per month or Rs. 6 99 per day (over and above IR payable) on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece rate, the average number of tubs trammed during the six months period from 1st January, 1996 to 30th June, 1996 will be taken into consideration ( Clause 3.7.2)

7.3 (a) Where the work performance of trammers for a period of six months with effect from 1st January, 1996 is more or less the same as compared to the working norm/ standard fixed before the NCWA - VI comes into force i.e. prior to 1.7.1996, the revision of tramping rates will be made according to the above clauses ( Clause 3.7.3 )

(b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above ( Clause 3.7.3 )

(c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 94.12% of the basic earnings as on 30th June, 1996 ( Clause 3.7.3 )

**8.0 Other Piece-rated workers ( Clause 3.8.0 )**

In respect of other piece rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (group-VA) will be given subject to a minimum increase of Rs.61 88 in basic wage per day.

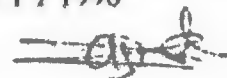
Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond piece rated workers ( Clause 3.8.0 )

**9.0 Lead & Lift and Tub Pushing Rates ( Clause 3.9.0 )**

9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in Annexure-III C(i) ( Clause 3.9.1 )

*[Handwritten signature]*

- 9.2 Lead & lift for Overburden removal workers shall be revised as indicated in Annexure-III C(ii). ( Clause 3.9.2 )
- 9.3 Lead and lift rates for piece-rated workers other than miners and loaders including wagon loaders will be as indicated in Annexure-III C(iii). ( Clause 3.9.3 )
- 10.0 Lead & Lift Payments to be Basic Wages ( Clause 3.10.0 )
- 10.1 Lead and lift payment will be treated as basic wages for all purpose
- 11.0 Minimum Guaranteed Benefit, Special Piece-Rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages. ( Clause 3.11.0 )
- 11.1 (a) The minimum guaranteed benefit of Rs 414.53 per month or Rs 15 94 per day inclusive of interim relief will be taken into account while arriving at the revised group basic wages ( Clause 3.11.1 )
- 11.2 It is further agreed that in case some of the employees have drawn higher Interim Relief than the amount calculated on the basis of norm as in para 3.11.1, the same will not be recovered from them. ( Clause 3.11.2 )
- 11.3 (a) One general SPRA shall be given w.e.f 1 7 96 to all those P R workers who were on the roll of Company as on 30 6 96 ( Clause 3.11.3 )
- (b) Such of the Piece-rated workers who have served for a minimum period of three years as on 30 6 96 will be entitled to one additional SPRA and those who have served for six or more number of years as Piece-rated workers as on 30.6 96 will be entitled for two additional SPRA with effect from 1st July 1996.( Clause 3.11.3 )
- 11.4 Special Piece-Rate Allowance ( Clause 3.11.4 )
- Piece-rated workers who were on the rolls on 30th June, 1996 and continued to be so on 1st July, 1996, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity This will be effective from 1 7 1996



Group	Rate of Annual SPRA (Rs per day)	
	As per NCWA-V	Revised Rates as per NCWA-VI w.e.f 1.7.96
I	Rs 1.08	Rs 1.92
II	Rs 1.26	Rs 2.14
III	Rs 1.67	Rs 2.60
IV	Rs 1.67	Rs 2.60
V	Rs 2.12	Rs 3.14
VA	Rs 2.12	Rs 3.14

SPRA already drawn on and from 1st July, 1996 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them

- 11.5 Piece-rated workers appointed on or after 1st July, 1996 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1st March and 1st September ( Clause 3.11.3 )

The Special PR Allowance in respect of piece-rated workers appointed on or after 1st July, 1996 will be regulated as under -

- (a) Those who complete one year of service on any day between 1st July, 1997 to 31st August, 1997 will get their 1st SPRA on and from 1st September, 1997
- (b) Those who complete one year of service on any day between 1st September, 1997 to 28th February, 1998 will get their 1st SPRA on and from 1st March, 1998

- 11.6 The Special Piece-Rate allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes ( Clause 3.11.4 )

- 12.0 GRANT OF ONE ADDITIONAL SPRA TO PIECE-RATED WORKERS WHO HAVE REMAINED IN THE SAME GROUP FOR A PERIOD OF SEVEN/EIGHT YEARS IN RESPECT OF UNDERGROUND AND SURFACE WORKERS RESPECTIVELY. ( Clause 3.12.0 )

The grant of additional SPRA to Piece-rated workers who have remained in the same group for a period of 7 years in case of underground and 8 years in case of surface workers shall be given one additional SPRA on completion of 7/8 years service in

— C. J. K.

January, 2001 and so on 1st January of the following years in which they become eligible for additional SPRA

**NOTE**


Where an employee engaged in lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company/Subsidiary level

13.0 It is requested to initiate action for collecting information/data in respect of all Piece-rated employees as per the **Format-II** and to fix the revised rate of wages for different Groups of Piece-rated employees at the earliest.

14.0 This supersedes the administrative instructions issued vide OM No CIL C-5B/ JBCCI Admn Instruction No 1/2000/537 dated 14.10.2000

Necessary action to implement the above provisions may be taken

Encls: As above

  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

**Distribution :-**

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCL, Kothagudem Collys, Dt. Khamman, A P
- 3 Vice President, (HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist: Burdwan.
- 5 Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 6 Director(F), CIL, Calcutta.
- 7 Director(T), CIL, Calcutta
- 8 Director (Marketing), CIL, Calcutta
- 9 Chief Vigilance Officer, CIL, Calcutta.
- 10 Chief General Manager, NEC, Guwahati
- 11 CGM CIL, Ansal Bhawan, New Delhi
- 12 CGM(HCM), Kanke Rd, Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta
- 14 All RSMs, CIL
- 15 GM(F)/TS to Chairman, CIL, Calcutta
- 16 Dy CME(AW), CIL, Calcutta



Class: Piece Rated Workers.  
Pay Unit \_\_\_\_\_

Basic Pay fixation from NCWA - V to NCWA - VI.

Sl. No.	Name	Designation	Identity Card No.	CMPF 'B' form No. No.	Date of appointment	Date of entry in the present grade	Where employed Surface Underground
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Group	Rate of Pay Under NCWA-V as on 30.6.96	Revised rate of pay under NCWA - VI	S P R A as on 1.7.96	One General increment Cl. 3.11.3 (a)	Service Linked increment Cl. 3.11.3 (b)
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Signature of the person  
Preparing the statement

Signature of Personnel Officer/Welfare  
Officer or Officer - in - Charge

Signature of Finance Officer/  
Accounts Officer

**ANNEXURE - III A**  
(Vide clause 3.2.3)

**REVISED BASIC WAGE RATES  
FOR PIECE RATED WORKERS**

Group	NCWA -V RATES		Revised NCWA-VI Rates (w.e.f. 1st July'1996)	
	Rate	Fall Back Wages	Rate	Fall Back Wages
I	Rs. 65.75	Rs. 65.40	Rs. 127.63	Rs. 126.92
II	Rs. 67.16	Rs. 66.31	Rs. 130.37	Rs. 128.72
III	Rs. 68.91	Rs. 67.45	Rs. 133.77	Rs. 130.93
IV	Rs. 69.25	Rs. 69.25	Rs. 134.43	Rs. 134.43
V	Rs. 71.68	Rs. 71.68	Rs. 139.14	Rs. 139.14
VA	Rs. 72.03	Rs. 72.03	Rs. 139.82	Rs. 139.82
PR Trammers	Rs. 71.68	Rs. 71.68	Rs. 139.14	Rs. 139.14

**ANNEXURE - IIB**

(Vide clause 3 2 0)

**WORKLOAD-RATES OF WAGES OF PR WORKERS OF NORTH EAST**

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft.(Rs.)
<b>A) Baragolai, Tipong &amp; Ledo</b>			
1. Solid Cutting (Coal)	24 Cft	151.61	6.32
2. Side Cutting (Coal)	36 Cft	151.61	4.21
3. Stone Cutting			
(i) Manual	14 Cft	151.61	10.83
(ii) With Drilling and Blasting	22 Cft	151.61	6.89
<b>B) Fall Back Wages</b>			
		151.61	
When employed on Hazree		156.94	
<b>C) SPRA will be @ Rs.3.14 per day.</b>			
<b>D) Jeypore/Drill Collieries</b>			
(i) Composite works as agreed to in the earlier agreements.	36 Cft.	153.55	4.27
(ii) Fall back wages		153.55	
When employed on Hazree		156.94	
<b>(iii) SPRA will be @ Rs 3 14 per day.</b>			

**LEAD, LIFT & TUB PUSHING FOR MINERS AND LOADERS**

	<b>NCWA-V RATES</b> (per tub of 40.5 cft. OR 1.15 cu.m)	<b>REVISED</b> <b>NCWA-VI RATES</b> (per tub of 40.5 cft. OR 1.15 cu.m)
<b>1. Lead (for Miners &amp; Loaders)</b>		
0 to 50 ft.	NIL	NIL
51 to 100 ft.	Rs. 1.18	Rs. 1.71
101 to 150 ft.	Rs. 3.53	Rs. 5.12
151 to 200 ft.	Rs. 5.88	Rs. 8.53
201 to 250 ft.	Rs. 8.39	Rs. 12.17
For every addl. 50 ft. beyond 250 ft.	Rs. 3.64	Rs. 5.28
<b>2. Lift for Miners &amp; Loaders</b>		
0 to 10 ft.	NIL	NIL
11 to 15 ft.	Rs. 1.18	Rs. 1.71
16 to 20 ft.	Rs. 2.21	Rs. 3.21
21 to 25 ft.	Rs. 3.53	Rs. 5.12
For every addl. 5 ft. above 25 ft.	Rs. 2.35	Rs. 3.41
<b>3. Tub Pushing</b>		
For every 110 ft. or part thereof in excess of the first 100 ft.	Rs. 0.43	Rs. 0.62

**ANNEXURE - III C (ii)**  
Vide clause 3.9.2

**LEAD & LIFT FOR OVERBURDEN REMOVAL WORKERS**

	<b>NCWA - V RATES</b>	<b>REVISED NCWA - VI RATES</b>
<b>Lead</b>		
First 100 ft	NIL	NIL
For every 50 ft. or part of 50 ft over the first 100 ft	Rs. 34.50 per 1000 Cft.	Rs. 48.30 per 1000 Cft.
<b>Lift</b>		
First 10 ft.	NIL	NIL
For every 5 ft. or part of 5 ft over the first 10 ft.	Rs. 17.25 per 1000 Cft.	Rs. 24.15 per 1000 Cft.

**ANNEXURE - III C (ii)**

Vide clause 3 9 2

**LEAD & LIFT FOR OVERBURDEN REMOVAL WORKERS**

	<b>NCWA - V RATES</b>	<b>REVISED NCWA - VI RATES</b>
<b>Lead</b>		
First 100 ft.	NIL	NIL
For every 50 ft. or part of 50 ft. over the first 100 ft.	Rs. 34.50 per 1000 Cft.	Rs. 48.30 per 1000 Cft.
<b>Lift</b>		
First 10 ft.	NIL	NIL
For every 5 ft. or part of 5 ft. over the first 10 ft.	Rs. 17.25 per 1000 Cft.	Rs. 24.15 per 1000 Cft.

**ANNEXURE - III C (iii)**

Vide clause 3.9.3

**LEAD & LIFT RATE FOR PIECE RATED  
WORKERS OTHER THAN MINERS & LOADERS**

<b>WAGON LOADERS</b>	<b>NCWA - V RATES</b>	<b>REVISED NCWA - VI RATES</b>
<b>Lead</b>		
For every 50 ft. or part of 50 ft. over the first 100 ft.	Rs. 1.93 per tonne of coal	Rs. 3.10 per tonne of coal
<b>Lift</b>		
For every 5 ft. lift or part of 5 ft. over the first 10 ft.	Rs. 0.69 per tonne of coal	Rs. 0.95 per tonne of coal

**ANNEXURE - III C (iv)**  
(Vide clause 3 3 2)

**FOR WORKLOAD OF 100 CFT. AND 118 CFT. IN  
MADHYA PRADESH  
AND  
MAHARASHTRA COALFIELDS**

	NCWA - V				NCWA - VI (REVISED RATES)			
	Rate		Fallback wages		Rate		Fallback wages	
	Rs.	P.	Rs.	P.	Rs.	P.	Rs.	P.
For workload of 100 Cft.	88	93	88	93	172	63	172	63
For Workload of 118 Cft.	104	93	104	93	203	69	203	69



**ANNEXURE III D**

(Vide Para 3.2.0)

**GROUPING & WORKLOAD FOR PIECE RATED WORKERS**

The piece-rated workers shall be placed in six groups and their workload would be as indicated below.

	<u>Workload</u>
<b>Group - I</b>	
1 Sand Cleaner	108 cft
2 Earth Cutter (Outside quarry)	84 cft Measured in solid as hitherto
<b>Group - II</b>	
1 Depot sand Loader	150 cft
2 River Sand Loader	122 cft Measured in solid as hitherto
<b>Group - III</b>	
1 Overburden Removal	(a) Spoil removal - 72 cft (b) Earth cutting & removal - 66 cft (c) Soft stone, shale and marl - 53 cft (d) Hard Stone - 40 cft
2 Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft
(a) Wagon loading (Coal)/ Wagon unloading (Coal)	4.5 tonnes 6.75 tonnes
(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
(c) Coal Stacking	4.5 tonnes
(d) Soft coke loading Soft coke unloading	3.6 tonnes 5.4 tonnes
(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes

(f) Stacking soft coke	3.6 tonnes
Stacking hard coke	3.2 tonnes
(g) Coal screening (both products)	4.5 tonnes
(h) Coal stacking (Soft coke manufacturing)	4.5 tonnes
(i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)*	4.5 tonnes

Note: Shale picking to be paid separately

\*Does not include breaking of lumpy coal

#### Group-IV

1 Soft Coke	3.75 tonnes (Raw coal) I.I. No.62 dated 8.7.86
2 Stone Stacker (underground)	72 cft.

#### Group-V

1 Main Driver (This workload applies to drivage of mains in level and rise galleries. For Drivage in Dip.direction an extra payment of not less than 100% of the rate is to be paid)	Size of the main 38 width x 58 height should be 1.5 running feet per shift per head.
2 Dyke Cutter	Cutting when done: (i) With hand 5 cft. (ii) By Elec and pneumatic drill-8 cft
3 Jhama (preceeding and succeeding Dyke)	When done with (i) Hand - 14 cft (ii) Elec & pneumatic drill-21 cft

#### 4 Stone Cutter

(a) Cutting by chisels and hammer

(i) Hard Stone - 8 cft

(ii) Soft Stone - 10 cft

(b) Drilling, Blasting and Mucking manually

(i) Drilling by hand - 15 cft

(ii) Drilling by power drill - 25 cft

To be negotiated at unit level

#### 5 Trammers

##### Group-VA

1 Pick Miner

40.5 cft

2 Quarry Pickminer

47.25 cft

3 Quarry Miner

67.5 cft

4 Quarry Loader

94.5 cft

5 Basket Loader

81 cft

6 (M.C. Loader)

To be decided at unit level

Shovel Loader (at face)

7 Filler (Andhra Pradesh)

81 cft

8 Mechanised Face Crew

Unit level.

9 Dress-cum-Loader/Drill  
Coal Miners

61 cft

Note: There will be no difference between development and depillaring area

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- 3.2 In case of an employee transferred to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs 5/- per day of actual attendance with effect from 1.7.1999 as long as he is required to report to the old place of work (Clause-5.2.2)

4.0 Additional Transport Subsidy (Clause 5.3.0)

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs 7/- per day of work will be paid from 1 7 1999 to those in the last shift in night whether it is called night shift or third shift or C shift commencing from 10.00 PM onwards.

5.0 Conveyance Reimbursement (Clause 5.3.1)

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs 12/- per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving licence with ownership of the vehicle will be eligible for conveyance reimbursement with effect from 1st January 2001. This allowance will be payable on production of the driving licence & proof of ownership of vehicle, duly approved by the Management.

6.0 Difficulty Allowance (Clause 5.4.0) :

6.1 Thin Seam Allowance (Clause 5.4.1)

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made:

Rate of Payment

- i) Seams above 1.5 m thickness - NIL
- ii) Seams of 1 metre to 1.5 metres thickness:
  - a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shovelling on to conveyor
  - b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m
- iii) Seam below 1 metre thickness



The management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement.

**6.2 Working in Heavy Watery Conditions - Underground. (Clause 5.4.2)**

Rain coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines.

**6.3 Travelling over Steep Gradients (Clause 5.4.3)**

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs 1 90 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1 7 1999. Where such travelling exceeds 2000 metres, this allowance will be Rs 3 80 per attendance with effect from 1 7 1999.

**NOTE:** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

**6.4 Dust Allowance (Clause 5.4.4)**

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask".

**7.0 City Compensatory Allowance (Clause 5.5.0)**

**7.1** The payment of CCA will be decided within one month including rates and date of payment.

It was decided that CCA will continue to be paid and/or be payable as per Govt. of India's order/direction issued from time to time. Separate instructions on the subject will follow.


**NOTE:** It is clarified that the employees of Coal Companies/establishments stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions such as free fuel/free house etc will not be entitled to City Compensatory Allowance.



3.0 The Washing allowance, Transport subsidy, Additional transport subsidy, Travelling over steep gradients, are payable at the enhanced rates w.e.f. 1.7.1999. In other words, the amount already paid for the period 1 7 1996 to 30 6 1999 will be treated as final.

Necessary action to implement the above provisions may be taken

Encls As above.

  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution :-

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCI., Kothagudem Collys , Dt Khamman, A P
- 3 Vice President,(HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist Burdwan.
- 5 Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 6 Director(F), CIL, Calcutta
- 7 Director(T), CIL, Calcutta
- 8 Director (Marketing), CIL, Calcutta
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- 12 CGM(IICM), Kanke Rd., Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta.
- 14 All RSMs, CIL
- 15 GM(FY)TS to Chairman, CIL, Calcutta
- 16 Dy. CME(AW), CIL, Calcutta

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY**  
**COAL INDIA LIMITED**  
**10, NETAJI SUBHAS ROAD**  
**CALCUTTA- 700 001.**

NO. CIL/JBCCI-V/I.I.NO.2/96/ 2621

DATE : 22ND FEB.'96

**NATIONAL COAL WAGE AGREEMENT -V**  
**IMPLEMENTATION INSTRUCTION NOI. 2**

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, Assam

**Sub: WAGE RATES, WORK NORMS ETC., FOR PIECE RATED**  
**WORKERS (Chapter-III, Clause-3.0 to 3.13.0 of NCWA-V)**

In continuation of Implementation Instruction No. 1 dated 22nd Feb.'96, the following instructions are issued regarding implementation of revised wage rates etc. in respect of Piece rated workers (Chapter-III, Clause 3.0 to 3.13.0 of NCWA-V)

**3. 0                    *WORK NORMS AND JOB DESCRIPTION***

3. 1. 0                The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No.69 dated 8th October, 1986 (vide Booklet on 'Nomenclature, job description and Categorisation of coal employees') as amended from time to time .

3. 2. 0                *The rates of wages and workload for different groups of piece-rated workers are given in Annexure-III A, B & D.*

3. 3. 0                Workload and Rates of Wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.

The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.

3. 3. 1                The following shall be the revised rates of wages for workload of 100 cft. and 118 cft. respectively in Madhya Pradesh and Maharashtra Coalfields.



		<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
	Existing rate	Rs.53.47	Rs. 63.09
	Revised rate w.e.f 1.7.91	Rs.88.93	Rs.104.93
3. 3. 2	The Fall Back wages in respect of piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.		
3. 4. 0	Wages for work above the workload for piece-rated workers.		
3. 4. 1	For work in excess of the prescribed workload, a piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Fixed Dearness Allowance and Special Dearness Allowance. As regards Dearness Allowance, a new scheme of payment VDA has come into force w.e.f. 1.1.92 payable from 1.3.92 linked to AICPI beyond 1099 and the same will be applicable in this case also.		
3. 5. 0	<b><i>Fall Back Wages</i></b>		
3. 5. 1	Basic fall back wages in respect of different piece rated groups shall be as indicated in Annexure-IIIB. In addition they will get SDA, FDA, VDA, SPRA etc. as applicable to them.		
3. 5. 2	There will be a daily review of earnings of piece rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The fall back wage is payable in case the piece rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient supply or non-supply of tubs or breakdown of haulages or power shut down etc. No fall back wage is, however, payable if a worker fails to fulfil the work norms due to his fault.		
3. 6. 0	<b><i>Mechanised Face Crew/Multiskilled Job</i></b>		
	The workload and wage rates of mechanised face crew and group of work of multi skilled jobs will be as per the guidelines formulated by the Sub-committee of Multi-skill constituted by JBCCI-V which will submit its recommendation within 6 months.		
3. 7. 0	<b><i>PR Trammers</i></b>		
3. 7. 1	In case of revision of unit rate of trammers effective from 1st July, 1991, the workload and the rate per tub for them should be fixed at unit level by bi-partite negotiation in such a way that the normal basic earnings of trammers is not less than Rs.74.06 (Basic) per day. The workload and rate for trammers would be reviewed periodically when changes in condition of work occur.		

9



3. 7. 2            The piece rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, fixed dearness allowance, variable dearness allowance, special DA and IR so as to give them a minimum benefit of Rs.85/- per month or Rs.3.27 per day (over and above IR payable) on the average total emoluments inclusive of basic, attendance bonus, fixed DA, VDA, computed fringe benefits on attendance bonus. In evolving the piece-rate, the average number of tubs trammed during the six month's period from 1st January, 1991 to 30th June, 1991 will be taken into consideration.

3. 7. 3 (a)        Where the work performance of trammers for a period of six months with effect from 1st January, 1991 is more or less the same as compared to the working norm/standard fixed before the NCWA-V comes into force i.e. prior to 1.7.91, the revision of tramping rates will be made according to the above clause.

(b)                Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.

(c)                Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 67% of the basic earning as on 30th June, 1991.

3. 8. 0            *Other Piece-rated workers.*

In respect of other piece rated workers for whom no specific workload and group wage has been fixed. It is agreed that their wage rates will be revised by giving them the same percentage increase in the group wage of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (group-VA) will be given subject to a minimum of increase of Rs. 26.93 in basis wage per day.

3. 9. 0            *Lead & Lift and Tub Pushing Rates.*

3. 9. 1            Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in Annexure-III C(i).

3. 9. 2            Lead & lift for overburden removal workers shall be revised as indicated in Annexure III C(ii)

3. 9. 3            Lead and lift rates for piece-rated workers other than miners and loaders including wagon loaders will be as indicated in Annexure - III C (iii).

3. 10. 0 ***Lead & Lift Payments to be Basic Wages***

Lead and lift payments will be treated as basic wages for all purposes.

3. 11. 0 ***Minimum Guaranteed Benefit, Special Piece-Rate Allowance/  
Fitment of Piece-Rated Workers in the Revised Group Wages.***

3. 11. 1 The minimum guaranteed benefit of Rs. 235/- per month or Rs. 9.04 per day inclusive of interim relief has been taken into account while arriving at the revised group basic wages.

3. 11. 2 It is further agreed that in case some of the employees have drawn higher Interim Relief than the amount calculated on the basis of norm as in para 3. 11. 1, the same will not be recovered from them.

3. 11. 3 ***Special Piece-rate Allowance:***

Piece-rated workers who were on rolls on 30th June, 1991 and continued to be so on 1st July, 1991 the following amount as indicated against each group as SPRA will be paid annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.1991 :

Group	Rate of Annual SPRA (Rs. per day)	
	As per NCWA - IV	Revised Rates: NCWA -V w. e. f. 1.7. 91
I	Rs. 0.70	Rs. 1.08
II	Rs. 0.80	Rs. 1.26
III	Rs. 1.05	Rs. 1.67
IV	Rs. 1.05	Rs. 1.67
V	Rs. 1.32	Rs. 2.12
VA	Rs. 1.32	Rs. 2.12

SPRA already drawn on and from 1st July, 1991 onwards will be adjusted and the piece-rated employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

3. 11. 4 Piece-rated workers appointed on or after 1st July, 1991 will also be entitled to earn the Special Piece-Rate Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1st March, 1st September.

The Special PR Allowance in respect of piece-rated workers appointed on or after 1st July, 1991 will be regulated as under :

- (a) Those who complete one year of service on any day between 1st July, 1992 to 31st August, 1992 will get their 1st SPRA on and from 1st September, 1992.
- (b) Those who complete one year of service on any day between 1st September, 1992 to 28th February, 1993 will get their 1st SPRA on and from 1st March, 1993

3. 11. 5 The Special Piece-Rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.

3. 12. 0 *Grant of one Additional SPRA to Piece-rated workers who have remained in the same group for a period of 10 years and more :*

Piece-rated workers who have completed service of 10 years or more in the same group will be given one Additional SPRA with effect from 1.7.1994 and thereafter w.e.f. 1.7.1995. It is further agreed that if any reduction in the period of 10 years for the purpose of upgradation is mutually decided later, the same will be also applicable to Piece-rated workers effective from 1.1.1996.

3. 13. 0 It has been further agreed that an amount equivalent to one additional SPRA will be granted on 1.7.1995 to all existing Piece-rated employees who have completed atleast one years' service as on 30.6.1995 and this amount will be diverted to Coal Mines Pension Fund.

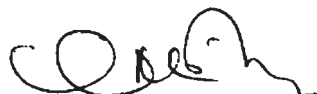
The above additional amount will continue to be diverted to Coal Mines Pension Fund every month during the service period of the employee concerned. Those who have come into employment on or after 1.7.95 will pay an amount equivalent to one increment of their respective grade.

**NOTE to para 3. 12. 0:**

Where an employee engaged in lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one Additional SPRA or not - the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company/Subsidiary level.

You are requested to take necessary action to implement the above provisions.

Further you are requested to initiate action to collect necessary information in the Master Format II (As per specimen enclosed ) and take steps to fix the revised rates of wages for the different groups of Piece rated workers .



( C.H. KHISTY)

DIRECTOR (P&IR) &

MEMBER SECRETARY, JBCCI-V

30/2/76

Encl: As mentioned

**Distribution :**

Director (F)/Director (T), CIL, Calcutta

All Members/Alternate Members of JBCCI- V

Director (per), SCCL, PO: Kothagudem Collys. Dist. Khammam(AP)

Director RM. Divn. SAIL/IISCO, 10, Camac Street, Calcutta

Vice President, HRM, TISCO, Jamshedpur.

**ANNEXURE - IIIA****REVISED BASIC WAGE RATES  
FOR PIECE RATED WORKERS  
(Vide Clause 3. 2. 0 )**

<b>NCWA - IV Rates</b>			<b>Revised NCWA -V Rates (w. e. f. 1st July, 1991)</b>	
<b>Group</b>	<b>Rate</b>	<b>Fall Back Wages</b>	<b>Rate</b>	<b>Fall Back Wages</b>
<b>I</b>	<b>Rs .38.82</b>	<b>Rs. 38.47</b>	<b>Rs. 65.75</b>	<b>Rs .65.40</b>
<b>II</b>	<b>Rs. 39.59</b>	<b>Rs. 39.09</b>	<b>Rs. 67.16</b>	<b>Rs. 66.31</b>
<b>III</b>	<b>Rs. 40.79</b>	<b>Rs. 39.93</b>	<b>Rs. 68.91</b>	<b>Rs. 67.45</b>
<b>IV</b>	<b>Rs. 41.13</b>	<b>Rs. 40.18</b>	<b>Rs. 69.25</b>	<b>Rs. 69.25</b>
<b>V</b>	<b>Rs. 42.96</b>	<b>Rs. 41.96</b>	<b>Rs. 71.68</b>	<b>Rs. 71.68</b>
<b>VA</b>	<b>Rs. 43.31</b>	<b>Rs. 43.31</b>	<b>Rs. 72.03</b>	<b>Rs. 72.03</b>
<b>Pr Trammers</b>	<b>Rs. 42.96</b>	<b>Rs. 42.96</b>	<b>Rs. 71.68</b>	<b>Rs. 71.68</b>

**Annexure - III B**  
**( Vide Clause 3. 2. 0 )**

**WORKLOAD - RATES OF WAGES OF PR WORKERS OF ASSAM**

<b>Name of work</b>	<b>Workload</b>	<b>Daily Basic wage rate (Rs.)</b>	<b>Rate per Cu. Ft. (Rs.)</b>
<b>A) Bargolai, Tipong &amp; Ledo</b>			
1. Solid Cutting (Coal)	24 Cu.ft.	78.10	3.25
2. Side Cutting (Coal)	36 Cu.ft.	78.10	2.17
3. Stone Cutting			
(i) Manual	14 Cu.ft	78.10	5.58
(ii) With Drilling & Blasting	22 Cu.ft.	78.10	3.55
<b>B) Fall Back Wages</b>		78.10	
<b>When employed on Hazree</b>		80.85	
<b>C) SPRA will be @ Rs. 2.12 per day</b>			
<b>D) Jeypore/Dilli Collieries</b>			
(i) Composite works as agreed to in the earlier agreements	36 Cu.ft.	79.10	2.20
(ii) Fall back wages		79.10	
<b>When employed on Hazree</b>		80.85	
<b>(iii) SPRA will be @ Rs.2.12 per day.</b>			

**ANNEXURE-III(i)**

**LEAD, LIFT & TUB PUSHING FOR MINERS AND LOADERS**  
(Vide Clause 3.9.1)

<b>1. Lead (for Miners &amp; Loaders):</b>		
	<b>NCWA-IV Rates :</b> (per tub of 40.5 Cft. to be converted into Cu. metres)	<b>NCWA-V Revised Rates</b> (per tub of 40.5 Cft. to be converted into Cu. metres)
0 to 50 ft.	NIL	NIL
51 to 100 ft.	Rs. 0.84	Rs. 1.18
101 to 150 ft.	Rs. 2.52	Rs. 3.53
151 to 200 ft.	Rs. 4.20	Rs. 5.88
201 to 250 ft.	Rs. 5.99	Rs. 8.39
For every addl. 50 ft. beyond 250 ft.	Rs. 2.60	Rs. 3.64
<b>2. Lift for Miners &amp; Loaders):</b>		
0 to 10 ft.	NIL	NIL
11 to 15 ft.	Rs. 0.84	Rs. 1.18
16 to 20 ft.	Rs. 1.58	Rs. 2.21
21 to 25 ft.	Rs. 2.52	Rs. 3.53
For every addl. 5 ft. above 25 ft.	Rs. 1.68	Rs. 2.35
<b>3. Tub Pushing</b>		
	<b>NCWA-IV Rates :</b> (For tubs of 40.5 Cft. )	<b>NCWA-V Revised Rates</b> (For tubs of 40.5 Cft. )
For every 110 ft. or part thereof in excess of the first 100 ft.	Rs. 0.30	Rs. 0.43

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**ANNEXURE - III C(ii)**

**LEAD & LIFT FOR OVERBURDEN REMOVAL WORKERS**  
(Vide Clause 3. 9. 2)

	NCWA - IV Rates	NCWA - V Revised Rates
<b><i>Lead</i></b>		
First 100 ft. For every 50' or part of 50' over the first 100 ft.	NIL Rs. 24.64 per 1000 Cft.	NIL Rs. 34.50 per 1000 Cft.
<b><i>Lift</i></b>		
First 10 ft. For every 5' or part of 5' over the first 10 ft.	NIL Rs. 12.32 per 1000 Cft.	NIL Rs. 17.25 per 1000 Cft.

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**Annexure - III(iii)**

**LEAD AND LIFT RATE FOR PIECE RATED  
WORKERS OTHER THAN MINERS & LOADERS  
(Vide Clause 3. 9. 3 )**

<u>Wagon Loaders</u>	<u>NCWA - IV Rates</u>	<u>NCWA - V Revised Rates</u>
<b>LEAD</b>		
For every 50' or part 50' over the first 100 ft.	Rs. 1.18 per tonne of coal	Rs. 1.93 per tonne of coal
<b>LIFT</b>		
For every 5' lift or part of 5' over the first 10 ft.	Rs. 0.50 per tonne of coal	Rs. 0.69 per tonne of coal

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**Annexure -III C (iv)**

**FOR WORKLOAD OF 100 CFT AND 118 CFT IN  
MADHYA PRADESH  
AND  
MAHARASHTRA COALFIELDS  
VIDE CLAUSE 3.3.2**

	NCWA - IV				NCWA - V (REVISED RATES)			
	Rate		Fallback wages		Rate		Fallback wages	
	Rs.	P.	Rs.	P.	Rs.	P.	Rs.	P.
For Workload of 100 Cft.	53	47	53	47	88	93	88	93
For Workload of 118 Cft.	63	09	63	09	104	93	104	93

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**Annexure-III-D**

**GROUPING & WORKLOAD FOR PIECE RATED WORKERS**

The piece-rated workers shall be placed in six groups and their workload would be as indicated below :

		<b><u>Workload</u></b>
<b>Group-I</b>		
1.	Sand Cleaner	108 cft.
2.	Earth Cutter (Outside quarry)	84 cft. Measured in solid as hitherto
<b>Group-II</b>		
1.	Depot Sand Loader	150 cft.
2.	River Sand Loader	122 cft. Measured in solid as hitherto
<b>Group-III</b>		
1.	Over burden Removal	(a) Spoil removal: 72 cft. (b) Earth cutting & removal: 66 cft. (c) Soft stone, shale and morrum: 53 cft. (d) Hard Stone : 40 cft.
2.	Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
	(a) Wagon loading(Coal)/ Wagon unloading(Coal)	4.5 tonnes 6.75 tonnes
	(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
	(c) Coal Stacking	4.5 tonnes
	(d) Soft coke loading Soft coke unloading	3.6 tonnes 5.4 tonnes
	(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes



(f)	Stacking soft coke	3.6 tonnes
	Stacking hard coke	3.2 tonnes
(g)	Coal Screening (both products)	4.5 tonnes
(h)	Coal stacking (Soft coke manufacturing)	4.5 tonnes
(i)	Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)*	4.5 tonnes

Note: Shale picking to be paid separately

\* Does not include breaking of lumpy coal.

#### Group-IV

1.	Soft Coke	3.75 tonnes (Raw coal) I.I. No.62 dated 8.7.86
2.	Stone Stacker (underground)	72 cft.

#### Group-V

1.	Main Driver (This workload applies to drivage of mains in level and rise galleries. For Drivage in Dip.direction an extra payment of not less than 100% of the rate is to be paid)	Size of the main 38 width x 58 height should be 1.5 running feet per shift per head.
2.	Dyke Cutter	Cutting when done :  (i) With hand 5 cft.  (ii) By Elec.and pneumatic drill-8 cft.
3.	Jhama(preceeding and succeeding Dyke)	When done with :  (i) Hand - 14 cft.  (ii) Elec.& pneumatic drill-21 cft.



4. Stone Cutter
- (a) Cutting by chisels and hammer:
    - (i) Hard Stone - 8 cft.
    - (ii) Soft Stone - 10 cft.
  - (b) Drilling, Blasting and Mucking manually:
    - (i) Drilling by hand - 15 cft.
    - (ii) Drilling by power drill-25 cft.
5. Trammers To be negotiated at unit level.

**Group-VA**

- |                                             |                              |
|---------------------------------------------|------------------------------|
| 1. Pick Miner                               | 40.5 cft.                    |
| 2. Quarry Pickminer                         | 47.25 cft.                   |
| 3. Quarry Miner                             | 67.5 cft.                    |
| 4. Quarry Loader                            | 94.5 cft.                    |
| 5. Basket Loader                            | 81 cft.                      |
| 6. (M.C. Loader)<br>Shovel Loader (at face) | To be decided at unit level. |
| 7. Filler(Andhra Pradesh)                   | 81 cft.                      |
| 8. Mechanised Face Crew                     | Unit level                   |
| 9. Dress-cum-Loader/Drill<br>Coal Miners    | 61 cft.                      |

Note: There will be no difference between development and depillaring area.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/JBCCI-V/I.I.No.12/3/63

Dated:19th April.'96

23.

NATIONAL COAL WAGE AGREEMENT-V  
-----  
IMPLEMENTATION INSTRUCTION NO.12

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, Assam.

Sub: Para 3.4.1 of I.I.No.2 dated  
22.2.96 of NCWA-V.

Ref: This office letter No.CIL/JBCCI-V/  
II No.2/96/2621 dated 22.2.96  
-----

Your kind attention is invited towards Para 3.4.1 of  
I.I.No.2 dated 22.2.96 of NCWA-v.

In the Standardisation Committee meeting held on  
20.3.96, it was decided that following will be added to Para  
3.4.1 of I.I.No.2 dated 22.2.96.

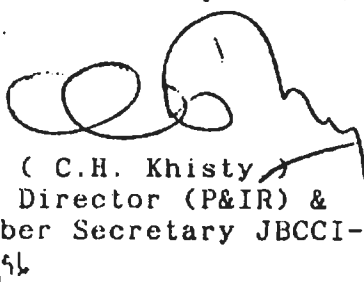
"The new scheme of payment of VDA has come into force with  
effect from 1.1.92 payable from 1.3.1992 linked to AICPI  
beyond 1099. The same will be applicable in this case also."

Accordingly para 3.4.1 of I.I.No.2 dated 22.2.96 may be  
read as under :

"3.4.1 For work in excess of the prescribed workload, a  
piece rated worker shall be paid pro-rata increase in the  
basic piece rate as well as Fixed Dearness Allowance and  
Special Dearness Allowance.

The new scheme of payment of VDA has come into force with effect from 1.1.92 payable from 1.3.92 linked to AICPI beyond 1099. The same will be applicable in this case also."

You are requested to take necessary action to implement the above decision.

  
( C.H. Khisty )  
Director (P&IR) &  
Member Secretary JBCCI-V  
2/11/96

Distribution

- 1) Director(F)/Director(T), CIL, Calcutta
- 2) All Members/Alternate Members of JBCCI-V
- 3) Director(Per.), SCCL, PO: Kothagudam Collys.Dist.Khammam(AP)
- 4) Director RM Div. SAIL/IISCO, 10, Camac St., Calcutta
- 5) Vice President, HRM, TISCO, Jamshedpur.
- 6) TS to Chairman, CIL, Calcutta
- 7) General Manager(F), CIL, Calcutta
- 8) Chief of Mktg., CIL, 15, Park Street, Calcutta-with 20 copies for distribution to different RSMs for taking appropriate action.
- 9). Director(P), ECL, BCCL, CCL, WCL, NCL, MCL & SECL
- 10). Director(O), CMPDIL, Ranchi
- 11) GM, Dankuni Coal Complex, Dankuni, Hooghly(W.B)
- 12) CGM(MP&IR)/CGM(P), CIL, Calcutta
- 13) GM(IR), CIL, Calcutta
- 14) Dy. CPM(AW), CIL, Calcutta

## IMPLEMENTATION INSTRUCTION NO. 2

No. CIL/C- B/JBCCI-IV/IMP/I. I. No. ( 2/89)/840 dt. 2-8-89

Sub : Wage rates, work norms etc. for Piece-Rated Workers.

1.1 In continuation of Implementation Instruction No. 1 dated 2nd August, 1989, the following instructions are issued in respect of implementation of revised wages rates etc. in respect of Piece Rated Workers.

2.1.0 Work norms and job description :

2.1.1 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No. 69 dated 8th October, 1986 ( vide Booklet on "Nomenclature, Job description and categorisation of Coal employees" ).

as amended from time to time and contained in Annexure-III of NCWA-IV ( Clause-3.1 )

2.1.2 The rates of wages for different groups of piece-rated workers are given below :-

### REVISED BASIC WAGE RATES FOR PIECE-RATED WORKERS ( Vide Annexure-IIIA )

Group	NCWA-III RATES		REVISED RATES	
	Fall back		Fall back	
	Rate	Wages	Rate	Wages
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
I	21.51	21.16	38.82	38.47
II	21.90	21.40	39.59	39.09
III	22.71	21.85	40.79	39.93
IV	23.05	22.10	41.13	40.18
V	24.50	23.50	42.96	41.96
				(Excepting for Trammers)
VA	24.85	24.85	43.31	43.31
Tramm- ers Piece rate.	24.50	24.50	42.96	42.96



**2.2.0 Workload and Rates of Wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields :**

**2.2.1** The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered. ( Clause-3.3.1 )

**2.2.2** The following shall be the revised rates or wages for workload of 100 cft. and 118 cft. respectively in Madhya Pradesh and Maharashtra Coalfields.

	For Workload of 100 cft.	For Workload of 118 cft.
Existing rate	Rs. 30.679	Rs. 36.201
Revised rates w.e.f. 1-1-1987	Rs. 53.47	Rs. 63.09

( Clause-3.3.2 )

**2.2.3** The Fall Back wages in respect of piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above. ( Clause-3.3.3 )

**2.2.4** Rates of wages for Miners and Loaders :

**FOR WORKLOAD OF 100 CFT. AND 118 CFT IN  
MADHYA PRADESH & MAHARASHTRA COALFIELDS.  
( Annexure—III A )**

	<b>NCWA-III RATES</b>		<b>REVISED RATES</b>	
	<b>Fall back</b>		<b>Fall back</b>	
	<b>Rate</b>	<b>Wages</b>	<b>Rate</b>	<b>Wages</b>
	<b>Rs. p.</b>	<b>Rs. p.</b>	<b>Rs. p.</b>	<b>Rs. p.</b>
For workload of 100 Cft.	30.679	30.679	53.47	53.47
For workload of 118 Cft.	36.201	36.201	63.09	63.09

**2.3.0 Wages for work above the workload for Piece-Rated Workers :**

**2.3.1** For work in excess of the prescribed workload, a piece-rated worker shall be paid pro-rata increase in the basic piece rate as well as Fixed Dearness Allowance and Special Dearness Allowance. ( Clause-3.4.1 )

**2.4.0 Fall Back Wages :**

**2.4.1** Basic fall back wages in respect of different piece rated groups are as indicated in Annexure-IIIA. In addition, they will get SDA, FDA, VDA, SPRA etc. as applicable to them, ( Clause-3.5.1 )

**2.4.2** There will be a daily review of earnings of piece rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The fall back wage is payable in case the piece rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient supply or non-supply of tubs or breakdown of haulages or power shut down etc. No fall back wage is, however, payable if a worker fails to fulfil the work norms due to his fault. (Clause-3.5.2)

**2.5 Mechanised Face Crew :**

The workload and wage rates of mechanised face crew and group of work of multiple jobs will be settled at the Company level failing which the matter will be referred to and settled by the Standardisation Committee. ( Clause-3.6 )

**2.6 Trammers :**

**2.6.1** In case of revision of unit rate of trammers effective from 1st January, 1987, the workload and rate per tub for them should be fixed at unit level by bipartite negotiations in such a way that the normal earnings of trammers is not less than Rs. 46.18 ( Basic ) per day. The workload and rate for trammers would be reviewed periodically when changes in conditions of work occur. ( Clause-3.7.1 )

2.6.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic, attendance bonus, fixed dearness allowance, variable dearness allowance and Special DA, so as to give them a minimum benefit of Rs. 85/- p. m. or Rs. 3.27 per day (over and above interim relief payable) in the average earnings. The basic rate of trammers should be so revised as to give them the benefit of Rs. 85/- p. m. or Rs. 3.27 per day (over and above IR payable) on the average total emoluments inclusive of basic, attendance bonus, Fixed DA, VDA, computed fringe benefits on attendance bonus. In evolving the piece-rate, the average number of tubs trammed during the six month's period from 1st July, 1986 to 31st December, 1986 will be taken into consideration. (Clause-3.7.2)

2.6.3 a) Where the work performance of trammers for a period of six months with effect from 1st July, 1986 is more or less the same as compared to the work norm/standard fixed before the NCWA-IV comes into force i. e. prior to 1-1-1987, the revision of tramping rates will be made according to the Clause 3.7.1 & 3.7.2  
( Clause 3.7.3 (a)

b) Where the work force performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated in para 3.7.1 & 3.7.2  
( Clause 3.7.3 (b)

c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 75% of the basic earnings as on 31st December, 1986.  
( Clause 3.7.3 (c)

## 2.7 Other Piece-Rated Workers :

In respect of other piece-rated workers for whom no specific workload and group wage has been fixed, it is

agreed that their wage rates will be revised by giving them the same percentage increase in the group wage of the relevant group. Where there is no such group wage, the same percentage of increase as in the case of miners/loaders ( Group V A ) will be given subject to a minimum increase of Rs. 17.31 in basic wage per day. ( Clause-3.8 )

**2.8.0 Minimum Guaranteed Benefit, Special Piece Rate Allowance / Fitment of Piece Rated workers in the Revised Group Wages :**

**2.8.1** The Minimum guaranteed benefit of Rs. 85/- and interim relief calculated on the basis of group wage is already included in the revised group wages.

( Clause-3.11.1 )

**2.8.2** It is further agreed that in case some of the employees have drawn higher interim relief than the amount calculated on the basis of norm as in para 3.11.1, the same will not be recovered from them. ( Clause-3.11.2 )

**2.9.0 Special Piece-Rate Allowance :**

**2.9.1** Piece-Rated Workers who were on rolls on 31st December, 1986 and continued to be so on 1st January, 1987, the following amount as indicated against each group as SPRA will be paid annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1st. January, 1987.

Group	Rate of Annual ( SPRA ) ( Rs. per day )
I	0.70
II	0.80
III	1.05
IV	1.05
V	1.32
VA	1.32

**2.9.2** SPRA already drawn on and from 1st January, 1987 onwards will be adjusted and the piece-rated employees will be entitled to the payment of difference between the rates agreed to here in above and the payment already made to them. ( Clause-3-11-3 )

**2.9.3** Piece rated workers appointed on or after 1st January, 1987 will also be entitled to earn the Special Piece rate allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1st March, 1st September.

**2.9.4** The Special PR Allowance in respect of piece-rated workers appointed on or after 1st January, 1987 will be regulated as under :

a) Those who complete one year of service on any day between 1st January 1988 to 28th February, 1988 will get their first SPRA on and from 1st March, 1988.

b) Those who complete one year of service on any day between 1st March, 1988 to 31st August, 1988 will get their first SPRA from 1st Sept., 1988.

c) Those who complete one year of service on any day between 1st September, 1988 to 28th February, 1989 will get their first SPRA on 1st March, 1989.

( Clause-3.11.4 )

**2.9.5** The Special Piece-Rate Allowance will not count for computation of tub-rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes. ( Clause-3.11.5 )

**3.1.0** Lead & Lift Payments and Tub Pushing Rates for Miners and Loaders :

**3.1.1** The lead, lift and tub pushing rates for miners and loaders shall be revised as indicated below :

( Clause-3.9.1 )

**Lead ( For Miners and Loaders )****( Annexure—III B. 1 )**

Distance	NCWA-III Rates	Revised Rates
	( Per tub of 40.5 Cft. to be converted in- to cub. meters )	( Per tub of 40.5 Cft. to be converted in- to cub. meters )
0 to 50 ft.	Nil	Nil
51 to 100 ft.	Rs. 0.60	Rs. 0.84
101 to 150 ft.	Rs. 1.80	Rs. 2.52
151 to 200 ft.	Rs. 3.00	Rs. 4.20
201 to 250 ft.	Rs. 4.28	Rs. 5.99
For every addl. 50 ft. beyond 250 ft.	Rs. 1.86	Rs. 2.60

**Lift ( For Miners and Loaders )****( Annexure—III B. 1 )**

Distance	NCWA-III Rates	NCWA-IV Revised Rates
	( Per tub of 40.5 Cft. to be converted in- to cub meters )	( Per tub of 40.5 Cft. to be converted in- to cub. meters )
0. to 10 ft.	Nil	Nil
11 to 15 ft.	Rs. 0.60	Rs. 0.84
16 to 20 ft.	Rs. 1.13	Rs. 1.58
21 to 25 ft.	Rs. 1.80	Rs. 2.52
For every addl. 5 ft. above 25 ft.	Rs. 1.20	Rs. 1.68

**Tub Pushing****( Annexure—III B. 1 )**

	NCWA-III Rates	Revised Rates
	( For tubs of 40.5 cft. )	( For tubs of 40.5 cft. )
For every 100 ft. or part thereof in excess of the first 100 ft.	Rs. 0.21	Rs. 0.30

**3.1.2 Lead & Lift Rates for overburden Removal Workers :**

The lead and lift rates for overburden removal workers are as indicated below : ( Clause-3.9.2 )

**LEAD & LIFT FOR OVER-BURDEN REMOVAL WORKERS**

( Annexure—III B. 2 )

	NCWA-III RATES	REVISED RATES
<b>Lead :</b>		
First 100 ft.	Nil	Nil
For every 50' or part of 50' over the first 100 ft.	Rs. 17.60 per 1000 cft.	Rs. 24.64 per 1000 cft.
<b>Lift :</b>		
First 10 ft	Nil	Nil
For every 5' or part of 5' over the first 10 ft.	Rs. 8.80 per 1000 cft.	Rs. 12.32 per 1000 cft.

**3.1.3 Lead and Lift Rates for Piece-Rated Workers other than Miners & Loaders including Wagon Loaders :**

The lead and lift rates for piece-rated workers other than miners and loaders will be as indicated below :

( Clause-3.9.3 )

**LEAD AND LIFT RATE FOR WORKERS OTHER THAN MINERS & LOADERS**

( Annexure—III B. 3 )

Wagon Loaders	NCWA-III RATES	REVISED RATES
<b>Lead :</b>		
For every 50' or part of 50' over the first 100 ft.	Rs. 0.72 per tonne of coal.	Rs. 1.18 per tonne of coal
<b>Lift :</b>		
For every 5' lift or part of 5' over the first 10 ft.	Rs. 0.36 per tonne of coal	Rs. 0.50 per tonne of coal



**3.2 Lead & Lift to be Basic Wages :**

The lead and lift payments will be treated as basic wages for all purposes. ( Clause-3.10 )

**4.0 Procedure to be followed :**

**4.1** As in the case of time rated workers a separate Master Format II has been prepared in which the details of all Piece-Rated Workers are to be entered. After preparing the detailed information in respect to each Pay Unit in Master Format-II, it has to be determined as to the revised basic rate in respect of each worker under NCWA-IV and Special Piece-Rate Allowance ( SPRA ) payable as on 1-1-1987, for the purpose of preparation of wage bill from 1-1-1987 onwards.

**4.2** The existing lead and lift payments and tub pushing rates for Miners and Loaders as well as the existing rates of lead and lift in respect of over-burden removal workers and also for piece-rated workers other than miners and loaders including wagon loaders have also been revised under NCWA-IV with effect from 1-1-1987. The relevant provisions have been given above in Paras 3.1 to 3.2.

**4.3** Steps should be taken for calculation of the above lead and lift payments for the month of August '89 payable in September '89. In respect of payments for the period from 1-1-87 to 31-7-89, this will be calculated and paid in the arrear wage bills.

**5.0 Mechanised Face Crew :**

In terms of clause 3.6 of NCWA-IV, the workload and wage rates of mechanised face crew and group work of multiple job will have to be settled at the company level, within 3 (three) months. Managements have therefore, been requested to identify the collieries where mechanised face crew are operating, ascertain the existing



workload and wage rates and arrive at the proposed workload and wage rates under NCWA-IV after discussions at the local level. If the matter could not be settled at Company level, the same will be referred to and settled by the Standardisation Committee.

**6.0 Trammers :**

6.1 Under the provisions of clauses 3.7.1 to 3.7.3 of NCWA-IV, the workload and rate per tub for piece-rated trammers effective from 1-1-87, should be fixed at Unit level by bipartite negotiations. The principles according to which these rates are to be finalised have been incorporated in the above clauses.

6.2 The workload and rate per tub for piece-rated trammers should be finalised as quickly as possible by bipartite negotiations in consultation and approval of the Director (P) of the subsidiary concerned at the unit level.

**7.0 Other Piece-Rated Workers :**

In respect of other piece-rated workers for whom no specific workload and group wage has been fixed, it has been agreed that their wage rates will be revised by giving them the same percentage increase in the Group Wage of the relevant group and where there is no such Group Wage, the same percentage on increase as in the case of miners/loaders (Group V A) to be given subject to a minimum increase of Rs. 17.31 in basic wage per day.

8. Managements, have therefore, been requested to initiate action to collect necessary information in the Master Format II (specimen already sent) and take steps to fix the revised rates of wages for different groups of piece-rated workers. Payment of wages for August, 1989 payable in September, 1989 has to be made under NCWA-IV rates.

9. Fitment charts (Annexure) are given below :

$\begin{matrix} 0.81 \\ 0.43 \\ 0.43 \\ 0.43 \end{matrix}$ 
 $\begin{matrix} 2.15 \\ 0.72 \\ 2.87 \end{matrix}$ 
 $\begin{matrix} 1.4 \\ 2.08 \\ 0.43 \\ 2.72 \end{matrix}$ 
 $\begin{matrix} 3.55 \\ 0.86 \\ 2.69 \end{matrix}$ 
 $\begin{matrix} 1/8 \\ 4.25 \end{matrix}$

**NATIONAL COAL WAGE AGREEMENT-IV**  
**FITMENT CHART AS ON 1-1-1987 I.L. No. 2/89**  
**PIECE RATED WORKERS**

NCWA-III			NCWA-IV		
Basic Rate	S.P.R.A.	Basic Rate	S.P.R.A. Payable		
			w.e.f. 1-1-87	w.e.f. 1-1-88	w.e.f. 1-1-89
<b>Group-I</b>					
Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
21.51	2.15	38.82	2.42	2.69	4.25
21.51	1.72	38.82	1.99	2.26	3.82
21.51	1.29	38.82	1.56	1.83	3.39
21.51	0.86	38.82	1.13	1.40	2.96
21.51	0.43	38.82	0.70	0.97	2.53
<b>Group-II</b>					
21.90	2.40	39.59	2.72	3.04	4.80
21.90	1.92	39.59	2.24	2.56	4.32
21.90	1.44	39.59	1.76	2.08	3.84
21.90	0.96	39.59	1.28	1.60	3.36
21.90	0.48	39.59	0.80	1.12	2.88
<b>Group-III</b>					
22.71	3.00	40.79	3.45	3.90	6.15
22.71	2.40	40.79	2.85	3.30	5.55
22.71	1.80	40.79	2.25	2.70	4.95
22.71	1.20	40.79	1.65	2.10	4.35
22.71	0.60	40.79	1.05	1.50	3.75
<b>Group-IV</b>					
23.05	3.00	41.13	3.45	3.90	6.15
23.05	2.40	41.13	2.85	3.30	5.55
23.05	1.80	41.13	2.25	2.70	4.95
23.05	1.20	41.13	1.65	2.10	4.35
23.05	0.60	41.13	1.50	1.50	3.75

NCWA-III (-) 3.50 6.13 7.46  
4.12 1.40 4.12  
4.52 4.12 4.12  
4.12 4.12 4.12

Basic Rate	S.P.R.A.	Basic Rate	w.e.f. 1-1-87	S.P.R.A. Payable	w.e.f. 1-1-88	w.e.f. 1-1-89
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**Group-V**

Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
24.50	3.50	42.96	4.12	4.74	7.46
24.50	2.80	42.96	3.42	4.04	6.76
24.50	2.10	42.96	2.72	3.34	6.06
24.50	1.40	42.96	2.02	2.64	5.36
24.50	0.70	42.96	1.32	1.94	4.66

**Group-VA**

0.72 2.02 2.02 3.34 3.34  
 1.32 4.12 4.12 5.12 5.12  
 1.32 4.12 4.12 5.12 5.12

24.85	3.50	43.31	4.12	4.74	7.46
24.85	2.80	43.31	3.42	4.04	6.76
24.85	2.10	43.31	2.72	3.34	6.06
24.85	1.40	43.31	2.02	2.64	5.36
24.85	0.70	43.31	1.32	1.94	4.66

**M.P. & MAHARASHTRA COALFIELDS**

Miners & Loaders with workload of 100 cft.

**Group-VA**

30.679	3.50	53.47	4.12	4.74	7.46
30.679	2.80	53.47	3.42	4.04	6.76
30.679	2.10	53.47	2.72	3.34	6.06
30.679	1.40	53.47	2.02	2.64	5.36
30.679	0.70	50.37	1.32	1.94	4.66

**M.P. & MAHARASHTRA COALFIELDS**

Miners & Loaders with workload of 125 cft.

**Group-VA**

36.201	3.50	63.09	4.12	4.74	7.46
36.201	2.80	63.09	3.42	4.04	6.76
36.201	2.10	63.09	2.72	3.34	6.06
36.201	1.40	63.09	2.02	2.64	5.36
36.201	0.70	63.09	1.32	1.94	4.66

**NOTES:**

- 1) Fixation of basic rates of different Groups of workers have been indicated.
- 2) S.P.R.A., Payable to the different Groups of workers taking into account the number of S.P.R.A. drawn by them under NCWA-III as on 31-12-1986 and after adjusting the S.P.R.A., already drawn by them from 1-1-1987 and 1-1-1988 under NCWA-III rates are also given in the above statement.
- 3) Particular care should be taken in the calculation of S.P.R.A., and correct amount should be paid taking into account the dates of appointment in respect of those workers who have been appointed after 1-1-1983 in accordance with Clauses 3.11.3 to 3.11.5 of NCWA-IV.

# CHAPTER-III

## A. WAGE RATES, WORK NORMS ETC. FOR PIECE-RATED WORKERS

Implementation Instruction No. 2 dt. 28-11-83

Ref. : Implementation Instruction No. NCWA-III ( LI.-1/83 )  
dated 21-11-1983.

1.1 Revised wage rates in respect of Piece-rated workers.

2.0 Provision in N.C.W.A.-III.

2.1 Wage Rates, Work norms etc. for  
Piece Rated Workers ( Cl. 3.1 ) :

2.1.1 The grouping of piece-rated workers, the work norms and job descriptions for them shall be as laid down under the National Coal Wage Agreement-I ( Vide booklet titled, "Groupings, Nomenclature, Job description and work Norms of Coal Employees" ) as amended from time to time. The final nomenclature under different categories, groups, together with their job description and work norms would now be incorporated in a separate Booklet to be issued by the Joint Bipartite Committee for the Coal Industry shortly.

2.1.2 The rates of wages for different groups of piece-rated workers are given below :

### Revised Wage Rates For Piece Rated Workers ( Vide Cl. 3.2 )

Group	NCWA-II Rates		Revised Rates	
	Rate Rs. P.	Fall Back Wages Rs. P.	Rate Rs. P.	Fall Back Wages Rs. P.
I	15.36	15.00	21.51	21.16
II	15.75	15.25	21.90	21.40
III	16.36	15.50	22.71	21.85
IV	16.70	15.75	23.05	22.10
V	18.15	17.15	24.50	23.50 excepting
VA	18.50	18.50	24.85	24.85 for Tra-
Trammers				mmers
Piece rate	18.15	18.15	24.50	24.50

**2.2 Workload and rates of wages for piece rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields (Clauses 3.3.0 to 3.3.3) :**

**2.2.1** In view of the Agreement in relation to the above having been reached under National Coal Wage Agreement-II the following shall be the revised rates of wages for workload of 100 Cft. and 118 Cft. respectively in Madhya Pradesh and Maharashtra coalfields :

	For Workload of 100 Cft.	For Workload of 118 Cft.
Existing Rate	Rs. 22 840	Rs. 26.95
Revised rates w.e.f. 1-1-83	Rs. 30.679	Rs. 36.201

**2.2.2** The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.

**2.2.3** The Fall Back Wages in respect of Piece-rated Miners and loaders in Madhya Pradesh and Maharashtra coalfields would be 100% of the revised rates mentioned above.

**2.3 Wages for work above the workload for piece-rated workers ( Clause 3.4.1 ) :**

**2.3.1** For work in excess of the prescribed workload, a piece rated worker shall be paid a pro rata increase in the basic piece rate as well as Fixed Dearness Allowance and Special Dearness Allowance.

**2.4 Fall Back Wages : ( Clause 3.5.1, 3.5.2 )**

**2.4.1** Basic fall-back wage in respect of different piece-rated groups shall be as indicated in Para 2.1.2. In addition they will get SDA, FDA and VDA.

**2.4.2** There will be a daily review of earnings of piece-rated workers to ensure payment of fall-back wages which will be inclusive of lead and lift, but not tub pushing allowance.

The fall-back wage is payable in case the piece-rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient or non-supply of tubs or breakdown of haulages or power shut down etc. No fall back wage is, however, payable if a worker(s) fails to fulfil the work norms due to his/their own faults.

**2.5 Mechanised face crew : ( Clause 3.6.1 )**

2.5.1 The work load and wage rates of mechanised face crew and group work of multiple jobs will be fixed at the local level, within three months, failing which the matter will be considered and settled by the JBCCI.

**2.6 Trammers : ( Clause 3.7.1 to 3.7.3 ) :**

2.6.1 The workload and the rate per tub for the piece-rated trammers should be fixed at the unit level by Bipartite negotiations in such a way that the normal earnings of trammers is at least at the mid point of the scale of time-rated trammers. The workload and rates of trammers should be reviewed periodically as and when changes in conditions of work occur.

2.6.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic attendance bonus, fixed dearness allowance, variable dearness allowance and special D.A., so as to give them a minimum benefit of Rs. 91/- in the average earnings. The basic rate of trammers should be so revised as to give them the benefit of Rs. 91/- per month on the average total emoluments inclusive of basic, attendance bonus, Fixed DA, VDA, computed fringe benefits on attendance bonus. In evolving the piece-rate the average number of the tubs loaded during the six months' period from 1-7-82 to 31-12-82 will be taken into consideration.

2.6.3 (a) Where the work performance of trammers for a period of six months with effect from 1-7-82 is

more or less the same as compared to the work norm/standard fixed before the NCWA-III comes into force i.e. prior to 1-1-83, the revision of tramming rates will be made according to the clause 3.7.1 and 3.7.2 of NCWA-III.

- (b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated in para 3.7.1 and 3.7.2.
- (c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 40% of the basic earnings as on 31-12-82.

## **2.7 Other piece-rated workers ( Clause 3.8.1 ) :**

**2.7.1** In respect of other piece-rated workers for whom on specific workload and group wage has been fixed, it is agreed that their wage rate will be revised by giving them the same percentage increase in the group wage of relevant group. Where there is no such group wage, the same percentage of increase as in the case of miners/loaders ( Group VA ) will be given subject to a minimum increase of Rs. 6.15 in basic wage per day.

## **2.8 Minimum guaranteed benefit, Special piece rate Allowance/fitment of Piece-rated workers in the revised group wages ( Clause 3.11.1 to 3.11.4 ) :**

**2.8.1** The minimum guaranteed benefit of Rs. 91/- is already included in the revised group wages.

**2.8.2** In so far as piece-rated workers who were on roll on 31-12-1982 and continued to be so on 1-1-1983 are concerned, the following amounts as indicated against each group and from the dates mentioned will be paid as Special



**P. R. Allowance to provide motivation for achieving higher productivity.**

Group :	Amount			
	1-1-83	1-1-84	1-1-85	1-1-86
(a) Group-I	0.86 per day	1.29 per day	1.72 per day	2.15 per day
(b) Group-II	0.96 „	1.44 „	1.92 „	2.40 „
(c) Group-III	1.20 „	1.80 „	2.40 „	3.00 „
(d) Group-IV	1.20 „	1.80 „	2.40 „	3.00 „
(e) Group-V	1.40 „	2.10 „	2.80 „	3.50 „
(f) Group-VA	1.40 „	2.10 „	2.80 „	3.50 „

2.8.3 Piece-rated workers appointed on or after 1-1-1983 will also be entitled to earn the Special PR Allowance after completion of one year continuous service in the manner T.R. workers are granted Annual increment on 1st March, 1st September.

2.8.4 This Special PR Allowance in respect of piece-rated workers appointed on or after 1-1-83 will be regulated as under :

- (a) Those who complete one year of service on any day between 1-1-84 to 28-2-84, will get their first SPRA on and from 1st March, 1984.
- (b) Those whose complete one year of service on any day between 1-3-84 to 31-8-84, will get their first SPRA from 1st September, 1984.
- (c) Those who complete one year of service on any day between 1-9-84 and 28-2-85, will get their first SPRA on 1st March, 1985.

The rate of Special PR Allowance paid to each of these groups will be as indicated below :

Group	Amount
Group I	0.43
Group II	0.48
Group III	0.60
Group IV	0.60
Group V	0.70
Group VA	0.70

The Special PR Allowance will not count for computation of tub rates/piece rates/pro rata payments on additional tubs. This amount will, however, be treated as basic for the purposes of Attendance Bonus and Special Dearness Allowance.

**3. Procedure to be followed :**

As in the case of time rated workers, a separate Master Format-1A has been prepared in which the details of all piece-rated workers are to be gathered. After preparing the information in respect of each Pay Unit in master Format-1A, it has to be determined as to the revised basic rate under NCWA-III and Special Piece Rate Allowance (SPRA) payable as on 1-1-1984, for the purpose of preparation of Wage bill from 1-1-1984 onwards.

**4.0** The existing lead and lift payments and tub pushing rates for miners and loaders as well as the existing rates of lead and lift in respect of overburden removal workers and also for piece-rated workers other than miners and loaders including wagon loaders have also been revised in NCWA-III with effect from 1-1-1983. The relevant provisions are reproduced below :

**4.1 Lead and Lift Payments and Tub Pushing rates for miners and loaders ( Clause 3.9.1 ) :**

**4.1.1** The lead and lift rates for miners and loaders shall be revised as indicated below :

**LEAD ( For Miners and Loaders )**

Distance	N.C.W.A.-II Rates (Per tub of 40.5 Cft. to be converted into cub. metres.)	Revised Rates (Per tub of 40.5 Cft. to be converted into cub. metres.)
1	2	3
0 to 50 ft.	Nil	Nil
51 to 100 ft.	Rs. 0.447	Rs. 0.60 p.
101 to 150 ft.	Rs. 1.342	Rs. 1.80 p.
151 to 200 ft.	Rs. 2.236	Rs. 3.00 p.
201 to 250 ft.	Rs. 3.195	Rs. 4.28 p.
For every addl. 50 ft. beyond 250 ft.	Rs. 1.392	Rs. 1.86 p.

#### 4.1.2 LIFT ( For Miners and Loaders ) :

1	2	3
0 to 10 ft.	Nil	Nil
11 to 15 ft.	Rs. 0.447	Rs. 0.60 p.
16 to 20 ft.	Rs. 0.846	Rs. 1.13 p.
21 to 25 ft.	Rs. 1.342	Rs. 1.80 p.
For every addl. 5 ft. above 25 ft.	Rs. 0.895	Rs. 1.20 p.

#### 4.1.3 TUB Pushing

	N.C.W.A.-II Rates ( For tubs of 40.5 Cft. )	Revised Rates ( For tubs of 40.5 Cft. )
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For every 100 ft.  
or part thereof  
in excess of the  
first 100 ft.

Rs. 0.157

Rs. 0.21 p.

#### 4.2 The lead and lift rates for overburden removal workers ( Clause 3.9.2 ) :

4.2.1 The lead and lift rates for overburden removal workers  
are as indicated below :

#### 4.2.2 Lead and lift for Overburden Removal Workers ( Cl. 3.9.2 ) :

	N.C.W.A.-II Rates	Revised Rates :
<b>Lead :</b>		
First 100'	Nil	Nil
For every 50' or part of 50' over the first 100'	Rs. 13.13 per 1000 Cft.	Rs. 17.60 p. per 1000 Cft.
<b>Lift :</b>		
First 10'	Nil	Nil
For every 5' or part of 5' over the first 10'	Rs. 6.57 per 1000 Cft.	Rs. 8.80 per 1000 Cft.

**4.3 Lead and Lift rates for piece-rated workers other than miners and loaders including wagon loaders ( Cl. 3.9.3 ) :**

**4.3.1 The Lead and Lift rates for piece-rated workers other than miners and loaders will be as indicated below :**

**Lead and Lift Rates for Piece-rated Workers other than Miners & Loaders ( Clause 3.6.3 ) :**

<b>Wagon Loaders :</b>	<b>NCWA-II Rates :</b>	<b>Revised Rates :</b>
<b>Lead</b>		
For every 50' or part of 50' over the first 100 ft.	Rs. 0.54 p. per tonne of coal	Rs. 0.72 p. per tonne of coal.
<b>Lift</b>		
For every 5' lift or part of 5' over the first 10 ft.	Rs. 0.27 p. per tonne of coal	Rs. 0.36 p. per tonne of coal.

**4.4 The Lead and Lift Payments to be basic wages ( Clause 3.10.1 ) :**

The lead and lift payments will be treated as basic wages for all purposes.

5. In view of the foregoing, steps should be taken for re-calculation of the above lead and lift payments with effect from 1-1-83 and revised rates should be brought into effect from 1-1-84. In respect of payments between 1-1-83 to 31-12-83 they will have to be claimed in the arrear wage bill.

**6. Mechanised Face Crew :**

In terms of Clause 3.6.1 of NCWA-III, the workload and wage rates of mechanised face crew and group work of multiple jobs will have to be fixed at the local level within three months. Managements have been advised to identify the collieries where mechanised face crew are operating, ascertain the existing workload and wage rates and arrive at the proposed workload and wage rates under NCWA-III after discussions at the local level. Once this information is

collected it should be possible for the JBCCI to discuss and see if some uniformity could be attempted, other things being equal. Managements could bring up this matter to C.I.L. level if needed.

**7. Trammers :**

In terms of clause 3.7.1 to 3.7.3 of NCWA-III, the workload and rate per tub for piece-rated trammers has to be fixed at the Unit level by bipartite negotiations. The principles according to which these rates are to be finalised have been incorporated in the NCWA-III. The workload and rate per tub of piece-rated trammers also should be finalised as quickly as possible at the unit level by bipartite negotiations and the finalised rates may be forwarded to Coal India by 31st December, 1983 for information and record.

**8. Other piece-rated workers :**

In respect of other piece-rated workers for whom no specific workload and group wage has been fixed, it has been agreed that their wage rate will be revised by giving them the same percentage increase in the Group wage of relevant group etc.

9. Managements have been advised to initiate action and collect necessary information in the MASTER FORMAT-1A, take steps to fix revised rates of wages for different group of piece-rated workers, at an early date.

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**A-1**

**Wages Structure and Fitment in the revised Pay scales, Increment, Piece-Rate Wage Structure, Fall Back wages, Wages for work above workload etc.**

**No. IR/94/IMP**

**Dated 1-9-1979**

**NCWA-II—I.I. No. 9**

**Sub : Revised wage structure-fitment, dates of increments in revised pay scales, piece-rated wage structure, lead-lift payments for miners and loaders, attendance bonus, Special D. A., Fixed D. A., VDA, payment of arrears, etc.**

**Copies of I. I. No. 9 in respect of National Coal Wage Agreement No. II covering the above subjects are being forwarded herewith for your information and necessary action. It may be specially mentioned that payment of wages to the employees in the revised Pay Scales ( National Coal Wage Agreement-II ) will start from 1-10-1979. An adhoc amount of Rs. 450/- per head will be paid to the employees against the arrears due to them for the period 1-1-79 to 30-9-79 by 20-9-79. The balance amount of arrears, i e. after deducting the adhoc payment will be paid to the employees not later than 31-12-1979. This means that the fixation charts will have to be completed by 30-9-79.**

**If any error/mistake has crept in while making the calculation, as indicated in the fitment charts etc., these will be liable to be corrected followed by necessary adjustments.**

**This may be treated as most immediate.**

**1. Introduction**

**The National Coal Wage Agreement-II was finalised by the**

Joint Bipartite Committee for Coal Industry on 11-8-1979  
The previous NCWA which was in force w.e.f. 1-1-1975 to 31-12-1978 will be referred to as NCWA-I. Copies of the NCWA-II have already been sent to all concerned earlier. Except as otherwise specifically stated in the NCWA-II itself the said agreement would come into force w.e.f. 1-1-1979.

## 2. Components of the revised wage structure

The revised wage structure of the employees of coal industry as per NCWA-II would consist of :—

a : Basic wage

b : Attendance bonus at 10% of the basic wage.

c : Computed fringe benefits on attendance bonus as Provident Fund Contribution, ex-gratia payment in lieu of profit sharing bonus and gratuity etc. which will be referred to as special dearness allowance and which will be allowed at the rate of 17.95% on attendance bonus or 1.795% on the basic wage.

d : Fixed dearness allowance of Rs. 62.80 per month or Rs. 2.623 per day.

e : Variable dearness allowance linked to the All India Consumer Price Index Number above 327.

## 3. Revised pay scales

The NCWA-I pay scale and the corresponding revised pay scales embodied in NCWA-II which would come into force w.e.f. 1-1-1979 are as follows :—

a). Daily rated workers other than Excavation workers in all coalfields except Assam Coalfields.

Category	NCWA-I (existing) Rs.	Revised pay scale w.e.f. 1-1-79
I	10.00-0.20-12.00	15.00-0.26-18.12
II	10.40-0.26-13.00	15.40-0.34-19.48
III	11.35-0.32-14.55	16.35-0.42-21.39
IV	12.75-0.41-16.85	17.75-0.53-24.11
V	14.50-0.55-20.00	19.50-0.72-28.14
VI	17.70-0.73-25.00	22.70-0.95-34.10



**b) Monthly rated workers ( Technical and Supervisory ) in all coalfields except Assam Coalfields.**

<b>Grade</b>	<b>NCWA-I (existing) Rs.</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>A</b>	592-32-848-36-992	722-42-1058-44-1278
<b>B</b>	510-27-726-32-854	640-35-920-40-1160
<b>C</b>	442-22-618-29-734	572-29-804-34-1008
<b>D</b>	378-18-522-23-614	508-23-692-28-860
<b>E</b>	330-12-450	460-16-652
<b>F</b>	310-9-400	440-12-584
<b>G</b>	285-7-50-360	415-10-535
<b>H</b>	274-7-344	404-9-512

**(c) Monthly rated workers ( Clerical ) in all coalfields except Assam Coalfields.**

<b>Grade</b>	<b>NCWA-I (existing) Rs.</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>Special</b>	510-27-726-33-792	640-35-920-41-1084
<b>I</b>	442-22-618-30-678	572-29-804-35-944
<b>II</b>	378-18-522-24-570	508-23-692-29-808
<b>III</b>	330-12-438	460-16-636

**d) (i) Excavation workers in all coalfields**

<b>Category</b>	<b>NCWA-I (existing) Rs</b>	<b>Revised pay scale w.e.f. 1-1-79</b>
<b>Special</b>	26.80-1.37-40.50	31.80-1.78-51.38 for large dragline operators
<b>A</b>	23.00-1.15-34.50	28.00-1.49-45.88
<b>B</b>	20.45-1.00-30.45	25.45-1.30-41.05
<b>C</b>	18.60-0.87-27.30	23.60-1.13-37.16
<b>D</b>	15.90-0.64-22.30	20.90-0.83-30.86
<b>E</b>	12.20-0.37-15.90	17.20-0.48-22.96

**(ii) Monthly Rated**

<b>Pit Supervisor</b>	532-30-592-32-848-36-956	662-39-740-41-1068-44-1244
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**(e) Daily rated workers of Assam Coalfield**

Category	NCWA-I (Existing) (Rs. P.)	Revised pay scale wef 1-1-79 (Rs. P.)
I	11.50-0.23-13.80	17.25-0.30-20.85
II	11.95-0.30-14.95	17.71-0.39-22.39
III	13.05-0.37-16.75	18.80-0.48-24.56
IV	14.66-0.47-19.36	20.41-0.61-27.73
V	16.70-0.63-23.00	22.42-0.83-32.28
VI	20.36-0.84-28.76	26.11-1.09-39.12

**(f) Monthly rated workers ( Technical and Supervisory ) of Assam Coalfield.**

Grade	NCWA-I (existing) ( Rs. )	Revised pay scale w.e.f. 1-1-79 (Rs.)
A	680-37-976-41-1140	830-48-1214-51-1469
B	586-31-834-37-982	736-40-1056-46-1332
C	508-25-708-33-840	658-33-922-39-1156
D	435-21-603-26-707	578-26-786-32-978
E	380-14-520	529-18-745
F	357-10-457	506-14-674
G	328-9-418	477-12-621
H	315-8-395	465-10-585

**(G) Monthly rated workers ( clerical ) of Assam Coalfield.**

Grade	NCWA-I (existing) ( Rs. )	Revised pay scale w.e.f. 1-1-79 (Rs.)
Special	587-31-835-38-911	736-40-1056-44-1232
I	508-25-708-35-778	658-33-922-40-1082
II	435-21-603-27-657	578-26-786-33-918
III	380-14-506	529-18-727

**4. Fitment tables for monthly rated and daily rated workers in all coalfields except Assam Coalfield.**

The fitment in the corresponding revised pay scale will be effected with effect from 1-1-79 as per the following tables taking into account the pay scales in which the employees were as on 31-12-1978 and the wages being drawn by them as on that date :—

- (a) Daily Rated workers as per fitment chart No. DR-I, DR-II, DR-III, DR-IV-, DR-V and DR-VI.
  - (b) Excavation workers as per fitment chart Nos. Ex-S, Ex-A, Ex-B, Ex-C, Ex-D, Ex-E and Ex-MRT/PS.
  - (c) Monthly rated workers (technical and Supervisory) as per fitment chart Nos. MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F, MRT/G, & MRT/H.
  - (d) Monthly rated clerical workers as per fitment chart Nos. MC-S, MC-I, MC-II and MC-III.
  - (e) Monthly rated workers of erstwhile NCDC who were getting 30 days VDA ( Technical and Supervisory ) as per fitment chart Nos. NCDC MRT/A, NCDC MRT/B, NCDC MRT/C, NCDC MRT/D, NCDC MRT/E, NCDC MRT/F, NCDC MRT/G and NCDC MRT/H.
  - (f) Monthly rated clerical workers of erstwhile NCDC who were getting 30 days VDA as per fitment chart Nos. NCDC MC-S, NCDC MC-I, NCDC MC-II and NCDC MC-III.
5. Fitment tables for daily rated and monthly rated workers in Assam Coalfield.

- (a) Daily rated workers as per fitment chart Nos. AS DR-I, AS DR-II, AS DR-III, AS DR-IV, AS DR-V and AS DR-VI.
- (b) Monthly rated workers (technical and supervisory )  
As per fitment chart Nos. AS MRT/A, AS MRT/B, AS MRT/C, AS MRT/D, AS MRT/E, AS MRT/F, AS MRT/G and AS MRT/H.
- (c) Monthly rated worker (clerical ) as per fitment chart Nos. AS MC-S, AS MC-I, AS MC-II and AS MC-III.

( Actual charts not reproduced as not concerned with W. C. I. ).

6. It may be carefully noted that fitment is with reference to wages of the employees as on 31-12-78 and not wages as on 1-1-1979.

7. The fitment statements will be got prepared in each colliery/unit/establishment as the case may be but will be got approved by the nominated Area Finance Officer/Area Accounts Officer in the format at Appendix I. It should be prepared in triplicate—one copy will be retained at the unit concerned, the second copy will be forwarded to Area Headquarters and the third copy will be sent to the Personal Department at the Company Headquarters. At each of these three offices these statements will be filed unit-wise and category-wise for easy reference and for fresh check by Internal Audit Staff.

8. Date of increments for daily rated and monthly rated employees.

After fitment of employees in the revised pay scales as on 1-1-1979 the subsequent increments shall be allowed to them in the revised pay scales as indicated below.

- (a) Those whose increments fall due in the NCWA-I pay scale between 1-1-1979 and 28-2-79—1-3-79.
- (b) Those whose increments fall due in the NCWA-I pay scale between 1-3-79 and 31-8-79—1-7-79.
- (c) Those whose increments fall due in the NCWA Pay scale between 1-9-79 and 28-2-80—1-3-80.

9. Subsequent increments will fall due on the anniversary of last increment unless they are postponed or withheld by way of disciplinary action etc.

10. The amounts already drawn in the NCWA-I pay scale on and after 1-1-1979 including the increments would be adjusted against the amounts that become due in terms on the revised wages including the increments as indicated above under NCWA-II and the arrears would be paid to the employees for the period from 1-1-79 till the date when the pay and allowance

are actually drawn and disbursed according to the revised pay scales.

### 11. Piece-rated wage structure

The grouping of piece-rated workers, work norms, job description etc. for them shall be as laid down under NCWA-I vide booklet entitled **GROUPING, NOMENCLATURES, JOB DESCRIPTIONS, AND WORK NORMS OF COAL EMPLOYEES AND NCWA**. The revised group wages of piece-rated workers as against the corresponding NCWA-I rates of wages are as follows :—

Group	NCWA-I rates		NCWA-II rates w. e. f. 1-1-1979	
	Rate	Fall back	Rate	Fall back
	Rs.	wages Rs.	Rs.	wages Rs.
I	10.36	10.00	15.36	15.00
II	10.68	10.00	15.75	15.25
III	11.36	10.36	16.36	15.50
IV	11.59	10.63	16.70	15.75
V	12.72	11.59	18.15	17.15*
V-A	13.00	13.00	18.50	18.50

\* Except in case of piece-rated trammers whose fall back will be Rs. 18.15.

12. The workloads of the piece-rated workers would remain the same as in NCWA-I. However, in the case of piece-rated miners/loaders of collieries in Madhya Pradesh and Maharashtra their workload and rates of wages will be as follows :—

	For work load of 100 cft.	For work load of 118 cft.
Existing rate (NCWA-I)	Rs. 14.00	Rs. 15.00
Revised rates w.e.f. 1-1-79 NCWA-II)	Rs. 21.38	Rs. 24.14
Revised rates w. e. f. 1-1-1982 ( NCWA-II )	Rs. 22.84	Rs. 26.95



### **13. Fall back wages**

The fall back wages for piece-rated workers have been specified in para 11 above. Over and above the fall back wages the piece-rated workers would get special DA, FDA and VDA.

There will be a daily review of earnings of piece-rated workers to insure payment of fall back wages, which will be inclusive of lead and lift, but not tub pushing allowance. The fall back wage is payable in case the piece-rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient or non-supply of tubs or breakdown of haulages or power shut down etc. No fall back wages is, however, payable if the workers fail to fulfil the work norms due to his own faults.

In the event of lay-off under the provisions of Industrial Disputes Act, lay-off compensation will be paid as per such provisions.

### **14. Wages for work above the workload for piece-rated workers.**

For work in excess of the prescribed workload, a piece-rated worker shall be paid a pro-rata increase in the basic piece-rate as well as fixed dearness allowance and special dearness allowance.

### **15. Mechanised face crew :**

The workloads and wage rates of mechanised face crew and group work of multiple jobs will be fixed at the local level. These will be subject to prior approval by the Director (Pers) of the Company/Head of the Personnel Department and concurrence of Finance.

### **16. Trammers**

The workload and the rate per tub for piece-rated trammers should be fixed at the unit level by bipartite negotiations in such a way that the normal earnings of trammers is atleast at the mid point of the scale of time rated trammers. The workload and rates of trammers should be reviewed periodically as and when changes in conditions of work occur.

The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic, fixed dearness allowance, variable dearness allowance and attendance bonus so as to give them a minimum benefits of Rs. 73.90 in the average earnings. The basic rate of trammers should be so revised as to give them the above benefit of Rs. 73.90 per month on the average total emoluments inclusive of basic, fixed DA, VDA attendance bonus, computed fringe benefits on attendance bonus. In evolving the piece-rate the average work load will be taken into consideration for six weeks from 1-10-1978. The revised rates will be fixed by the General Manager of the Area concerned with the approval of the Director (Pers) of the Company/Head of Personnel Deptt. and concurrence of Finance.

#### 17. Other piece-rated workers

In respect of other piece-rated workers for whom no specific work load and group wage has been fixed, it is agreed that their wage rate will be revised by giving them the same percentage increase in the group wage of relevant group. Where there is no such group wage, the same percentage of increase as in the case of miners/loaders ( Group VA ) will be given. In this case, the revised rates will be fixed by the Director (Pers) of the Company/Head of Personnel Deptt. with concurrence of Finance.

#### 18. Lead and Lift payment for miners and loaders :

The lead and lift rates for miners and loaders shall be revised as indicated below :—

##### (A) Lead (for miners and loaders) (vide clause 5.9.1)

Distance	NCWA-I (per tub of 40.5 cft to be converted into cu. metres).	Revised rates (Per tub of 40.5 cft to be converted into cu metres) NCWA-II
0 to 50 ft.	NIL	NiL
51 to 100 ft.	Rs. 0.315	Rs. 0.447
100 to 150 ft.	Rs.0.945	Rs. 1.342
151 to 200 ft.	Rs. 1.575	Rs. 2.236
201 to 250 ft.	Rs. 2.250	Rs. 3.195
For every addl. 50 ft. beyond 250 ft.	Rs. 0.980	Rs. 1.392

**(b) Lift for loaders and miners**

0 to 10 ft.	NIL	NIL
11 to 15 ft.	Rs. 0.315	Rs. 0.447
16 to 20 ft.	Rs. 0.596	Rs. 0.846
21 to 25 ft.	Rs. 0.945	Rs. 1.342
For every addl 5 ft. above 25 ft.	Rs. 0.630	Rs. 0.895

**18. Lead and lift rates for overburden removal workers are as indicated below :—**

Lead	NCWA-I rates	Revised rates NCWA-II
First 100'	Nil	Nil
for every 50' or part of 50' over the first 100'	Rs. 9.12 per 1000 cft.	Rs. 13.13 per 1000 cft.

Lift	NCWA-I rates	Revised rates NCWA-II
First 10'	Nil	Nil
for every 5' or part of 5' over the first 10'	Rs. 4.56 per 1000 cft.	Rs. 6.57 per 1000 cft.

Tub pushing	NCWA-I rate per tub of 40.5 cft.	Revised rate per tub of 40.5 cft. NCWA-II
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For every 100 ft. or part there of in excess of the first 100 ft.	Rs. 0.105	Rs. 0.157
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**19. The lead and lift rates for piece-rated workers other than miners and loaders including wagon loaders.**

The lead and lift rates for piece-rated workers other than miners and loaders will be as indicated below.

Wagon loaders	NCWA-I rates	Revised rates NCWA-II
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#### **Lead**

For every 50' or part of 50' over the first 100'	27.5 P per tonne of coal	54 P per tonne of coal 27 P per tonne of
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#### **Lift**

For every 5' or part of 5' over the first 10'	19 P per tonne of coal	27 P per tonne of coal
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20. The lead and lift payments will be treated as basic wages for all purposes.

#### **21. Attendance bonus**

The attendance bonus at 10% of the basic wage of each employee will continue to be paid quarterly as at present. No fringe benefits will be available on this as the same are covered by special D.A.

#### **22. Dearness Allowance**

##### **Special D. A.**

This DA which is in lieu of fringe benefits on attendance bonus is to be calculated @ 1.795% of basic wage/pay. This is computed in the appended tables as indicated below. The tables give the special DA for each incremental stage of monthly rated and daily rated pay scales. The tables are number as under :—

##### **For coalfields other than Assam Coalfield**

Daily rated	SDA DR I, DR II, DR III, DR IV, DR V, DR VI.
Excavation	SDA Ex-S, Ex-A Ex-B, Ex-C, Ex-C, Ex-C Pit supervisor.
Monthly rated	SDA MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F, MRT/G and MRT/H.
Clerical	SDA MC-S, MC-I, MC-II and MC-III.
Piece-rated	PR SDA.



## **For Assam Coalfields**

<b>Daily rated</b>	SDA as DR I, DR II, DR III, DR IV, DR V and DR VI.
<b>Monthly rated</b>	SDA as MRT/A, MRT/B, MRT/C, MRT/D, MRT/E, MRT/F MRT/G and MRT/H.
<b>Clerical</b>	SDA as MC-S, MC-I, MC-II and MC-III.

In the case of piece rated workers the special DA will be worked out on the basis of their earnings depending on the quantum of work done by them or the fall back wages as the case may be i. e. at 1.795% of the basic earning/fall back wages.

### **23. Fixed dearness allowance :**

There will be a fixed dearness allowance of Rs. 68.20 per month of Rs. 2.623 per day.

### **24. Variable dearness allowance :**

In addition to the special D.A. and fixed D.A. there will be a variable dearness allowance linked to CPI No. over and above 327, adjustable quarterly depending on the rise or fall of CPI above 327, at Rs. 1.30 per point per month.

The rate of variable dearness allowance shall be revised every quarter according to the rise and fall in the All India Consumer Price Index Number for industrial workers (base 1960=100) over 327.

The variable dearness allowance shall be revised quarterly and paid on and from 1st March, 1st June, and 1st September and 1st December of every year on the basis of the average of the consumer price index no for the quarters ending December (Oct-Dec), March (Jan-March), June (Apr-June) and Sept. (July-Sept.) respectively.

In arriving at the average index for the quarter, any fraction in the above average will be rounded off to the nearest higher integer e. g. if the average index number of a quarter is 338.3, it will be rounded off to the next higher integer, namely 339.

It may be noted that for the period June to August 1979 in the interest of good industrial relations and as a measure of goodwill it has been agreed to make the payment of VDA on the consumer price index at 333 as a special case. The VDA at which payment may be made will therefore be 0.30 paise per day of Rs. 7.80 per month (during this quarter).

In the case of ex-NCDC monthly rated employees who are entitled to VDA for all the days of the month, the same benefit will continue to be admissible to such employees as personal to them. In their case, therefore, the VDA, will be calculated as per the existing formula, namely :—

Rate of VDA admissible per day as per clauses 2.4.1 to 2.4.4 of NCWA-II	Number of days in the quarter of concerned as indicated in clause 2.4.2 of NCWA-II
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=VDA payable per month

The following illustration may be given in respect of VDA payable for the quarter ending 31.5.79.

Rate of VDA per day 69 paise	X 92 (being number of days during the period 1.3.79 to 31.5.79)
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3

=Rs. 18.40

## 25. Underground allowance

In respect of employees working in underground as per Mines Act and as per regulations framed there underground allowance at the rate of 15% of the revised basic pay shall

be paid. In the case of Assam Coalfields the underground allowance will be paid @ 17½% of the revised basic pay w.e.f 1-1-1979 and @ 20% of the revised basic pay w.e.f. 1-1-82 onwards.

Underground allowance will be payable as per the conditions stipulated as per Mazumdar and LAT awards.

Underground allowance will be treated as wages as hitherto and will be taken into account for the following purpose :—

- a) Calculation of earned/annual leave wages.
- b) Payment for national/festival holidays.
- c) Sick Leave.
- d) Overtime allowance.
- e) Gratuity.
- f) CMPF contribution.

**26. Payment of wages to employees under the revised wage structure.**

After fitment of the employees in the revised pay scales and fixation of their pay as indicated in the foregoing paragraphs they will be paid wage as per the revised pay scales for the period commencing 1-10-79.

**27. Payment of Arrears :**

For the period 1-1-1979 to 30-9-79 the arrears payable to the employees as per the revised pay scales i. e. difference between the wages drawn by them under the NCWA-I and the wages due to them under NCWA-II as per the fitment and fixation of pay as indicated above, will be assessed and paid to them not later than 31-12-79. However, in the meantime an adhoc payment at the rate of Rs. 450/-per head will be paid to the employees against the arrears due to them by 20-9-79. The balance amount of arrears i. e. after deducting the adhoc payment will be paid to the employees not later than 31-12-79. While making the adhoc payment of Rs. 450/- it will be ensured that the employees concerned have earned the arrears to this extent (less the PF contribution).

If any errors / mistakes have crept in while making the calculation as indicated in the fitment charts etc. these will be liable to be corrected followed by necessary adjustments.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.8./2012/ 436

Dated: 20<sup>th</sup> March, 2012

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.8

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: Pay scale of Pit Supervisors under NCWA-IX**

The basic pay of Pit Supervisors under NCWA-VIII as per I.I. No.13 dated 22<sup>nd</sup> July 2009 was as under:

**Rs.11394.41/-**

The revised basic pay under NCWA-IX as on 01.07.2011 in respect of Pit Supervisors would be **Rs.21415.80/-**

The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-IX.

Procedure and other conditions for fixation under NCWA-IX will be same as per I.I.No.1 circulated vide letter No.CIL/C-5B/JBCCI-IX/I.I.No. 01/2012/428 dated: 19<sup>th</sup> March 2012.

You are requested to take necessary action to implement the above provisions.

  
(R. MOHAN DAS)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

**Distribution:-**

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.

.../2

-:2:-

10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.13./2009/ 77/

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.13

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: Pay scale of Pit Supervisors under NCWA-VIII**

The revised basic pay of Pit Supervisors has not been prescribed under NCWA-VIII. The pay scale of Pit Supervisors under NCWA-VII as per I.I. No.11 dated 16<sup>th</sup> November, 2005 was as under:

**Rs.7565-227-11651/-**

The matter was discussed in the meeting of Standardisation Committee of JBCCI-VIII held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009 at CIL Hqrs., Kolkata and it was agreed that the revised basic pay under NCWA-VIII as on 01.07.2006 in respect of Pit Supervisors would be **Rs.11,394.41**

The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-VIII.

In order to facilitate pay fixation under NCWA-VIII, a revised basic chart is enclosed.

Procedure and other conditions for fixation under NCWA-VIII will be same as per I.I.No.1 circulated vide letter No.CIL/C-5B/JBCCI-VIII/I.I.No.01/2009/130 dated 31.03.2009.

You are requested to take necessary action to implement the above provisions.

Encl: as stated.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

**Distribution :-**

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

:2:

- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.11/2005/90

Dated: 16<sup>th</sup> November, 2005

NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.11

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: Pay scale of Pit Supervisors  
under NCWA-VII

The scale of pay of Pit Supervisors has not been prescribed under NCWA-VII. The pay scale of Pit Supervisors under NCWA-VI as per I.I.No.19 dated 25/30<sup>th</sup> May,2001 was as under :

Rs.,4498-170-5348-175-6223-180-7663/-

The matter was discussed in the meeting of Standardisation committee of JBCCI-VII held on 6.9.2005 at CIL Hqrs., Kolkata and it was agreed that the revised pay scale under NCWA-VII in respect of Pit Supervisors would be as under :

Rs.7565-227-11651/-

The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-VII.

In order to facilitate pay fixation under NCWA-VII, a fitment chart is enclosed.

Procedure and other conditions for fixation under NCWA-VII will be same as per I.I.No.1 circulated vide letter No.CIL/C-5B/JBCCI-VII/I.I.No.01/2005/52 dated 18.7.2005.

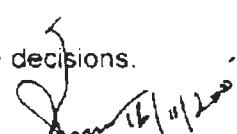
You are requested to take necessary action to implement the above decisions.

Encl: as stated

Distribution:

1. All Members & Alternate Members of JBCCI-VII
2. Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)
3. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

( Md. Salim Uddin )  
Director(P&IR) &  
Member Secretary, JBCCI-VII

  
16/11/2005  
Cap



4. Director(O), CMPDIL, Ranchi
5. Director(Finance) CIL, Kolkata
6. Director(Technical)/Director(Marketing), CIL, Kolkata
7. Chief Vigilance Officer, CIL, Kolkata
8. CGM, NEC, Guwahati/CGM, DCC, Dankuni
9. Executive Director(IICM) Kanke Road, Ranchi
10. CGM, CIL, New Delhi
11. GM(P)/GM(F), CIL, Kolkata
12. All RSMs
13. GM(F)/TS to Chairman, CIL, Kolkata
14. Dy.PM(AW), CIL, Kolkata

## FITMENT CHART

Grade	NCWA - VI						NCWA - VII					
	Pre Revised Basic as on 30.06.01	D.A	Spl.DA	Attn.Bonus	Total	M.G.Benft	Total	Revised Basic as on 1 07.01	D.A	Spl.DA	Attn.Bons	Total
Existing Scale	Rs.4498 - 170 - 5348 - 175 - 6223 - 180 - 7663											
Revised Scale	Rs.7565 - 227 - 11851											
Pit	4498.00	1813.00	80.74	449.80	6841.54	1185.39	8026.93	7565	135.79	756.50		8457.29
Supervisor	4668.00	1881.00	83.79	466.80	7099.59	1185.39	8284.98	7565	135.79	756.50		8457.29
	4838.00	1950.00	86.84	483.80	7358.64	1185.39	8544.03	7792	139.87	779.20		8711.07
	5008.00	2018.00	89.89	500.80	7616.69	1185.39	8802.08	8019	143.94	801.90		8964.84
	5178.00	2087.00	92.95	517.80	7875.75	1185.39	9081.14	8246	148.02	824.60		9218.62
	5348.00	2155.00	96.00	534.80	8133.80	1185.39	9319.19	8473	152.09	847.30		9472.39
	5523.00	2228.00	99.14	552.30	8400.44	1185.39	9585.83	8700	156.17	870.00		9726.17
	5698.00	2296.00	102.28	569.80	8666.08	1185.39	9851.47	8927	160.24	892.70		9979.94
	5873.00	2367.00	105.42	587.30	8932.72	1185.39	10118.11	9154	164.31	915.40		10233.71
	6048.00	2437.00	108.56	604.80	9198.36	1207.20	10405.56	9381	168.39	938.10		10487.49
	6223.00	2508.00	111.70	622.30	9465.00	1233.45	10698.45	9608	172.46	960.80		10741.28
	6403.00	2580.00	114.93	640.30	9738.23	1260.45	10998.68	10062	180.61	1006.20		11248.81
	6583.00	2640.00	118.16	658.30	9999.46	1287.45	11286.91	10289	184.69	1028.90		11502.59
	6763.00	2640.00	121.40	676.30	10200.70	1314.45	11515.15	10516	188.76	1051.60		11756.36
	6943.00	2640.00	124.63	694.30	10401.93	1341.45	11743.38	10516	188.76	1051.60		11756.36
	7123.00	2640.00	127.86	712.30	10603.16	1368.45	11971.61	10743	192.84	1074.30		12010.14
	7303.00	2640.00	131.09	730.30	10804.39	1395.45	12199.84	10970	196.91	1097.00		12263.91
	7483.00	2640.00	134.32	748.30	11005.62	1422.45	12428.07	11197	200.89	1119.70		12517.69
	7663.00	2640.00	137.55	766.30	11206.85	1449.45	12656.30	11424	205.06	1142.40		12771.46

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No14/2001/ 47

Dated: 27th February, 2001  
8th March

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.14**

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: Pay scale of Pit Supervisors  
under NCWA-VI \_\_\_\_\_.**

The scale of pay of Pit Supervisors has not been prescribed under NCWA-VI. The pay scale of Pit Supervisors under NCWA-V as per I.I.No.16 dated 21.8.1996 was as under :

Rs.2142-130-2792-135-3467-140-4167/-.

The matter was discussed in the meeting of Standardisation Committee of JBCCI-VI held on 22nd & 23rd February, 2001 at CIL(HQ), Calcutta, and it was agreed that the revised pay scale under NCWA-VI in respect of Pit Supervisors would be as under :

Rs.4498-170-5858-175-7608/-.

The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-VI.

In order to facilitate pay fixation under NCWA-VI, a fitment chart is enclosed

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Procedure and other conditions for fixation under NCWA-VI will be the same as contained in the Implementation Instruction No.1 dated 5.1.2001, circulated vide letter No.CIL/JBCCI-VI/I.I. No.(01/2001/19) dated 5.1.2001.

You are requested to take necessary action to implement the above decisions.

Encl. As above

  
(C. H. KHISTY)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI

**Distribution:**

1. All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, PO:Kothagudam Colls. Dist.: Khammam (A.P).
3. Vice President, (HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist. Burdhaman (W.B.)
5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), CIL, Calcutta
7. Director(T)/Director(Marketing), CIL, Calcutta
8. Chief Vigilance Officer, CIL, Calcutta
9. CGM, NEC, Guwahati/CGM, DCC, Dankuni
10. Executive Director(IICM), Kanke Rd., Ranchi
11. CGM, CIL, Ansal Bhawan, New Delhi
12. CGM(P)/CGM(F), CIL, Calcutta
13. All RSMs,
14. GM(F)/TS to Chairman, CIL, Calcutta
15. Dy. CME(AW), CIL, Calcutta

NCWA-VI

Fixation chart for Pit - Supervisors

NCWA-VI

As on 30.6.96							Total with IR/MGB						
Basic	FD A	DA	VDA	Spl DA	A.B	Total	IR	MGB	Total New Basic	VDA	Spl DA	A.B	Total
							(with IR)						
Pit Supervisor													
Existing Scale = Rs.2142 - 130 - 2792 -135 - 3467 -140 - 4167													
Revised Scale = Rs.4498 - 170 - 5858 - 175 - 7608													
2142.00	238.18	210.00	1090	38.45	214.20	3932.83	285.62	181.95	4400.40	4498.00	80.74	449.80	5028.54
2272.00	238.18	210.00	1145	40.78	227.20	4133.16	301.22	181.95	4616.33	4498.00	80.74	449.80	5028.54
2402.00	238.18	210.00	1200	43.12	240.20	4333.50	316.82	181.95	4832.27	4498.00	80.74	449.80	5028.54
2532.00	238.18	210.00	1255	45.45	253.20	4533.83	332.42	181.95	5048.20	4668.00	83.79	466.80	5218.59
2662.00	238.18	210.00	1309	47.78	266.20	4733.16	348.02	181.95	5263.13	4838.00	86.84	483.80	5408.64
2792.00	238.18	210.00	1364	50.12	279.20	4933.50	363.62	181.95	5479.07	5008.00	89.89	500.80	5598.69
2927.00	238.18	210.00	1421	52.54	292.70	5141.42	379.82	181.95	5703.19	5178.00	92.95	517.80	5788.75
3062.00	238.18	210.00	1474	54.96	306.20	5345.34	396.02	181.95	5923.31	5348.00	96.00	534.80	5978.80
3197.00	238.18	210.00	1474	57.39	319.70	5496.27	412.22	181.95	6090.44	5518.00	99.05	551.80	6168.85
3332.00	238.18	210.00	1474	59.81	333.20	5647.19	428.42	181.95	6257.56	5688.00	102.10	568.80	6358.90
3467.00	238.18	210.00	1474	62.23	346.70	5798.11	444.62	181.95	6424.68	5858.00	105.15	585.80	6548.95
3607.00	238.18	210.00	1474	64.75	360.70	5954.63	461.42	181.95	6598.00	6033.00	108.29	603.30	6744.59
3747.00	238.18	210.00	1474	67.26	374.70	6111.14	478.22	181.95	6771.31	6208.00	111.43	620.80	6940.23
3887.00	238.18	210.00	1474	69.77	388.70	6267.65	495.02	181.95	6944.62	6383.00	114.57	638.30	7135.87
4027.00	238.18	210.00	1474	72.28	402.70	6424.16	511.82	181.95	7117.93	6383.00	114.57	638.30	7135.87
4167.00	238.18	210.00	1474	74.80	416.70	6580.68	528.62	181.95	7291.25	6558.00	117.72	655.80	7331.52

2/2/2001

O.S.D (J Bcc)

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No 19/2001/ 165

Dated: 25th May, 2001

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.19**

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 Pay scale of Pit Supervisors under NCWA-VI**

Your kind attention is invited to the provision of I.I.No14 dated 8.3.2001.

In the Standardisation Committee meeting of JBCCI-VI held on 22.5.2001 the revised pay scale under NCWA-VI in respect of Pit Supervisors was reviewed and it was decided that pay scale as communicated vide I.I.No.14 dated 27th Feb./8th March, 2001 would be replaced by the following :

Rs.4498-170-5348-175-6223-180-7663/-

The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-VI. In order to facilitate fixation of pay under NCWA-VI a fitment chart is enclosed.

Procedure and other conditions of fixation under NCWA-VI will be the same as contained in Implementation Instruction No.1 dated 5.1.2001 circulated vide letter No.CIL/C-5B/JBCCI-VI/I.I.No.01/2001/19 dated 5.1.2001/

You are requested to take necessary action to implement the above decision.

Encl: as stated

  
(C. H. KHISTY)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI-VI

**Distribution:**

1. All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, PO:Kothagudam Collys. Dist.: Khammam (A.P.)
3. Vice President. (HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist. Burdhaman (W.B.)
5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

: 2 :

6. Director(F),CIL, Calcutta
7. Director(T)/Director(Marketing),CIL, Calcutta
8. Chief Vigilance Officer, CIL, Calcutta
9. CGM, NEC, Guwahati/CGM, DCC, Dankuni
10. Executive Director(IICM), Kanke Rd., Ranchi
11. CGM, CIL, Ansal Bhawan, New Delhi
12. CGM(P)/CGM(F), CIL, Calcutta
13. All RSMs,
14. GM(F)/TS to Chairman, CIL, Calcutta
15. Dy. CME(AW), CIL, Calcutta

NCWA-VI

FIXATION CHART FOR PIT SUPERVISORS

NCWA-V

NCWA-VI

← As on 30.6.96 →							← Revised as on 01.7.96 →						
Basic	FD A	DA	VDA	Spl DA	A.B	Total	IR	MGB	Total New Basic (with IR)	VDA	Spl DA	A.B	Total
Pit Supervisor													
Existing Scale	=	Rs.2142 - 130 - 2792 -135 - 3467 -140 - 4167											
Revised Scale	=	Rs.4498 - 170 - 5348 - 175 - 6223 - 180 - 7663											
2142.00	238.18	210.00	1090	38.45	214.20	3932.83	285.62	181.95	4400.40	4498.00	80.74	449.80	5028.54
2272.00	238.18	210.00	1145	40.78	227.20	4133.16	301.22	181.95	4816.33	4498.00	80.74	449.80	5028.54
2402.00	238.18	210.00	1200	43.12	240.20	4333.50	316.82	181.95	4832.27	4498.00	80.74	449.80	5028.54
2532.00	238.18	210.00	1255	45.45	253.20	4533.83	332.42	181.95	5048.20	4668.00	83.79	466.80	5218.59
2662.00	238.18	210.00	1309	47.78	266.20	4733.16	348.02	181.95	5263.13	4838.00	86.84	483.80	5408.64
2792.00	238.18	210.00	1364	50.12	279.20	4933.50	363.62	181.95	5479.07	5008.00	89.89	500.80	5598.69
2927.00	238.18	210.00	1421	52.54	292.70	5141.42	379.82	181.95	5703.19	5178.00	92.95	517.80	5788.75
3062.00	238.18	210.00	1474	54.96	306.20	5345.34	396.02	181.95	5923.31	5348.00	96.00	534.80	5978.80
3197.00	238.18	210.00	1474	57.39	319.70	5496.27	412.22	181.95	6090.44	5523.00	99.14	552.30	6174.44
3332.00	238.18	210.00	1474	59.81	333.20	5647.19	428.42	181.95	6257.56	5698.00	102.28	569.80	6370.08
3467.00	238.18	210.00	1474	62.23	346.70	5798.11	444.62	181.95	6424.68	5873.00	105.42	587.30	6565.72
3607.00	238.18	210.00	1474	64.75	360.70	5954.63	461.42	181.95	6598.00	6048.00	108.56	604.80	6761.36
3747.00	238.18	210.00	1474	67.26	374.70	6111.14	478.22	181.95	6771.31	6223.00	111.70	622.30	6957.00
3887.00	238.18	210.00	1474	69.77	388.70	6267.65	495.02	181.95	6944.62	6223.00	111.70	622.30	6957.00
4027.00	238.18	210.00	1474	72.28	402.70	6424.16	511.82	181.95	7117.93	6403.00	114.93	640.30	7158.23
4167.00	238.18	210.00	1474	74.80	416.70	6580.68	528.62	181.95	7291.25	6583.00	118.16	658.30	7359.46

*Qamrul*  
25/5/2001

P.M (JBCCL)



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI-V/I.I.No.16/96/50/ Dated: 21st August, 1996

NATIONAL COAL WAGE AGREEMENT - V  
-----  
IMPLEMENTATION INSTRUCTION NO.16

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: Pay scale of Pit Supervisors  
under NCWA - V.  
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The scale of pay of Pit Supervisors has not been pre-  
scribed under NCWA -V. The pay scale of Pit Supervisors under  
NCWA -IV as per I.I.I.No.13 dated 28.9.89 was as under:

Rs.1322-72-1754-75-2129-80-2529/-.

The matter was discussed in the meeting of Standardisa-  
tion Committee of JBCCI -V held on 3.7.96 at CIL (HQ), Calcutta,  
and it was agreed that the revised pay scale under NCWA -V in  
respect of Pit Supervisors would be as under :

Rs.2142-130-2792-135-3467-140-4167/-.

The other terms and conditions of service will remain  
the same as applicable to other workers covered under NCWA -V.

Contd.../2

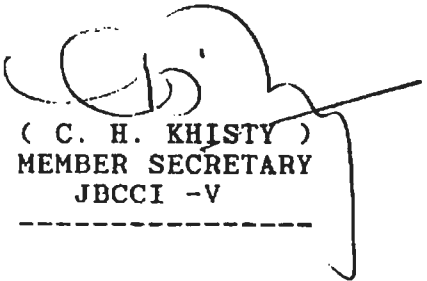
: 2 :

In order to facilitate pay fixation under NCWA -V, a fitment chart is enclosed.

Procedure and other conditions for fixation under NCWA -V will be the same as contained in the Implementation Instruction No.1 dated 22.2.96, as circulated vide letter No.CIL/JBCCI -V/I.I.No.(1/96)/2610 dated 22.2.1996.

You are requested to take necessary action to implement the above decision.

Encl: As above.

  
( C. H. KHISTY )  
MEMBER SECRETARY  
JBCCI -V  
-----

Distribution:

1. Director(Per.),  
SECL/BCCL/CCL/WCL/ECL/NCL
2. Director(T), MCL, Sambalpur
3. Director(O), CMPDIL, Ranchi
4. Director(T)/Director(F), CIL, Calcutta
5. CGM(F), CIL, Calcutta.
6. Exe.Dir.(P),SCCL, PO:Kotagudam, Dist.Khammam, Andhra Pradesh
7. Vice President, HRM, TISCO, Jamshedpur
8. GM(P), IISCO/SAIL,10,Camac Street, Calcutta.
9. CGM(P&IR), CIL, Calcutta.
10. Chief General Manager, NEC, Guwahati, Assam
11. Chief Personnel Manager(IR), CIL, Calcutta
12. General Manager, Dankuni Coal Complex, Dankuni (W.B.)
13. Exe.Director, IICM, Kanke Road, Ranchi
14. Chief of Marketing, CIL, 15, Park Street, Calcutta.
15. Shri Rajendra Prasad Singh, MLA (INTUC),  
Genl.Secretary, INMWF, 5, Cajubagh, Patna.
16. Sri S.Dasgupta,Working President, INMW,Rajendrapath,Dhanbad
17. Shri SQ Zama, Jt.Genl.Secretary, INMWF, Behind Giripeth,  
Nagpur.440010
18. Shri PK Pradhan,INTUC, OCMS, PO:Balanda, Dist.Angul(Orissa)

- 19) Shri Shafique Khan, Jt. General Secretary,  
IMWF, PO: Jaridih Bazar, Area No.IV,  
Bermo, Distt.Bokaro (Bihar)
- 20) Shri Sunil Sen, AITUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol
- 21) Shri Jayanta Poddar, Vice President, HMS,  
Bengal Hotel, 2, Md.Hussain Street,  
Asansol, Dist.Burdwan (W.B.)
- 22) Shri Nathulal Pandey, Gen.Secy., MPKS, HMS, South Jhagarkhand Colly.,  
Dist.Surguja (M.P.)- through Director(P) WCL
- 23) Dr. M.K. Pandhe, General Secretary, CITU,  
15, Talkatora Road, New Delhi.
- 24) Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad
- 25) Dr. B.K. Rai, President, ABKMS, BMS,  
Jatashankar Flat, Plot No.5, Shivaji Nagar,  
Nagpur-440 010
- 26) Shri MA Rawal, Genl.Secretary, ABKMS, Nagpur  
Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 27) TS to Chairman, CIL, Calcutta
- 28) Executive Secretary to Director(P&IR), CIL, Calcutta.
- 29) Dy.Chief Personnel Manager(AW), CIL, Calcutta.
- 30) All R&M CIL. / All alternate members of P&IR

*Handwritten signature and date:*  
2.8.92

**NATIONAL COAL WAGE AGREEMENT-V**  
**FITMENT CHART FOR PIT SUPERVISORS**  
**AS ON 01-07-1991**

**MONTHLY RATED  
WORKERS**

**SCALE FOR  
PIT SUPERVISORS**

(NCWA IV : Rs.1322-72-1754-75-2129-80-2529)

(NCWA V : Rs.2142-130-2792-135-3467-140-4167)

AS ON 30.6.91									AS ON 1.7.91					
BASIC	F D A	V D A	S D A	A B	TOTAL	I R	F.BENEFIT	TOTAL	BASIC	F D A	V D A	S D A	A B	TOTAL
1322.00	186.31	599.20	23.73	132.20	2263.44	150.83	85.00	2499.27	2142.00	238.18		38.45	214.20	2632.83
1394.00	186.31	599.20	25.02	139.40	2343.93	158.03	85.00	2586.96	2142.00	238.18		38.45	214.20	2632.83
1466.00	186.31	599.20	26.31	146.60	2424.42	165.23	85.00	2674.66	2272.00	238.18		40.78	227.20	2778.16
1538.00	186.31	599.20	27.61	153.80	2504.92	172.43	85.00	2762.35	2272.00	238.18		40.78	227.20	2778.16
1610.00	186.31	599.20	28.90	161.00	2585.41	179.63	85.00	2850.04	2402.00	238.18		43.12	240.20	2923.50
1682.00	186.31	599.20	30.19	168.20	2665.90	186.83	85.00	2937.73	2532.00	238.18		45.45	253.20	3068.83
1754.00	186.31	599.20	31.48	175.40	2746.39	194.03	85.00	3025.43	2532.00	238.18		45.45	253.20	3068.83
1829.00	186.31	599.20	32.83	182.90	2830.24	201.53	85.00	3116.77	2662.00	238.18		47.78	266.20	3214.16
1904.00	186.31	599.20	34.18	190.40	2914.09	209.03	85.00	3208.12	2662.00	238.18		47.78	266.20	3214.16
1979.00	186.31	599.20	35.52	197.90	2997.93	216.53	85.00	3299.46	2792.00	238.18		50.12	279.20	3359.50
2054.00	186.31	599.20	36.87	205.40	3081.78	224.03	85.00	3390.81	2927.00	238.18		52.54	292.70	3510.42
2129.00	186.31	599.20	38.22	212.90	3165.63	231.53	85.00	3482.16	2927.00	238.18		52.54	292.70	3510.42
2209.00	186.31	599.20	39.65	220.90	3255.06	239.53	85.00	3579.59	3062.00	238.18		54.96	306.20	3661.34
2289.00	186.31	599.20	41.09	228.90	3344.50	247.53	85.00	3677.03	3197.00	238.18		57.39	319.70	3812.27
2369.00	186.31	599.20	42.52	236.90	3433.93	255.53	85.00	3774.46	3197.00	238.18		57.39	319.70	3812.27
2449.00	186.31	599.20	43.96	244.90	3523.37	263.53	85.00	3871.90	3332.00	238.18		59.81	333.20	3963.19
2529.00	186.31	599.20	45.40	252.90	3612.81	271.53	85.00	3969.34	3467.00	238.18		62.23	346.70	4114.11

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## **IMPLEMENTATION INSTRUCTION NO. 13**

**No. CIL/JBCCI-IV/IMP/LI. No. (13/89)/1207 dt. 28th Sept. 1989**

### **Sub : Pay scale of Pit Supervisors under NCWA-IV.**

The scale of pay of Pit Supervisors has not been prescribed under NCWA-IV. The pay scale under NCWA-III communicated in Implementation Instruction No. 10/84/29 dated 4th January, 1984 was as under :

**Rs. 832 - 50 - 932 - 52 - 1348 - 55 - 1678/-**

2. The subject was discussed in the meeting of the Standardisation Committee of JBCCI-IV held on 26th September, 1989 and it was agreed that the revised pay scale under NCWA-IV in respect of Pit Supervisors would be as follows :

**Rs. 1322 - 72 - 1754 - 75 - 2129 - 80 - 2529/-**

3. The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-IV.
4. In order to facilitate pay fixation under NCWA-IV fitment chart has been circulated. ( also given on the next page ).
5. Procedure and other conditions for fixation under NCWA-IV scale of pay will be the same as contained in Implementation Instruction No. 1/89 circulated in our letter No. CIL/JBCCI-IV/IMP/LI.No. 1/89/836 dated 2nd August, 1989.
6. Necessary action to implement the above decision may be taken.

## NATIONAL COAL WAGE AGREEMENT-IV

## Scale For Pit Supervisors

Fitment Chart as on 1-1-87

Monthly Rated Workers

Scale of Pay NCWA-III :

832.00 — 50.00 — 932.00 — 52.00 — 1348.00  
55.00 1678.00

## Fitment Table

Basic Wage	Attendance Bonus	FDA	VDA	SDA	Spl. Incentive	Total	IR	Fitment Benefit	Gross Total
832.00	83.20	147.36	345.10	14.93	12.00	1434.59	120.00	85.00	1639.59
882.00	88.20	147.36	345.10	15.83	12.00	1490.49	120.00	85.00	1695.49
932.00	93.20	147.36	345.10	16.73	12.00	1546.39	120.00	85.00	1751.39
984.00	98.40	147.36	345.10	17.66	12.00	1604.52	120.00	85.00	1809.52
1036.00	103.60	147.36	345.10	18.60	12.00	1662.66	180.00	85.00	1927.66
1088.00	108.80	147.36	345.10	19.53	12.00	1720.79	180.00	85.00	1985.79
1140.00	114.00	147.36	345.10	20.46	12.00	1778.92	240.00	85.00	2103.92
1192.00	119.20	147.36	345.10	21.40	12.00	1837.06	240.00	85.00	2162.06
1244.00	124.40	147.36	345.10	22.33	12.00	1895.19	360.00	85.00	2340.19
1296.00	129.60	147.36	345.10	23.26	12.00	1953.32	360.00	85.00	2398.32
1348.00	134.80	147.36	345.10	24.20	12.00	2011.46	420.00	85.00	2516.46
1403.00	140.30	147.36	345.10	25.18	12.00	2072.94	420.00	85.00	2577.94
1458.00	145.80	147.36	345.10	26.17	12.00	2134.43	420.00	85.00	2639.43
1513.00	151.30	147.36	345.10	27.16	12.00	2195.92	420.00	85.00	2700.92
1568.00	156.80	147.36	345.10	28.15	12.00	2257.41	420.00	85.00	2762.41
1623.00	162.30	147.36	345.10	29.13	12.00	2318.89	420.00	85.00	2823.89
1678.00	167.80	147.36	345.10	30.12	12.00	2380.38	420.00	85.00	2885.38

REVISED SCALE NCWA IV :								
1322.00	—	72.00	—	1754.00	—	75.00	—	2129.00
						80.00	—	2529.00
Proposed Stages	New basic Wage	Attendance Bonus	FDA	SDA	Total	Old Basic Wage	New Basic Wage	
1322.00	1322.00	132.20	186.31	23.73	1664.24	832.00	1322.00	
1394.00	1394.00	139.40	186.31	25.02	1744.73	882.00	1394.00	
1466.00	1466.00	146.60	186.31	26.31	1825.22	932.00	1466.00	
1538.00	1466.00	146.60	186.31	26.31	1825.22	984.00	1466.00	
1610.00	1610.00	161.00	186.31	28.90	1986.21	1036.00	1610.00	
1682.00	1610.00	161.00	186.31	28.90	1986.21	1088.00	1610.00	
1754.00	1754.00	175.40	186.31	31.48	2147.19	1140.00	1754.00	
1829.00	1829.00	182.90	186.31	32.83	2231.04	1192.00	1829.00	
1904.00	1979.00	197.90	186.31	35.52	2398.73	1244.00	1979.00	
1979.00	1979.00	197.90	186.31	35.52	2398.73	1296.00	1979.00	
2054.00	2129.00	212.90	186.31	38.22	2566.43	1348.00	2129.00	
2129.00	2209.00	220.90	186.31	39.65	2655.86	1403.00	2209.00	
2209.00	2209.00	220.90	186.31	39.65	2655.86	1458.00	2209.00	
2289.00	2289.00	228.90	186.31	41.09	2745.30	1513.00	2209.00	
2369.00	2369.00	236.90	186.31	42.52	2834.73	1568.00	2369.00	
2449.00	2369.00	236.90	186.31	42.52	2834.73	1623.00	2369.00	
2529.00	2449.00	244.90	186.31	43.96	2924.17	1678.00	2449.00	

**C. Pay-scales of Pit Supervisors under N.C.W.A—III**

**Implementation Instruction No. 10 dt. 4-1-1984**

The scale of pay of Pit Supervisors has not been prescribed under NCWA-III. In NCWA-II, the pay-scale of Pit Supervisors was as under :-

**Rs. 662-39-740-41-1068-44-1244/-**

2. The subject was discussed in the meeting of the Standardisation Committee of JBCCI-III, held on 31st Dec. '83 and it was agreed that the revised pay-scale under NCWA-III in respect of Pit Supervisors would be as under :-

**Rs. 832-50-932-52-1348-55-1678/-**

3. The other terms and conditions of service will remain the same as applicable to other workers covered under NCWA-III.

- 
- D. Corrigendum to Implementation Instruction No. 8 dated 21st December, 1983 in respect of fitment of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ).**

**Implementation Instruction No. 11 dt. 19-1-1984**

Attention is invited to the Implementation Instruction No. 8 ( Circular No. NCWA-III ( I. I. 8/83/1982 dated 21st December, 1983 ) with which the fitment charts in respect of monthly rated workers of erstwhile NCDC who are getting 30 days VDA ( Technical, Supervisory & Clerical ) were forwarded.

2. It has come to notice that there is error in the fixation chart at one stage in respect of monthly rated workers (Clerical grade-I-MRC-I ). The correct fixation at that stage as given in the earlier fitment chart should be treated as cancelled and the fixation as indicated in Annexure-A should be treated as correct.



**Corrigendum to Fitment Chart MRC/I  
Circular No. NCWA-III ( I. I. No. 8/83/1932 )  
dated 21st December, 1983 ( 30 days VDA )**

**National Coal Wage Agreement—III  
Fitment Chart as on 1-1-1983  
Monthly Rated Workers ; Clerical Gr.-I**

30 days VDA

NCWA-II Existing ( as on 31-12-82 )  
Rs. 572-29-804-35-944

Att. Bonus at 10%					
Basic Wage Rs. P.	of Basic Wage Rs. P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	Variable D.A. Rs. P.	Total Rs. P.
804.00	80.40	14.43	68.20	237.00	1204.03
Fitment Benefit Rs. P.		2 Increments in the revised scale Rs. P.		Total Rs. P.	
91.00		80.00		1375.03	

NCWA-III revised ( w. o. f. 1-1-83 )  
Rs. 742-40-1062-45-1422

New Basic Wage Rs. P.	Att. Bonus Rs. P.	Spl. D.A. Rs. P.	Fixed D.A. Rs. P.	VDA Rs. P.	Total Rs. P.
1062.00	106.20	19.06	147.36	45.00	1379.62

**E. Fitment Chart in respect of Pit Supervisors  
under NCWA—III.**

**Implementation Instruction No. 13 dt. 10-2-1984**

The revised pay scales under NCWA-III in respect of Pit Supervisors has been circulated in Implementation Instruction No. 10 ( Vide letter No. NCWA-III ( I. I. 10/84)/29 dated 4th January '84 ).

In order to facilitate quick fitment in respect of all existing employees ( as on 1-1-1983 ), detailed fitment chart in respect of Pit Supervisors has been circulated.

For the purpose of fixation of pay of these workers, the procedure as given in I. I. No. 1 dated 21-11-83 should be followed.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.9 /2012/ 465

Dated: 24 July, 2012

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO 9.

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: Face Crew Worker of Moonidih Colliery of BCCL-  
Fixation of pay under NCWA-IX.**


In terms of Clause 3.6.0 of NCWA-IX, the subject matter was discussed in the Standardisation Committee meeting held on 2<sup>nd</sup> June, 2012 and it was agreed as under :

"The Group Wages of Mechanised Face Crew Workers of Moonidih Project, BCCL shall be revised to Rs.863.03 per day under NCWA-IX against the Group Basic Wage of Rs.459.18 per day given in NCWA-VIII. This Group Basic Wage is fixed following the same principle as given for revising the Group Basic Wage for Piece Rated Worker under NCWA- IX."

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution :-

- 
- 1) All members & Alternate members of JBCCI-VIII.
  - 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 5) Director (RD&T), CMPDIL, Ranchi.
  - 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
  - 9) Chief Vigilance Officer, CIL, Kolkata.
  - 10) Chief General Manager, NEC/DCC.
  - 11) Chief General Manager (F), CIL, Kolkata.

:2:

- 12) Chief General Manager, NEC
- 13) General Manager (F), CIL, Kolkata.
- 14) General Manager (MP&IR), CIL, Kolkata
- 15) General Manager (P), CIL, Kolkata
- 16) General Manager, CIL, New Delhi.
- 17) All Regional Sales Managers, CIL.
- 18) Chief Manager (IR), CIL, Kolkata
- 19) Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.18/2009/ 182

Dated: 3/8/09.

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO 18.


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: Face Crew Worker of Moonidih Colliery of BCCL-  
Fixation of pay under NCWA-VIII.**

In terms of Clause 3.6.0 of NCWA-VIII, the subject matter was discussed in the Standardisation Committee meeting held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009 and it was agreed as under :

The Group Wages of Mechanised Face Crew Workers of Moonidih Project, BCCL shall be revised to **Rs.459.18** per day under NCWA-VIII against the Group Basic Wage of Rs.304.86 per day given in NCWA-VII. This Group Basic Wage is fixed following the same principle as given for revising the Group Basic Wage for Piece Rated Worker under NCWA-VIII.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.

:2:

- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.22/ 36

Dated: 12<sup>th</sup> August, 2008

NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.22


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 Face Crew workers of Moonidih colliery of BCCL  
- Fixation of pay

The report submitted by the Sub-committee constituted vide letter No.CIL/C-5B/JBCCI/SC/13/184 dated 14<sup>th</sup> August, 2007 was discussed in detail in the 15<sup>th</sup> meeting of Standardisation committee of JBCCI-VII held on 05.05.2008 at MCL and after deliberation, the following recommendations of the Committee were accepted:

- i) The initial basic for the Face Crew workers of Moonidih Project shall be Rs.304.86 w.e.f., 01.07.2001.
- ii) The MGB granted under I.I. No.19 dated 3<sup>rd</sup> May, 2007 will be duly adjusted while giving effect to the above.
- iii) For the purpose of fixation in NCWA-VII, ONLY notional fixation shall be made with the basic of Rs.181.26 during the operation of NCWA-VI i.e., upto 30.06.2001 and no cash benefit shall accrue there-upon, the cash benefits with the agreed basic of Rs.304.86 shall accrue during the operation of NCWA-VII only.

You are requested to take necessary action to implement the above.

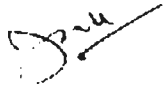
  
( R. Mohan Das )  
Director(P&IR) &  
Member Secretary JBCCI

Distribution:  
All Members of Standardisation Committee.

.../2

:2:

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(O), CMPDIL, Ranchi  
Director(Finance)/ CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CVO, CIL, Kolkata  
TS to Chairman, CIL, Kolkata  
CGM, NEC, Guwahati  
Executive Director(IICM), Kanke Road, Ranchi  
GM, CIL, New Delhi  
GM(P)/CGM(F), CIL, Kolkata  
FM(Bill), CIL, Kolkata  
All RSMs  
Sr.P.O. (AW), CIL, Kolkata





JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI-IX/I.I.No.3./2012/431

Dated: 19<sup>th</sup> March, 2012

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.3**

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: Underground Allowance Chapter-IV of NCWA- IX

The National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31<sup>st</sup> January, 2012 which has come into force w.e.f. 1<sup>st</sup> July, 2011 provides as under :- (Chapter-IV )

- 4.1.0 The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act. 1952 and Regulations framed thereunder:
- 4.2.0 The Underground Allowance shall be payable from 01.02.2012 @ 12.5% of the revised basic wage per month.
- 4.3.0 In case of Assam (North East Coalfields), the Underground Allowance shall be payable from 1.2.2012 @ 15% of revised basic wages per month.
- 4.4.0 The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
  - (a) Calculation of Earned Leave/Annual Leave wages
  - (b) Payment of National/Festival holidays
  - (c) Sick leave/Casual leave with wages
  - (d) Overtime allowance
  - (e) Gratuity and Post Retirement Benefit Scheme
  - (f) Contribution towards CMPF/other contributory Provident Fund
  - (g) Injury on duty



You are requested to take necessary action to implement the above decision.

*PML 4/3*  
**( R. MOHAN DAS )**  
**DIRECTOR(P&IR) &**  
**MEMBER SECRETARY, JBCCI - IX**

Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. Chief General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-VIII/I.I.No.3./2009/1.32

Dated: 31<sup>st</sup> March, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.3

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: Underground Allowance Chapter-IV of NCWA-VIII

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The National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24<sup>th</sup> January, 2009 which has come into force w.e.f. 1<sup>st</sup> July,2006 provides as under :- (Chapter-IV)

- 4.2.0 The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act. 1952 and Regulations framed there-under:
- 4.3.0 The Underground Allowance shall be payable from 1.1.2009 at the uniform rate of 12.5% of the revised basic wage per month.
- 4.4.0 In case of Assam (North East Coalfields), the Underground Allowance shall be payable from 1.1.2009 at the uniform rate of 15% of revised basic wages per month.
- 4.5.0 The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
- (a) Calculation of Earned Leave/Annual Leave wages
  - (b) Payment of National/Festival holidays.
  - (c) Sick leave/Casual leave with wages
  - (d) Overtime allowance
  - (e) Gratuity and Post Retirement Benefit Scheme

*Cm*

*[Signature]*

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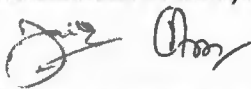
- (f) Contribution towards CMPF/other contributory Provident Fund
- (g) Injury on duty.

You are requested to take necessary action to implement the above decision.

  
( R. MOHAN DAS )

**DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII**

Distribution :-

- 
1. All members & Alternate members of JBCCI-VIII.
  2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  5. Director (RD&T), CMPDIL, Ranchi.
  6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
  9. Chief Vigilance Officer, CIL, Kolkata.
  10. Chief General Manager, NEC/DCC.
  11. Chief General Manager (F), CIL, Kolkata.
  12. Chief General Manager (MP&IR), CIL, Kolkata
  13. General Manager (P), CIL, Kolkata.
  14. Executive Director, IICM, Kanke Road, Ranchi.
  15. Chief General Manager, CIL, New Delhi.
  16. CGM/TS to Chairman, CIL, Kolkata.
  17. All Regional Sales Managers, CIL.
  18. Dy. Chief Personnel Manager (IR), CIL, Kolkata
  19. Sr. PO(AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/II.1.No.3./2005/ 54

Dated: 19<sup>th</sup> July, 2005

NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.3

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: Underground Allowance Chapter-IV of NCWA-VII  
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National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Underground Allowance ( Chapter-IV) :-

- 4.1.0 The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act. 1952 and Regulations framed thereunder:
- 4.2.0 The Underground Allowance shall be payable from 1.7.2004 @ 10% of the revised basic wage upto Rs.9,000/- per month and @ 12.5% of revised basic wage of Rs.9,001/- and above uniformly.
- 4.3.0 In case of Assam (North East Coalfields) the Underground Allowance shall be payable from 1.7.2004 @ 12.5% of revised Basic Wages upto Rs.9,000/- per month and @ 15% of revised Basic Wages of Rs.9001/- and above uniformly.
- 4.4.0 The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
- (a) Calculation of Earned Leave/Annual Leave wages
  - (b) Payment of National/Festival holidays.
  - (c) Sick leave/Casual leave with wages
  - (d) Overtime allowance



:2:

- (e) Gratuity and Post Retirement Benefit Scheme
- (f) Contribution towards CMPF/other contributory Provident Fund
- (g) Injury on duty.

You are requested to take necessary action to implement the above provisions.

Yours faithfully, -

( Md. Salim Uddin )

Director(P&IR) &

Member Secretary, JBCCI-VII

Distribution:

All Members & Alternate Members of JBCCI-VII

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance) CIL, Kolkata / Dy. Secy (P) CIL, Ranchi

Director(Technical)/Director(Marketing), CIL, Kolkata

CGM, NEC, Guwahati/CGM, DCC, Dankuni

Executive Director(IICM) Kanke Road, Ranchi

CGM, CIL, Ansal Bhawan, New Delhi

CGM(P)/CGM(F), CIL, Kolkata

All RSMs

GM(F)/TS to Chairman, CIL, Kolkata

Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No. 15/ 254-307

Dated: 3<sup>rd</sup> May, 2007

NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.15

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: Clause (iv) Calculation of Underground Allowance

The following report of Sub-committee of JBCCI-VII constituted vide notification No.CIL/C-5B/JBCCI/SC/97 dated 6<sup>th</sup> December, 2005 was discussed in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata.

Clause (iv) " Calculation of Underground Allowance

- 01) Underground Allowance will be calculated on fixed Basic and not on earned Basic month-wise.
- 02) Instances have come to the notice of the committee that in some cases Underground Allowance has been calculated in the manner cited below :

10% upto Basic of Rs.9000/- 12.5% for the amount exceeding Rs.9000/- instead of straight calculation @ 12.5% on fixed Basic

The committee recommends that Underground Allowance should be calculated @ 12.5% on fixed Basic beyond Rs.9000/- per month."

The above recommendation of the committee was accepted.

You are requested to take necessary action to implement the above decision.

( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary JBCCI-VII

Distribution: All Members of Standardisation committee

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.)  
 Director(Personnel), ECL/BCCU/CCL/WCL/SECL/NCL/MCL  
 Director(Finance), ECL/BCCU/CCL/WCL/SECL/NCL/MCL  
 Director(O), CMPDIL, Ranchi  
 Director(Finance)/ CIL, Kolkata  
 Director(Technical)/Director(Marketing), CIL, Kolkata  
 CVO, CIL, Kolkata  
 TS to Chairman, CIL, Kolkata  
 CGM, NEC, Guwahati  
 Executive Director(IICM), Kanke Road, Ranchi  
 CGM, CIL, New Delhi  
 GM(P)/CGM(F), CIL, Kolkata  
 FM(Bill), CIL, Kolkata  
 All RSMs  
 Sr.P.O. (AW), CIL, Kolkata.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No CIL/C-5B/JBCCI-VI/L.I.No.03/2001/21

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT -VI  
IMPLEMENTATION INSTRUCTION NO.3.

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 Underground Allowance (Chapter-IV of NCWA-VI)

1.0 The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 provides as under in respect of payment of Underground Allowance as contained in Chapter-IV -

2.1 The Underground allowance shall continue to be paid to those employees working underground as defined under the Mines Act, 1952 and Regulations framed thereunder.( Clause 4.1.0 ).

The Underground Allowance has been revised and is payable from 01-07-99 @ 20% of (revised basic pay minus Rs 1800/- per month or Rs 69 23 per day) on pro-rata basis. There is no revision of rate of Underground Allowance for the period 01-07-96 to 30-06-99, as such no additional amount is payable for the period 01-07-96 to 30-06-99.

2.2 The Underground allowance shall be payable from 1.7.1999 @ 20% of (revised basic pay minus Rs 1800/- per month or Rs.69 23 per day) on pro-rata basis. (Clause 4.2.0)

2.3 In case of Assam (North Eastern) Coalfields, the Underground allowance shall be payable from 1 7 1999 @ 25% of revised basic pay minus Rs.1800/- or Rs.69.23 per day on pro-rata basis ( Clause 4.3.0 )



2.4 The Underground allowance shall be treated as Wages and will be taken into account for the following purposes ( Clause 4.4.0 ) :-

- a) Calculation of Earned Leave/Annual Leave wages.
- b) Payment for national/festival holidays
- c) Sick leave/Casual leave with wages.
- d) Overtime allowance
- e) Gratuity and Post Retirement Benefit Scheme
- f) Contributions towards CMPF/other contributory Provident Fund
- g) I.O.D

3.1 The Underground Allowance at the revised rate under NCWA-VI, as above, will be paid from 01-07-99. As regards UG Allowance for the period from 01-07-96 to 30-06-99 the amount already paid will be treated as final.

3.2 This supersedes the administrative instructions issued vide OM No CII/C-5B JBCCI/Admn Instruction No 1/2000/537 dated 14.10.2000

Necessary action to implement the above provisions may be taken.



  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution -

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCL, Kothagudem Collys, Dt. Khamman, A P
- 3 Vice President,(HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist Burdwan.
- 5 Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 6 Director(F), CIL, Calcutta
- 7 Director(T), CIL, Calcutta
- 8 Director (Marketing), CIL, Calcutta
- 9 Chief Vigilance Officer, CIL, Calcutta.
- 10 Chief General Manager, NEC, Guwahati
- 11 CGM CIL, Ansal Bhawan, New Delhi
- 12 CGM(IICM), Kanke Rd, Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta.
- 14. All RSMs, CIL
- 15 GM(F)/TS to Chairman, CIL, Calcutta
- 16. Dy. CME(AW), CIL, Calcutta.

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY**  
**COAL INDIA LIMITED**  
10, NETAJI SUBHAS ROAD  
CALCUTTA

No.CIL/JBCCI-V/I.I.No3/ 2622

Date: Feb.22, 1996

**NATIONAL COAL WAGE AGREEMENT - V**  
**IMPLEMENTATION INSTRUCTION NO.3**

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, NEC, Assam

Sub: **UNDERGROUND ALLOWANCE**  
(Chapter IV, Clause 4.1.0 to 4.4.0 of NCWA-V)

National Coal Wage Agreement-V dated 19th January, 1996 provides as follows in respect of payment of Underground Allowance (vide Chapter-IV).

4. 1. 0      The underground allowance shall continue to be paid to those employees working underground as defined in the Mines Act and regulations framed thereunder.

The Underground Allowance has been revised and is payable from 1.7.93 @ 20% of revised basic pay minus Rs.600/- per month or Rs.23.076 per day on pro-rata basis. There is no revision of rate of Underground Allowance for the period 1.7.91 to 30.6.93, as such no additional amount is payable for the period 1.7.91 to 30.6.93.

4. 2. 0      The underground allowance shall be payable from 1.7.1993 at the rate of 20% of (revised basic pay minus Rs.600/- per month or Rs. 23.076 per day) on pro-rata basis.

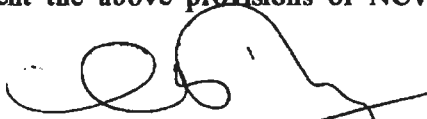


4. 3. 0 In case of Assam Coalfields, Underground Allowance shall be payable at the rate of 25% of (revised Basic pay minus Rs.600/- per month or Rs. 23.076 per day) on pro-rata basis.

4. 4. 0 The underground allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes :

- (a) Calculation of Earned Leave/Annual Leave wages.
- (b) Payment for national/festival holidays.
- (c) Sick leave/ Casual leave with wages.
- (d) Overtime allowance.
- (e) Gratuity and Post Retirement Benefit Scheme.
- (f) Contributions towards CMPF/other contributory Provident Fund.

Necessary actions to implement the above provisions of NCWA-V may be taken.

  
( C.H. Khisty )  
Director (P&IR) &  
Member Secretary,JBCCI-V

Distribution:

Director(F)/Director(T), CIL, Calcutta  
All Members/Alternate Members of JBCCI-V  
Director(Per.), SCCL, PO:Kothagudam Colly. Dist.Khammam(A.P.)  
Director,RM Div., SAIL/IISCO, 10,Camac Street, Calcutta  
Vice President, HRM, TISCO, Jamshedpur.

## **NATIONAL COAL WAGE AGREEMENT-IV**

### **Implementation Instruction No. 1**

**No. CIL JBCCI-IV. IMP : I. I. No. (1/89)/836  
dt. 2nd August, 1989**

**Sub : Scope, coverage, revised wages, wage structure and  
Dearness allowance etc. of time rated workers.**

The National Coal Wage Agreement-IV which was finalised by the joint Bipartite Committee for the Coal Industry on 27th July, 1989 and which has come into force from 1-1-1987 provides as follows :

#### **2.1 Scope :**

The scope of the Agreement covers the wage structure, dearness allowance, fitment in the revised scale of pay, fringe benefits, such service conditions and other allied matters as contained in the different Chapters of the Agreement (Clause 1.3)

#### **2.2 Coverage :**

This Agreement shall cover all categories of employees in the Coal Industry who have been covered by the National Coal Wage Agreements I, II and III and also employees of those establishments which are functioning and may be functioning under the coal companies. ( Clause 1.2 )

#### **3.0 Components of Wage :**

**3.1 The wage structure of employees in the Coal Mining Industry shall consist of :**

- a) **Basic Wage :**
- b) **Attendance Bonus at 10% of the Basic Wage ;**
- c) **Special Dearness Allowance (SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of the Basic wage representing computed fringe benefits on attendance bonus such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.**
- d) **Fixed Dearness Allowance of Rs. 186.31 per month or Rs. 7.17 per day ; and**
- e) **Variable Dearness Allowance linked to the All India Consumer Price Index Number for Industrial Workers ( Base 1960=100 ) ( hereafter called Index Number ) adjustable quarterly depending on variation in consumer price index number above 672. ( Clause 2.1 )**

### **3.2.0 Minimum Wage :**

**3.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by the Agreement shall be Rs. 1304.50 per month or Rs. 50.18 per day at the All India Average Consumer Price Index Number for Industrial Workers ( base 1960=100 ) at 672. This amount includes Interim Relief and minimum guaranteed benefit of Rs. 85/- added to the pre-revised minimum wage on 31st December, 1986 at CPI 672. ( Clause 2.2.1 )**

**3.2.2 The break up of the minimum wage of Rs. 1304.50 as on 1st January, 1987 linked to Index No. 672 will be as indicated below :-**

	Per Day (Rs.)		Per Month (Rs.)	
	Pre-Revised	Revised	Pre-Revised	Revised
a) Basic Wage/Pay	21.160	38.47	550.16	1000.22
b) Attendance Bonus @ 10% of basic wage	2.116	3.85	55.01	100.02
c) Special DA	0.380	0.69	9.87	17.95
d) Fixed DA	5.667	7.17	147.36	186.31
e) Variable DA	13.273	—	345.10	—
f) Spl. Incentive	0.461	—	12.00	—
<b>Total:</b>	<b>43.057</b>	<b>50.18</b>	<b>1119.50</b>	<b>1304.50</b>

#### Minimum Guaranteed

Benefit :	43.06	
Interim Relief	3.85	100.00
Addl. Benefit	3.27	85.00
<b>Total :</b>	<b>50.18</b>	<b>1304.50</b>

Note :- Conversion from monthly to daily and rounded off to two decimal places. ( Clause 2.2.2 )

3.2.3 The fixed Dearness Allowance under this Agreement is related to Index No. 672 of the All India Average Consumer Price Index for Industrial Workers ( Base 1960=100 ). The variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 672 ( Clause 2.2.3 ).

#### 4.0 Basic Wage Structure :

4.1 The revised basic wage structure for different categories, skills and grades, covering daily rated including excavation, washeries and monthly rated employees as worked out on the basis of this Agreement are detailed below ; ( Clause 2.3.1 )

#### 4.2 Revised wage structure :

( with effect from 1-1-1917 ) ( Vide Annexure—IIA )  
Existing NCWA-III Pay Scales Revised NCWA-IV Pay Scales  
(w.e.f. 1-1-1987 )

##### Daily Rated Workers :

##### Category

I	Rs. 21.16-0.43-27.18	Rs. 38.47-0.70-48.27
II	Rs. 21.65-0.53-29.07	Rs. 39.34-0.85-51.24
III	Rs. 22.70-0.65-31.80	Rs. 40.78-1.08-55.90
IV	Rs. 24.10-0.80-35.30	Rs. 42.18-1.32-60.65
V	Rs. 26.04-1.00-40.04	Rs. 44.50-1.62-67.18
VI	Rs. 29.24-1.35-48.14	Rs. 47.70-2.12-77.38

##### Excavation :

##### Category

Spl.	Rs. 38.34-2.12-65.99	Rs. 57.38-3.08-97.42
A	Rs. 34.54-1.95-61.84	Rs. 53.58-2.88-93.90
B	Rs. 31.99-1.76-56.63	Rs. 50.47-2.62-87.15
C	Rs. 30.14-1.55-51.84	Rs. 48.60-2.31-80.94
D	Rs. 27.44-1.15-43.54	Rs. 45.90-1.77-70.68
E	Rs. 23.55-0.72-33.63	Rs. 41.63-1.15-57.73

##### Monthly Rated

(Tech. & Supervisory &  
Miscellaneous Scales )

##### Grade :

A	Rs. 892-53-1316-55-1701	Rs. 1387-75-2137-80-2537
B	Rs. 810-46-1178-51-1586	Rs. 1290-68-1834-74-2426
C	Rs. 742-40-1062-45-1422	Rs. 1222-60-1702-66-2230
D	Rs. 678-30-918-35-1198	Rs. 1158-48-1542-58-2006
E	Rs. 625-23-947	Rs. 1095-37-1613
F	Rs. 605-18-857	Rs. 1075-30-1495
G	Rs. 580-16-804	Rs. 1050-27-1428
H	Rs. 567-14-763	Rs. 1027-23-1349



## **CHAPTER—IV**

### **UNDERGROUND ALLOWANCE**

**Implementation Instruction No. 5 dt. 30-11-1983**

**1.1** The National Coal Wage Agreement-III which was finalised by JBCCI for the coal industry on 11-11-83 and which has come into force with effect from 1-1-83 provides for the following in respect of Underground Allowance in Chapter-IV :

#### **2.0 Underground Allowance :**

**2.1** The existing underground allowance at the rate of 15% of basic pay would be increased to 17½% of the revised basic pay for the first two years of the Agreement with effect from 1-1-83 and to 20% of the revised basic pay for the next two years with effect from 1-1-85 ( Clause 4.1.1 ).

**2.2** The underground allowance shall continue to be paid to those employees working underground as defined in the Mines Act and the Regulations framed thereunder ( Clause 4.1.2 ).

**2.3** In case of Assam Coalfields it is agreed that the underground allowance would be at the rate of 22.5% of the revised basic pay with effect from 1-1-83 and 25% of the revised basic pay with effect from 1-1-85 onwards ( Clause 4.2.1 ).

**2.4** The underground allowance shall be treated as wages as hitherto and will be taken into account for the following purposes :

- a) Calculation of earned/annual leave wages.
- b) Payment for national/festival holidays.
- c) Sick leave/Casual leave wages.
- d) Overtime Allowance.
- e) Gratuity.
- f) Contribution towards CMPF/other contributory provident funds ( Clause 4.3.1 ).

## **CHAPTER—V**

### **A. OTHER ALLOWANCES**

**( Clause 5.1.0 to 5.5 )**

**Implementation Instruction No. 6 dt. 30-11-1983**

**1.1** The following provisions in respect of Other Allowance have been made in N.C.W.A.-III :

**2.0** Other Allowances :

**2.1** Washing Allowance : ( Cl. 5.1.0 & 5.1.1 )

Employees who will be provided with uniforms by the Management, will be paid a Washing Allowance at the rate of Rs. 15/- per head per month. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs. 20/- per head per month.

Where washing of uniform is arranged by the Management the Washing Allowance will not be paid.

**2.2** Transport Subsidy : ( Cl. 5.2.0, 5.2.1 )

Employees who do not utilise Company's transport either free or on payment of a nominal or subsidised rate, will be paid transport subsidy at the rate of Rs 1.30 (Rupees One and paise thirty) only per day of actual attendance.

**2.3** Additional Transport Subsidy : ( Cl. 5.2.2, 5.2.3 )

Additional transport subsidy at the rate of Rs. 2/- per day of work will be paid to those in the last shift in the night (whether it is called Night Shift or Third Shift or C Shift) commencing from 10.00 p. m./11.00 p. m. or 12 mid-night.

Persons who work regularly in the night should be rotated wherever possible and will be paid Rs. 2/- per day of work in the last shift in the night as mentioned in the foregoing clause.

231 In the case of an employee transferred to another Colliery located at the distance of 8 K. M. and above and has not been provided with accomodation at the letter colliery and he actually travels on his own to the new colliery, he will be paid Rs. 1.30 p. per day of actual attendance instead of existing rate of 0.50 p. per day of attendance. Where such employees are required to report for duty at the old place of work from where they are transported to the new place of work the existing arrangement for transporting them from the old colliery to the new colliery will continue. They will, however get Rs. 1.30 p. per day of actual attendance as long as they are required to report at the old place of work.

**2.4 Difficulty Allowance : ( Cl. 5.3 )**

**2.4.1 Thin Seam Allowance : ( Cl. 5.3.1 )**

Considering the special difficulties of piece rated and time rated workers working in the face underground in thin seams the following payments shall be made :

**Rate payment**

- (i) Seams of above 1.5 metres thickness -Nil.
- (ii) Seams of 1 metre to 1.5 metre thickness—An amount equal to 5% of basic for the basket loading and 2½% of basic for Shovelling on to Conveyor.
- (iii) Seams below 1 metre thickness - An amount equal to 8% of basic for the basket loading and 4% of basic for shovelling on to Conveyor.

Whenever Thin Seam Allowance is currently being paid and if it is more beneficial to the workmen, the same shall continue but where it is paid in 'other form' the same shall be stopped and be regulated as per above.

**2.4.2 Working in heavily watery conditions-Underground : (Clause 5.3.2)**

Rain Coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines within six months.

**2.4.3 Travelling over steep gradients : (Clause 5.3.3)**

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Re. 0.50 p. (fifty paise) per shift will be paid to each of the workers working in such a mine or district or section. Where such travelling exceeds 2000 metres this allowance shall be Re. 1/- (Rupee one) per attendance.

**Note—**For this purpose the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place, divided by the walking distance between the two places.

**2.4.4 Dust : (Clause 5.3.4)**

Workmen exposed to heavy duty conditions at the place of work will be provided a 'Dust Mask' within six months.

**2.5 City Compensatory Allowance : (Clause 5.4)**

The employees of Coal Companies/Managements stationed for duty in cities/towns (other than those who are in receipt of concessions, such as, free fuel/free house etc.)

will be paid a City Compensatory Allowance at the rate indicated below :

Class of city/town	Basic pay	Rates of C.C.A.
1	2	3
A. Class (i.e.) Calcutta (U A.) Delhi (U A.) Greater Bombay (U.A.) Bangalore (U.A.) Kanpur (U.A.) Ahmedabad (U.A.) Madras (U.A.) and Hyderabad (U.A.)	Rs. 550/- p.m. and above	6% of basic pay subject to a mini- mum of Rs. 16.20 and a maximum of Rs. 75/-.
B1. Class (i.e.) Nagpur (U.A.) Lucknow (U.A.) Patna (U.A.) and Jaipur (U.A.)	Rs. 550/- p.m. and above	4.5% of basic pay subject to a mini- mum of Rs. 16.45 and a maximum of Rs. 50/-.
B2. Class (i.e.) Bhopal, Chandi- garh (U.A.) Ranchi (U.A.) Durg-Bhilainagar (U.A.) and Jam- shedpur (U A.), Dhanbad (U.A.),	Below Rs. 750/- p.m.     Rs. 750/- and above	3.5% of basic pay subject to a maxi- mum of Rs. 10/- p.m.     Amount by which pay falls short of Rs. 759/-.
C. Class	—	No Allowance.

**Note**—It is clarified that the employees of coal companies/managements stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions, such as, free fuel/free house etc. will not be entitled to City Compensatory Allowance.

In case Govt. of India changes in the classification or declares any other cities (other than those in which the employees of Coal Companies who are in receipt of concessions, such as, free fuel/free house etc.) as A, B1, or B2 Class cities and prescribes the rates of C.C.A. the same will be made applicable to the coal companies' employees as well.

2.6 The allowance mentioned in Clause 5.2 and 5.3 viz., Transport Subsidy, Additional Subsidy and Difficulty Allowance will be effective from 1-7-1983 (Cl. 5.5),

3.1 From the above provisions it will be seen that while the revised rates of the City Compensatory Allowance will be payable to the entitled persons with effect from 1-1-1983. The other allowances mentioned in Chapter-V of N.C.W.A.-III will become available only with effect from 1-7-1983.

4.1 With regard to the eligibility to those allowance it is necessary that proper record as to who are entitled especially in respect of Washing Allowance, Additional Transport subsidy, Transferred employees, Difficulty Allowance and City Compensatory Allowance should be kept.

5.1 Managements have been advised to take necessary action to implement the provisions of this Chapter-V of NCWA-III as indicated above.

5.2 As regards the point as to whether any of these Allowances would attract fringe benefits such as, provident fund, gratuity etc., separate instructions will follow.

## **CHAPTER—IV**

### **UNDERGROUND ALLOWANCE**

**Implementation Instruction No. 41 dt. 7-1-1985**

**Implementation Instruction in respect of underground Allowance.**

**Ref. :-Implementation Instruction No. NCWA-III (1.1.5/83)/1908 dt. 30th Nov. 1983.**

Kind attention is invited to I.I. No. 5/83 dated 30th November '83 under reference in which you were requested to implement the provisions of Chapter-IV of NCWA-III in respect of underground Allowance.

2. The underground Allowance would be increased to 20% of the revised pay with effect from 1-1-85 (Cl. 4.1.2.).
  3. In the case of Assam coalfields, the Underground Allowance would be increased to 25% of the revised basic pay with effect from 1-1-85 (Cl. 4.2.1).
  4. Managements have been requested to take necessary action to implement the above provisions of NCWA-III.
  5. All other conditions regarding Underground Allowance remain the same as circulated earlier in I.I. No. 5/83. Proper record of the number of employees eligible to underground allowance may be maintained as per the Proforma already circulated in the above circular.
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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.7./2012/ 435

Dated: 20<sup>th</sup> March, 2012

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.07

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,	CPMDIL	Ranchi

**Sub: House Rent Allowance (Chapter – VIII)**

National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of House Rent Allowance (Chapter VIII):-

**8.1.0 HOUSE RENT ALLOWANCE**

8.1.1 The existing House Rent Allowance of Rs.150/- per month will be @ 2% of revised Basic per month with effect from 01.02.2012 and will be paid to those employees who have not been provided with residential accommodation.

8.1.2 Payment of House Rent Allowance will be regulated as indicated below :-

- (a) Employees excepting those who have been allotted the following types of house individually will be eligible for House Rent Allowance at the rate of 2% of revised basic per month.
  - (i) Any pucca house consisting of one or more rooms with common or separate latrine and bath.
  - (ii) House under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each per month per head.

.../2





- (c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for House Rent Allowance at the rate 2% of revised Basic per month.
- (d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for House Rent Allowance at the rate 2% of revised Basic per month.
- (e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to House Rent Allowance.
- (f) Employees who have been allotted single room or Arch type tenement however will be entitled to House Rent Allowance if the house is not provided with separate or common latrine/bathroom.

#### **8.1.3 House Rent Allowance for Employees in Urban Areas.**

Government notification/clarification on the subject will be followed as provided in the previous agreements and shall be applicable from 01.02.2012 on the revised basic. The other related issues will be discussed / decided in the Standardization Committee within a period of 3 months.

**Note:** Refer I.I. No. 16 of NCWA-VIII for Classification of the cities and rates of HRA.

#### **8.2.0 House Rent Recovery**

- 8.2.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners' type or lower type quarters where no recovery of house rent will be made.
- 8.2.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent.

#### **8.3.0 Recovery of Electricity Charges**

- 8.3.1 In the Coalfield areas where the employees are provided with company quarters together with electricity by the Management, the employees will be required to pay at the rate of 1% on the amount derived by deducting Rupees One hundred from the monthly basic wage towards electricity charges and the employees shall ensure rationalization of power consumption.

#### **8.3.2 Supply of Fuel**

Free supply of coal on the prescribed norms will continue. However, an endeavor will be made to reimburse the cost of about 14.5 kg., of Liquefied Petroleum Gas (L.P.G.) per month. The company will make efforts to arrange supply of gas in phased manner.

*Explanation: - In case of reimbursement of the cost of one LPG Cylinder (14.5 KG) at Govt. rate per month or supply of one LPG ( 14.5 kg.) cylinder per month by the company, the free supply of coal (wherever exists) on the prescribed norms is to be stopped forthwith .*

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.7./2009/147

Dated: 24 June, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.7

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: House Rent Allowance (Chapter – VIII )**

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of House Rent Allowance (Chapter VIII):-

**8.1.0 HOUSE RENT ALLOWANCE**

✓ 8.1.1 The existing House Rent Allowance of Rs.100/- per month will be increased to Rs.150/- per month with effect from 1.1.2009 and will be paid to those employees who have not been provided with residential accommodation.

**8.1.2 Payment of House Rent Allowance will be regulated as indicated below :**

- (a) Employees excepting those who have been allotted the following types of house individually will be eligible for House Rent Allowance at the rate of Rs.150/- per month.
- (i) Any pucca house consisting of one or more rooms with common or separate latrine and bath.
- (ii) House under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e., Rs.75/- per month per head.



- (c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for House Rent Allowance at the rate of Rs.150/- per month.
- (d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for House Rent Allowance at the rate of Rs.150/- per month.
- (e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to House Rent Allowance.
- (f) Employees who have been allotted single room or Arch type tenement however will be entitled to House Rent Allowance if the house is not provided with separate or common latrine/bathroom.

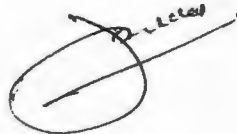
### **8.1.3 House Rent Allowance for Employees in Urban Areas.**

Government notification/clarification on the subject will be followed as provided in the previous agreements and shall be applicable from 1.1.2009 on the revised basic. The other related issues will be discussed/decided in the Standardization Committee within a period of 3 months.

**Note : Separate instruction on the subject will follow.**

### **8.2.0 House Rent Recovery**

- 8.2.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made.
- 8.2.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent.



### 8.3.0 Recovery of Electricity Charges

8.3.1 In the Coalfield areas where the employees are provided with company quarters together with electricity by the Management, the employees will be required to pay at the rate of 1% on the amount derived by deducting Rupees One hundred from the monthly basic wage towards electricity charges and the employees shall ensure rationalization of power consumption.

### 8.3.2 Supply of Fuel

Free supply of coal on the prescribed norms will continue. However, an endeavor will be made to reimburse the cost of about 14.5 kg., of Liquefied Petroleum Gas (L.P.G.) per month. The company will make efforts to arrange supply of gas in phased manner.

*Explanation:- In case of reimbursement of the cost of one LPG Cylinder (14.5 KG) at Govt. rate per month or supply of one LPG ( 14.5 kg.) cylinder per month by the company, the free supply of coal (wherever exists) on the prescribed norms is to be stopped forthwith .*

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )

DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

#### Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
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- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
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- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.16./2009/1124

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.16

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: House Rent Allowance for employees  
in Urban Areas (Para 8.1.3 of NCWA-VIII)**

Please refer to Para 8.1.3 of this office Implementation Instruction No.7 dated 2<sup>nd</sup> June, 2009.

The subject matter was discussed in the Standardisation Committee meeting held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009 and it was agreed as under :

"It was agreed that there will be no ceiling on basic pay for payment of House Rent Allowance in urban areas, the payment shall be subject to clarification received from the DPE regarding re-classification of cities."

Till date no communication has been received from DPE, however provisionally payment of HRA for employees posted in Urban Areas may be paid in terms of O.M.No.2(70)/08-DPE(WC)-GL-XVI/08 dated 26.11.2008 and O.M.No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009 from Govt., of India, Ministry of Heavy Industries and Public Enterprises, payment of HRA to the employees of CPSEs on population basis would be as under:

Cities with population	Rate of HRA
50 Lakhs and above Classified as "X"	30% of Basic pay
5 to 50 lakhs Classified as "Y"	20% of Basic pay
Less than 5 lakhs Classified as "Z"	10% of Basic pay

The list of Cities and Towns reclassified as per O.M. dated 29.8.2008 is enclosed.

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However, in case the actual amount of House Rent Allowance as per the prescribed rate is less than the actual amount of HRA drawn on 31.12.2008 in the case of a particular non-executive, the difference would be allowed to be drawn by the non-executive as Personal Allowance until the difference is eliminated in course of time.

The payment of HRA on the revised basic pay under NCWA-VIII to employees posted in urban areas will be effective from 1<sup>st</sup> January, 2009. No arrear shall be payable for the period from 01.07.2006 to 31.12.2008 on revised basic pay on account of HRA under NCWA-VIII.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )

DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

Encl: As stated

Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
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- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

**ANNEXURE**  
**to OM No.2/(13)/2008-E.II(B)**  
**dt 29<sup>th</sup> August'2008**

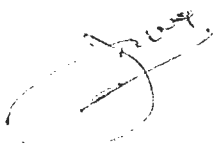
**LIST OF CITIES/TOWNS CLASSIFIED BASED ON POPULATION  
FOR PAYMENT OF HOUSE RENT ALLOWANCE**

S.No.	STATES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
1.	Andhra Pradesh	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Visakhapatnam (UA), Guntur
2.	Assam		Guwahati (UA)
3.	Bihar		Patna (UA)
4.	Chandigarh		Chandigarh
5.	Chhattisgarh		Durg-Bhilai Nagar (UA), Raipur (UA)
6.	Delhi	Delhi (UA)	
7.	Gujarat		Ahmedabad (UA), Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)
8.	Haryana		Faridabad*
9.	Jammu & Kashmir		Srinagar (UA), Jammu (UA)
10.	Jharkhand		Jamshedpur (UA), Dhanbad (UA), Ranchi (UA)
11.	Karnataka	Bengaluru (UA)	Belgaum (UA), Hubli-Dharwad, Mangalore (UA), Mysore (UA)
12.	Kerala		Kozhikode (UA), Kochi (UA), Thiruvananthapuram (UA)
13.	Madhya Pradesh		Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA)
14.	Maharashtra	Greater Mumbai(UA)	Amravati, Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Pune (UA), Solapur, Kolhapur (UA)
15.	Orissa		Cuttack (UA), Bhubaneswar (UA)
16.	Punjab		Amritsar (UA), Jalandhar (UA), Ludhiana
17.	Pondicherry		Pondicherry (UA)
18.	Rajasthan		Bikaner, Jaipur, Jodhpur (UA), Kota (UA)
19.	Tamil Nadu	Chennai (UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA)
20.	Uttarakhand		Dehradun (UA)
21.	Uttar Pradesh		Moradabad, Meerut (UA), Ghaziabad*, Aligarh, Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur, Varanasi (UA)
22.	West Bengal	Kolkata (UA)	Asansol (UA)

\* Only for the purpose of extending HRA on the basis of dependency.

**NOTE**

- The remaining cities/towns in various States/Uts which are not covered by classification as "X" or "Y" are classified as "Z" for the purpose of HRA.





10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.7./2005/ 59

Dated: 21st July, 2005

**NATIONAL COAL WAGE AGREEMENT-VII**  
**IMPLEMENTATION INSTRUCTION NO.7**

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: House Rent Allowance (Chapter – VIII)**

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of House Rent Allowance (Chapter-VIII):-

**8.1.0 HOUSE RENT ALLOWANCE**

8.1.1 The existing House Rent Allowance of Rs.75/- per month will be increased to Rs.100/- per month with effect from 1.7.2004 and will be paid to those employees who have not been provided with residential accommodation.

**8.1.2 Payment of House Rent Allowance will be regulated as indicated below :**

- (a) Employees excepting those who have been allotted the following types of house individually will be eligible for House Rent Allowance at the rate of Rs.100/- per month.
  - (i) Any pucca house consisting of one or more rooms with common or separate latrine and bath.
  - (ii) House under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e., Rs.50/- per month per head.



:2:

- (c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for House Rent Allowance at the rate of Rs.100/- per month.
- (d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for House Rent Allowance at the rate of Rs.100/- per month.
- (e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to House Rent Allowance.
- (f) Employees who have been allotted single room or Arch type tenement however will be entitled to House Rent Allowance if the house is not provided with separate or common latrine/bathroom.

#### **8.1.3 House Rent Allowance for Employees in Urban Areas.**

Government notification/clarification on the subject will be followed as provided in the previous agreements. Other related issues will be discussed/decided in the Standardisation Committee within a period of 3 months.

**Note :** Separate instructions on the subject will follow.

#### **8.2.0 House Rent Recovery**

- 8.2.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made.
- 8.2.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent.



### 8.3.0 Recovery of Electricity Charges

8.3.1 In the Coalfield areas where the employees are provided with quarters by the Management and also electricity from the bulk supply obtained by them from the electricity boards or other agencies, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rate at which the Electricity Supply Undertakings charge the Coal Companies.

### 8.3.2 Supply of Fuel

Free supply of coal on the prescribed norms will continue. However, an endeavor will be made to reimburse the cost of about 14.5 kg., of Liquefied Petroleum Gas (L.P.G.) per month. The company will make efforts to arrange supply of gas in phased manner.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary, JBCCI-VII

#### Distribution:

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(O), CMPDIL, Ranchi  
Director(Finance) CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CGM, NEC, Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, Ansal Bhawan, New Delhi  
CGM(P)/CGM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.10/2005/ 85

Dated: 23<sup>rd</sup> September,2005

**NATIONAL COAL WAGE AGREEMENT-VII**  
**IMPLEMENTATION INSTRUCTION NO.10**

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: House Rent Allowance for employees  
in Urban Areas (Para 8.1.3 of NCWA-VII)

Please refer to Para 8.1.3 of this office Implementation Instruction No.7 dated 21/25<sup>th</sup> July, 2005.

The subject matter was discussed in the Standardisation Committee meeting held on 6<sup>th</sup> September,2005 at CIL (Hqrs.), Kolkata and further considered by the Management. It has now been decided that payment of House Rent Allowance will be made to non-executive cadre employees covered by NCWA-VII as under :

The employees getting House Rent Allowance in Urban Areas, will be paid at the following rates as per reclassification of cities by the Govt.

'A-1' Class Cities	=	30% of Basic Pay
'A' Class Cities	=	25% of Basic Pay
'B-1' Class Cities	=	20% of Basic Pay
'B-2' Class Cities	=	15% of Basic Pay
'C' Class Cities	=	10% of Basic Pay

The list of Cities and Towns reclassified as 'A-1', 'A', 'B-1', 'B-2' & 'C' class cities is given at Annexure-A.

The maximum limit of House Rent Allowance payment in different reclassified cities will be as under:-

- A-1 Class cities @ 30% of Basic pay subject to a maximum of Rs.4572.60
- A Class cities @ 25% of Basic pay subject to a maximum of Rs.3810.50
- B-1 Class cities @ 20% of Basic pay subject to a maximum of Rs.3048.40
- B-2 Class cities @ 15% of Basic pay subject to a maximum of Rs.2286.30
- C Class cities @ 10% of Basic pay subject to a maximum of Rs.1524.20

*1 Suro*  
*22/9/05*


These orders shall take effect from 1<sup>st</sup> July, 2004.


You are requested to take necessary action to implement the above decision.

Encl: as stated

Distribution:

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(O), CMPDIL, Ranchi  
Director(Finance) CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CGM, NEC, Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, New Delhi  
GM(P)/GM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Dy.PM(AW), CIL, Kolkata

  
( Md. Salim Uddin )  
Director(P&IR) &  
Member Secretary, JBCCI-VII

  
23/7/04

## ANNEXURE "A"

CLASSIFICATION OF CITIES

CLASS OF CITIES	NAME OF CITIES
'A-1'	Delhi(UA), Greater Mumbai(UA), Kolkata(UA), Chennai(UA)
"A"	Ahmadabad(UA), Bangalore(UA), Hyderabad, Jaipur, Kanpur, Lucknow, Nagpur, Pune, Surat(UA)
"B-1"	Bhopal, Indore, Ludhiana, Nashik, Patna, Varanasi
"B-2"	Amritsar, Allahabad, Bhubaneswar, Chandigarh, Cuttack, Guwahati, Gaziabad, Gwalior, Jabalpur, Jamshedpur, Jalandhar, Ranchi, Raipur, Srinagar(UA),
"C"	Asansol, Ambikapur, Bardhaman, Brajrajnagar, Bilaspur, Betul, Bokaro Steel city, Ballarpur, Bhandara, Bellampalle, Bhatinda, Chindwara, Chirimiri, Chandrapur, Dhanbad, Durgapur, Darjeeling, Daltangunj, Deoghar, Dhenkanal, Giridih, Gurguan, Hazaribagh, Jharsuguda, Kamptee(UA), Khammam(UA), Korba, Kothagudam(UA), Mandamarri, Phusro, Ramgarh, Ramagundam, Raigarh(UA), Rajnandgaon, Rourkella, Sambalpur, Singrauli, Shillong, Sahdol, Siliguri, Saunda, Simla, Tura, Wani, Wardha.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI-VI/1.1.No.07/2001/25

Dated, 5th January, 2001

**NATIONAL COAL WAGE AGREEMENT -VI**  
**IMPLEMENTATION INSTRUCTION NO 7.**

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 : House Rent Allowance ( Chapter -VIII of NCWA-VI )**

1.0 The following provisions in respect of House Rent Allowance have been made in National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 (vide Chapter-VIII) :-

**2.0 House Rent Allowance (Clause 8.1.0) :**

2.1 The Existing house rent allowance of Rs.60/- per month will be increased to Rs.75/- per month with effect from 1.7.1999 and will be paid to those employees who have not been provided with residential accommodation. **(Clause 8.1.1)**

2.2 Payment of house rent allowance will be regulated as indicated below: **(Clause 8.1.2)**

- a) Employees excepting those who have been allotted the following types of houses individually will be eligible for house rent allowance at the rate of Rs.75/- per month.
  - i) Any pucca house consisting of one or more rooms with common or separate latrine and bath
  - ii) House under New Housing scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath
- b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e. Rs.37.50 per month per head



- c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for house rent allowance at the rate of Rs.75/- per month.
- d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for house rent allowance at the rate of Rs.75/- per month.
- e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to house rent allowance.
- f) Employees who have been allotted single room or Arch type tenement however will be entitled to house rent allowance if the house is not provided with separate or common latrine/bathroom.

**2.3 House Rent Allowance for Employees in Urban Areas (Clause 8.1.3)**

The Govt. classification on the subject will be followed. The rate and date of payment will be decided within one month. Separate instructions on the subject will follow.

**3.0 House Rent Recovery (Clause 8.2.0)**

- 3.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made. (Clause 8.2.1)
- 3.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent. (Clause 8.2.2)

**4.0 Recovery of Electricity Charges (Clause 8.3.0)**

- 4.1 In the Coalfield areas where the employees are provided with quarters by the Management and also electricity from the bulk supply obtained by them from the Electricity Boards or other agencies, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rate at which the Electricity Supply Undertakings charge the Coal Companies ( Clause 8.3.1 )





1.2 Supply of Fuel (Clause 8.3.2 )

Free supply of coal on the prescribed norms will continue. However, an endeavour will be made to reimburse the cost of about 14.5 Kg. of Liquid Petroleum Gas (L.P.G.). The Company will make efforts to arrange supply of gas in phased manner.

Necessary action to implement the above provisions may be taken.

Encls: As above.



( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution :-

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCL, Kothagudem Collys., Dt. Khanman, A.P.
- 3 Vice President, (HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist: Burdwan.
- 5 Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 6 Director(F), CIL, Calcutta.
- 7 Director(T), CIL, Calcutta.
- 8 Director (Marketing), CIL, Calcutta
- 9 Chief Vigilance Officer, CIL, Calcutta.
- 10 Chief General Manager, NEC, Guwahati.
- 11 CGM CIL, Ansal Bhawan, New Delhi
- 12 CGM(IICM), Kanke Rd., Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta.
- 14 All RSMs, CIL
- 15 GM(F)/TS to Chairman, CIL, Calcutta
- 16 Dy. CME(AW), CIL, Calcutta.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA - 700 001

No CIL/C-5B/JBCCI/I.I.No.27/2001/219

Dated, 14th June, 2001

**NATIONAL COAL WAGE AGREEMENT - VI**  
**IMPLEMENTATION INSTRUCTION NO 27**

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 : *House Rent Allowance in Urban Areas***  
**(Clause 8.1.3 of NCWA - VI)**

Please refer to Para 23 of this Office Implementation Instruction No 7 dated 5<sup>th</sup> January, 2001

The matter was discussed in the meeting of Standardisation Committee of JBCCI held on 22-05-2001 and further considered by the Management. It has now been decided that the payment of House Rent Allowance will be made to non-executive cadre employees covered under NCWA as under -

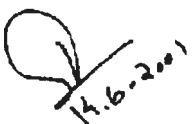
The employees getting House Rent Allowance in Urban Areas, will be paid at the following rates as per reclassification of cities by the Govt

'A-1' Class Cities	=	30% of Basic Pay
'A' Class Cities	=	25% of Basic Pay
'B-1' Class Cities	=	20% of Basic Pay
'B-2' Class Cities	=	15% of Basic Pay
'C' Class Cities	=	10% of Basic Pay

The list of Cities and Towns reclassified as 'A-1', 'A', 'B-1', 'B-2' & 'C' class cities is given at Annexure-A & B



P/2

  
14.6.2001

The maximum limit of House Rent Allowance payment in different reclassified cities will be as under -

'A-1' Class Cities	@ 30% of Basic Pay subject to maximum of Rs 2820/-
'A' Class Cities	@ 25% of Basic Pay subject to maximum of Rs 2350/-
'B-1' Class Cities	@ 20% of Basic Pay subject to maximum of Rs 1880/-
'B-2' Class Cities	@ 15% of Basic Pay subject to maximum of Rs 1410/-
'C' Class Cities	@10% of Basic Pay subject to maximum of Rs 940/-

However, the employees posted at Ranchi will continue to be paid House Rent Allowance @ 25% of Basic Pay as the same was applicable to them under the provision of Para 8 1 4 of NCWA-V

It is further clarified that in accordance with DPE's O M No 2(49)/98-DPE(WCL)-GL-XXXIX dated 22 01 2001, the employees would be allowed to draw the earlier rates of HRA on the revised Basic Pay wherever HRA rates are lower than earlier rates as per new classification of cities till further orders from the Government

These orders will be effective with effect from 1st June,2001

You are requested to take necessary action to implement the above decision

Encls:(As stated)

  
( C. H. KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI- VI


Distribution -

- 1 All members & Alternate members of JBCCI-VI
- 2 Chairman-MD, SCCL, P O -Kothagudam Collys , Distts Khamam (AP)
- 3 Vice President(HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist Burddhaman (W B )
- 5 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6 Director(Operation), CMPDIL, Ranchi
- 7 Director(Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata
- 8 Chief Vigilance Officer, CIL, Kolkata
- 9 Chief General Manager, NEC/DCC
- 10 Chief General Manager(F)/General Manager(F), CIL, Kolkata
- 11 Chief General Manager(P), CIL, Kolkata
- 12 Executive Director, IICM, Kanke Road, Ranchi
- 13 Chief General Manager, CIL, Ansal Bhawan, New Delhi
- 14 TS to Chairman, CIL, Kolkata
- 15 All Regional Sales Managers, CIL
- 16 Dy CME(AW)/FM(Estt /Bill), CIL, Kolkata

**Annexure "A"**

List of classified cities of  
A-1, A, B-1 & B-2 class cities  
(Vide Para 8.1.3)

Class of Cities	Name of Cities
"A-1"	Delhi(UA), Mumbai(UA), Calcutta(UA), Chennai(UA)
"A"	Ahmedabad(UA), Bangalore(UA), Hyderabad
"B-1"	Bhopal, Indore(UA), Jaipur, Ludhiana, Nagpur(UA), Pune(UA), Surat(UA), Vadodra(UA), Lucknow(UA), Kanpur(UA)
"B-2"	Allahabad(UA), Varanasi(UA), Agra(UA), Gorakhpur, Meerat(UA), Barriely(UA), Jabalpur(UA), Gwalior(UA), Jodhpur, Kota, Guwahati, Aurangabad(At Maharashtra), Solapur(UA), Nasik(UA), Vishakapatnam(UA), Vijaywada(UA), Ranchi, Patna, Chandigarh(UA), Rajkot(UA), Faridabad Complex, Hubli-Dharwad, Thiruananthapuram (UA), Kochi(UA), Amritsar, Jalandhar, Coimbtur(UA), Madurai(UA), Salem, Tiruchirapally(UA)

  
14/6/2001

**List of "C" Class Cities  
(Vide Para 8.1.3)**

Class of Cities	Name of Cities
"C"	<p>Asansol(UA), Bardhaman, Raniganj(UA) Durgapur, Darjeeling, Siliguri, Deoghar(UA) Dhanbad(UA), Giridih, Phusro(UA), Bokaro Steel City (UA), Jamshedpur (UA), Hazaribagh, Ramgarh (UA), Saunda, Daltanganj, Khammam (UA), Guntur, Karimnagar, Ramagundam, Adilabad, Rajamundry (UA), Eluru, Gudur, Nazamabad, Warangal (UA), Vizianagram, Tezpur, Jorhat (UA), Dibrugarh (UA), Tinsukia, Silchar, Karimganj, Anand (UA), Gandhinagar, Porbandar, Gandhidham, Bhuj (UA), Mahesana (UA), Simla (UA), Mysore (UA), Mangalore, Chindwara (UA), Itarsi (UA), Chattarpur (UA), Satna (UA), Ratlam (UA), Ujjain (UA), Khandwa, Bilaspur(UA), Betul (UA), Ambikapur, Dhamtari, Durg, Raigarh (UA), Rajnandgaon, Raipur (UA), Bhusawal (UA), Ahmednagar (UA), Wardha, Bhandara, Kamptee (UA), Gondiya, Ballarpur (UA), Chandrapur, Kolhapur (UA), Amravati, Imphal (UA), Shillong (UA), Aizawl, Kohima, Dimapur, Brajrajnagar, Jharsuguda, Sambalpur (UA), Bhadrak, Baleswar (UA), Cuttack (UA), Bhubaneswar, Gurdaspur, Pathankot (UA), Patiala (UA), Firozpur, Fazilka, Firozpur Cantt, Khanna, Kapurthala, Udaipur, Ajmer, Neyveli (UA), Erode (UA), Mughalsarai (UA), Gaziabad (UA), Aligarh</p>

14.6.2001

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA - 700 001

No.CIL/C-5B/JBCCI/I.I.No.43/2004/254

Dated, 17<sup>th</sup> May, 2004

**NATIONAL COAL WAGE AGREEMENT - VI**  
**IMPLEMENTATION INSTRUCTION NO.43**

The Chairman-cum-Managing Director, ECL, Sanctoria.  
The Chairman-cum-Managing Director, BCCI, 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 : *House Rent Allowance in Urban Areas***  
**(Clause 8.1.3 of NCWA - VI)**

**Ref : I.I.No.27 dated 14<sup>th</sup> June, 2001 of NCWA-VI.**

Further to the Implementation Instruction No.27 circulated vide ref.No.CIL:C-5B:JBCCI:I.I.No.27:2001:219 dated 14<sup>th</sup> June, 2001 on the above subject, the matter was persistently raised by the unions and finally resolved once for all in the meeting of Standardisation Committee of JBCCI held on 12.11.2003 and considered by the Management that payment of HRA on revised basic pay/wages as per guidelines issued under I.I.No.27 dt. 14.6.2003 pursuant to DPE's guidelines vide O.M. dated 25.6.1999, shall be made to the non-executive employees of CIL & its Subsidiaries posted in Urban Areas with effect from 01.07.1999 onwards. Accordingly, payment will be made on account of arrear for 23 months from 1.7.99 to 31.5.2001 after adjustment of the amount of HRA already paid to such of the employees for the period from 1.7.1999 to 31.5.2001. All other terms & conditions as contained in the afore-mentioned Implementation Instruction No.27 dated 14<sup>th</sup> June, 2001 will remain the same.

This has also the approval of the Board of Directors of CIL accorded in its 215<sup>th</sup> meeting held on 8<sup>th</sup> April, 2004.

You are requested to take necessary action to implement the above decision.

  
(Md. SALIM UDDIN )  
**DIRECTOR(P&IR) &**  
**MEMBER SECRETARY, JBCCI**

Distribution :-

- (1) All Members & Alternate Members of JBCCI.
- (2) Chairman-MD, SCCL, P.O.-Kothagudam Collys., Distts. Khamam (AP).

- (3) Vice President(HRM), TISCO, Jamshedpur.
- (4) Managing Director, IISCO, Bumpur, Dist. Burddhaman (W.B.).
- (5) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- (6) Director(Operation), CMPDIL, Ranchi.
- (7) Director(Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- (8) Chief Vigilance Officer, CIL, Kolkata.
- (9) Chief General Manager, NEC/DCC.
- (10) Chief General Manager(F)/General Manager(F), CIL, Kolkata.
- (11) General Manager(P), CIL, Kolkata.
- (12) Executive Director, IICM, Kanke Road, Ranchi.
- (13) Chief General Manager, CIL, Ansal Bhawan, New Delhi.
- (14) TS to Chairman, CIL, Kolkata.
- (15) All Regional Sales Managers, CIL.
- (17) FM(Estt./Bill)/Sr.Po(AW)/, CIL, Kolkata.
- (18) All Members of the Standardisation Committee of JBCCI.

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY**  
**COAL INDIA LIMITED**  
10, NETAJI SUBHAS ROAD  
CALCUTTA

No.CIL/JBCCI-V/I.I.No.7/ 2 6 2 6

Date: Feb. 22 1996

**NATIONAL COAL WAGE AGREEMENT - V**  
**IMPLEMENTATION INSTRUCTION NO.7**

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, NEC, Assam

Sub: **HOUSE RENT ALLOWANCE**

The following provisions have been made in respect of House Rent Allowance, House Rent Recovery and recovery of Electricity Charges in NCWA - V dated 19th January, 1996 (Vide Chapter - VIII ).

8. 1. 0        ***House Rent Allowance***

8. 1. 1        The Existing house rent allowance of Rs 45/- per month will be increased to Rs.60 /- per month with effect from 1.10.1993 and will be paid to those employees who have not been provided with residential accommodation.

8. 1. 2        Payment of house rent allowance will be regulated as indicated below:

- (a)    Employees excepting those who have been allotted the following types of houses individually will be eligible for house rent allowance at the rate of Rs.60/- per month.
- (i)    Any pucca house consisting of one or more rooms with common or separate latrine and bath.





- (ii) House under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e., Rs.30.00 per mont per head.
- (c) Unauthorised occupants of house will not be entitled to any house rent allowance until they vacate the houses.
- (d) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for house rent allowance at the rate of Rs. 60/- per month.
- (e) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for house rent allowance at the rate of Rs.60/- per month.
- (f) Where husband and wife both happen to be employees and where any one of them is allotted a house of the type referred to in Clause (a) above, they shall not be entitled to house rent allowance.

8. 1. 3

***House Rent Allowance for Employees in Urban Areas***

In case of employees getting house rent allowance in urban areas, the same will be paid at the following rates with effect from 1st July, 1991 (as per reclassification of cities/towns as circulated vide I.I. No. 46 dt. 26th August, 1993 of NCWA-IV) :

Sl. No.	Class of Cities	Name of Cities	House Rent Allowance Rates per month
1.	'A'	Ahmedabad, Bangalore, Bombay, Calcutta, Chandigarh, Hyderabad, Kanpur(UA), Lucknow(UA), Madras, Nagpur and New Delhi.	25% of Basic pay
2.	'B'	Bhopal, Indore, Jaipur, Ludhiana, Madurai, Patna, Puna, Surat, Varanasi	20% of basic pay

Sl. No.	Class of Cities	Name of Cities	House Rent Allowance Rates per month
3.	'B-2'	Allahabad, Bhubaneswar, Cuttack, Durgapur, Gaziabad, Gorakhpur, Guwahati, Jabalpur, Jamshedpur, Jodhpur, Mysore, Nasik, Raipur (UA), Ranchi, Srinagar, Thiruvananthapuram (UA) Vijaywada (UA), Visakapatnam	15% of basic pay
4.	'C'	Asansol(UA), Burdhaman, Bhilai, Bilaspur, Bokaro, Burnpur, Daltanganj, Darbhanga, Deoghar(UA), Dhanbad, Gaya, Giridih, Hazaribagh, Jammu, Muzaffarpur, Patratu, Phusro Ramgarh Rourkela, Siwan, Siliguri  (Other 'C' class cities not mentioned herein will be as per I.I. No. 46 dt. 26.8.93 of NCWA-IV).	10% of basic pay

8. 1. 4 It was agreed that such of the employees posted at Ranchi will be paid House Rent Allowance (HRA) @ 25% of their basic pay w. e. f. 1st April, 1995 subject to other terms and conditions remaining the same.

8. 2. 0 ***House Rent Recovery***

8. 2. 1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made.

8. 2. 2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of type of quarters, nor there will be an increase in the house rent.


8. 3. 0 ***Recovery of Electricity Charges.***

8. 3. 1 In the Coalfield areas where the employees are provided with quarters by the Management and also electricity from the bulk supply obtained by them from



the Electricity Boards, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rates at which the Electricity Supply Undertakings charge the Coal Companies.

You are requested to take necessary action to implement the above decision.



( C.H. Khisty )  
Director (P&IR) &  
Member Secretary, JBCCI - V

**Dsitribution:**

Director(F)/Director(T), CIL, Calcutta  
All Members/Alternate Members of JBCCI-V  
Director(Per.), SCCL, PO: Kothagudam Colls. Dist. Khammam (AP)  
Director, RM Div. SAIL/IISCO, 10, Camac Street, Calcutta  
Vice President, HRM, TISCO, Jamshedpur.

## **IMPLEMENTATION INSTRUCTION NO. 7**

**No. CIL/JBCCI-IV/IMP/I.I. No. 7/89/858 dt. 5-8-1989**

**Sub : House rent allowance, House rent recovery and recovery of electricity charges.**

**1. The National Coal Wage Agreement-IV finalised on 27th July, 1989 provides the following in respect of House rent allowance, house rent recovery and recovery of electricity charges. ( vide Chapter VIII ).**

### **2.0 House Rent Allowance :**

**2.1 The existing house rent allowance of Rs. 30/- per month will be increased to Rs. 45/- per month with effect from 1st July, 1987 and will be paid to those employees who have not been provided with residential accommodation.**

**( Clause 8. 2. 1. )**

**2.2 Payment of house rent allowance will be regulated as indicated below :**

- a) Employees excepting those who have been allotted the following types of houses individually will be eligible for house rent allowance at the rate of Rs. 45/- per month.**
  - i) Any pucca house consisting of one or more rooms with common or separate latrine/bath.**
  - ii) Houses under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements.**
- b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e. Rs. 22.50 per month per head.**
- c) Unauthorised occupants of house will not be entitled to any house rent allowance until they vacate the houses.**

- d) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for house rent allowance at the rate of Rs. 45/- per month.
- e) Employee who have been allotted a seat in the barracks or mess or hostel shall be eligible for house rent allowance at the rate of Rs. 45/- per month.
- f) Where husband and wife both happen to be employees and where any one of them is allotted a house of the type referred to in Clause (a) above, they shall not be entitled to house rent allowance.

Employees who have been allotted single room or Arch type tenement, however, will be entitled to house rent allowance if the house is not provided with seperate or common latrine/ bathroom. ( Clause 8.2.2 )

### 2.3 House Rent Allowance for employees in Urban Areas : ( Clause 8.2.3 )

In the case of employees getting house rent allowance in urban areas, the same will be paid at the following rates with effect from 1st July, 1987.

Class of Cities	House Rent Allowance Rates per month
i) 'A' Class Cities Ahmedabad, Bangalore, Bombay, Calcutta, Chandigarh, Hyderabad, Madras, Delhi	25% of basic pay
ii) 'B' Class Cities Jaipur, Kanpur, Lucknow, Nagpur	20% of basic pay
iii) 'B'-2 Class Cities Bhopal, Jamshedpur, Nasik, Patna, Ranchi	15% of basic pay
iv) 'C' Class Cities Bhilai, Bhubaneshwar, Bilashpur, Bokaro, Burnpur, Durgapur, Jammu, Rourkela, Siliguri.	10% of basic pay

## **2.4 House Rent Recovery :**

**2.4.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made. ( Clause 8.3.1 )**

**2.4.2 Merely as a consequence of an increase in basic wage in terms of this agreement there will not be any change in the eligibility of the workmen for allotment of type of quarters nor there will be an increase in the house rent. ( Clause 8.3.2 )**

## **2.5 Recovery of Electricity Charges :**

**In the Coalfields areas where the employees are provided with quarters by the Management and also electricity supply from the bulk supply obtained by them from the Electricity Board, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rates at which the Electricity Supply Undertakings charge the Coal Companies.**

**( Clause 8.4 )**

**3. The provisions relating to payment of house rent allowance under revised rates ( Clause 8.2.1 and 8.2.3 ) are effective from 1st July, 1987 only.**

**3. Necessary action to implement the above provisions may be taken and the salaries/wages for August, 1989 payable in September, 1989 must include the revised rates of house rent allowance.**

**Housing. House Rent Allowance and House  
Rent Recovery**

**No. IR/94/IMP**

**Dated 27-8-1979**

**NCWA-II—I.I. No. 1**

**Sub : Payment of house rent allowance to employees of  
coal industry and recovery of house rent etc.**

The National Coal Wage Agreement-II provides that house rent allowance of Rs. 12/- per month will be paid to the employees who have not been provided with residential accommodation. It further provides that the payment of house rent allowances should be regulated as indicated below :—

- "a) Employees excepting those who have been allotted the following types of houses individually will be eligible for house rent allowance at the rate of Rs. 12/- per month.**
- i) Any pucca house consisting of one or more rooms with common or separate latrine/bath.**
  - ii) House under new housing scheme, low cost housing scheme or single room, arch type tenements.**
- b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e. Rs. 6/- per month per head.**
- c) Unauthorised occupants of houses will not be entitled to any house rent allowance until they vacate the houses.**



- d) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for house rent allowance at the rate of Rs. 12/- per month.
- e) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for house rent allowance at the rate of Rs. 12/- per month.
- f) Where husband and wife both happen to be employees and where any one of them is allotted a house of the type referred to in clause (a) above, they shall not be entitled to house rent allowance."

The following further provisions have also been made in the NCWA-II :—

**"8.3.3 Status quo in terms of percentage in respect of house rent allowance being paid to employees in cities/towns shall be maintained.**

**8.3.4 In the case of employees getting house rent allowance in urban areas at 10%, 15%, 20% or 25% as the case may be there will be no ceiling.**

#### **HOUSE RENT RECOVERY :**

**8.4.1 In respect of recovery of house rent from the employees provided with residential accommodation, the status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent shall be made.**

**8.4.2 Where house rent is to be paid by any employee towards the housing accommodation provided to him by the Management, the same amount shall be continue to be recovered.**



**8.4.3 Merely as a consequence of an increase in basic wage in terms of this agreement there shall not be any change in the eligibility of the workmen for allotment of type of quarters, nor there shall be an increase in the house rent."**

**The above provisions will be deemed to have come into force w.e.f. 1-1-1979.**

**You are requested to take steps to implement the above provisions of the agreement.**

**A provision has been made in the agreement to the effect that the workmen provided with miners type or lower type of quarters will not be required to pay any house rent to the management. There may be some cases where house rent may have been recovered from the employee occupying such miners type or lower type of quarters after 1-1-1979. It will be necessary to refund to the employees the amount so recovered for the period after 1-1-1979. Adjustments in this respect may be made at the time of payment of arrears to the employees concerned after fixing their pay in the revised pay scales.**

**Extract from Circular No. 18 dated 1-11-79 :**

**Recovery of Electricity charges :**

**Clause 8.5.1 of NCWA-II deal with this matter which is reproduced below :**

**"8.5.1 In the coalfields areas where the employees are provided with quarters by the Management and also electric supply from the bulk supply obtained by them from the Electricity Board, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis and the existing limits shall be modified accordingly. For consumption beyond this limit, the employees will be required to pay at the same rates at which the Electric supply Undertakings charges the Coal Companies"**

**It is requested that the above provision may please be implemented.**

**Extract of Circular No. 18 dated-1-11-79**

**Payment of arrears :**

This matter was earlier dealt with vide paras 26 and 27 of I.I. No. 9. The issue was reviewed by the JBCCI at its meeting held on 25-10-1979 and the following decision was taken :

"Payments as per revised wage structure would be made to the employees from 1-11-79 i. e. for the month of October or part thereof depending on the wage period fixed for each colliery/establishment by the respective Coal Companies. The full arrears due to the employees for the earlier period (from 1-1-1979 till the date when wages at the revised rates have paid) would be paid by the end of December, 1979. A status report would be placed before the JBCCI at the next meeting."

It is requested that this decision may please be implemented.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-IX/I.I.No.4./2012/430

Dated: 19 March, 2012

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.4**

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: Other Allowances (Chapter-V of NCWA-IX)

National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31<sup>st</sup> January, 2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of Other Allowances (Chapter-V) :-

Allowances mentioned as under shall be paid w.e.f. 01.02.2012:-

**5.1.0 Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs141.00 per head per month. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.169.20 per head per month. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.0 Transport Subsidy**

5.2.1 Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs.19.74 per day of actual attendance.

5.2.2 In case of an employee transferred/deployed to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.19.74 per day of actual attendance as long as he is required to report the old place of work.



### **5.3.0 Additional Transport Subsidy**

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.28.20 per day of work will be paid to those in the last shift in night whether it is called Night Shift or third shift or C shift commencing from 10.00 PM onwards.

#### **5.3.1 Conveyance Reimbursement**

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.42.30 per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

#### **5.3.2 Nursing Allowance**

Nursing staff will be paid Rs.376/- per month as Nursing Allowance.

### **5.4.0 Difficulty Allowance**

#### **5.4.1 Thin Seam Allowance**

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made:

##### **Rate of Payment:**

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 meter to 1.5 meters thickness
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling on to conveyor.
  - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m
- (iii) Seam below 1 meter thickness:

The management assured that seams below 1 meter thickness will not be worked till the signing of the next agreement.

#### **5.4.2 Working in Heavy Watery Conditions - Underground**

Raincoats, Gum boots and hoods shall be provided need based to such of the workmen who are exposed to heavy watery conditions in underground mines.



#### 5.4.3 Travelling over Steep Gradients

Where travelling over steep gradients exceeds 1000 meters and the average gradient is in excess of 1 in 3, an allowance of Rs.8.18 per shift will be paid to each of the workers working in such a mine or district or section. Where such traveling exceeds 2000 meters, this allowance will be Rs.16.35 per attendance.

**NOTE:** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

#### 5.4.4 Dust

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask". Efforts will be made for effective dust suppression at working place so that workmen are not exposed to heavy dusty conditions.

#### 5.5.0 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed.

**New Allowance introduced under Para-2.12.0 of Chapter-I of NCWA-IX as "Special Allowance"** shall be paid @ 4% of the revised basic.

You are requested to take necessary action to implement the above decision.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

#### Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. Chief General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-VIII/I.I.No.4./2009/133

Dated: 31<sup>st</sup> March, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.4

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: Other Allowances (Chapter-V of NCWA-VIII)

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24<sup>th</sup> January, 2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Other Allowances (Chapter-V) :-

**5.1.0 Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs75/- per head per month with effect from 01-01-2009. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.90/- per head per month with effect from 01-01-2009. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.0 Transport Subsidy**

5.2.1 Employees who do not utilize Company's transport either free or on payment of nominal or subsidized rate will be paid transport subsidy at the rate of Rs.10.50 per day of actual attendance w.e.f. 01-01-2009.

5.2.2 In case of an employee transferred/deployed to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.10.50 per day of actual attendance with effect from 01-01-2009 as long as he is required to report the old place of work.



### 5.3.0 Additional Transport Subsidy

Additional Transport Subsidy/Night Shift allowance at the rate of Rs.15/- per day of work will be paid from 01-01-2009 to those in the last shift in night whether it is called Night Shift or third shift or C shift commencing from 10.00 PM onwards.

### 5.3.1 Conveyance Reimbursement

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.22.50 per day of attendance w.e.f. 01-01-2009. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

### 5.3.2 Nursing Allowance

Nursing allowance is being introduced in this agreement. Nursing staff, will be paid Rs.200/- per month as Nursing Allowance w.e.f. 1.1.2009.

**Note:** Nursing staff i.e., Matron/Sister-in-charge, Sr. Staff Nurse, Staff Nurse except Trainee,

### 5.4.0 Difficulty Allowance

#### 5.4.1 Thin Seam Allowance

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made w.e.f. 1.1.2009 :

#### Rate of Payment:

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 meter to 1.5 meters thickness
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling on to conveyor.
  - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m
- (iii) Seam below 1 meter thickness:

The management assured that seams below 1 meter thickness will not be worked till the signing of the next agreement.

#### 5.4.2 Working in Heavy Watery Conditions - Underground

Rain coats, Gum boots and hoods shall be provided need based to such of the workmen who are exposed to heavy watery conditions in underground mines.



#### 5.4.3 Travelling over Steep Gradients

Where travelling over steep gradients exceeds 1000 meters and the average gradient is in excess of 1 in 3, an allowance of Rs.4.35 per shift will be paid to each of the workers working in such a mine or district or section with effect from 01-01-2009. Where such traveling exceeds 2000 meters, this allowance will be Rs.8.70 per attendance with effect from 01-01-2009.

NOTE: For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

#### 5.4.4 Dust

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask". Efforts will be made for effective dust suppression at working place so that workmen are not exposed to heavy dusty conditions.

#### 5.5.0 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed per month from the next month of signing of the agreement. Payment of CCA shall be withdrawn from the next month of signing of the agreement.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

#### Distribution :-

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata
19. Sr. PO(AW)/FM(Estt./Bill), CIL, Kolkata.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

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

No.CIL/C-5B/JBCCI/I.I.No.15./2009/ 173

Dated:22 July,2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.15

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: Modalities for payment of reimbursement of the cost of Fuel Allowance under Para 5.5.0 of I.I.No.4 dated 31.3.2009.**

The subject matter was discussed in the meeting of Standardisation committee of JBCCI-VIII held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009 at CIL(HQ), Kolkata. It was agreed as under :

“ The modalities for reimbursement of the cost of one LPG cylinder (14.5 Kg) at Govt. rate per month shall be decided by the respective subsidiary in consultation with JCC keeping in view the provision under Clause 5.5.0 of NCWA-VIII.”

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.4./2005/ 55

Dated: 19<sup>th</sup> July, 2005

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.4**

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: Other Allowances (Chapter-V of NCWA-VII)**

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Other Allowances (Chapter-V) :-

**5.1.0 Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs.50/- per head per month with effect from 1.7.2004. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.60/- per head per month with effect from 1.7.2004. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.0 Transport Subsidy**

5.2.1 Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs.7/- per day of actual attendance w.e.f. 1.7.2004.

5.2.2 In case of an employee transferred to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.7/- per day of actual attendance with effect from 1.7.2004 as long as he is required to report the old place of work.



### **5.3.0 Additional Transport Subsidy**

Additional Transport Subsidy/Night Shift allowance at the rate of Rs.10/- per day of work will be paid from 1.7.2004 to those in the last shift in night whether it is called Night Shift or third shift or C shift commencing from 10.00 PM onwards.

### **5.3.1 Conveyance Reimbursement**

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.15/- per day of attendance w.e.f. 1.1.2005. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

### **5.4.0 Difficulty Allowance**

#### **5.4.1 Thin Seam Allowance**

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made :

**Rate of Payment:**

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 metre to 1.5 metres thickness
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling on to conveyor.
  - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m
- (iii) Seam below 1 metre thickness:

The management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement.

#### **5.4.2 Working in Heavy Watery Conditions - Underground**

Rain coats, Gum boots and hoods shall be provided need based to such of the workmen who are exposed to heavy watery conditions in underground mines.



### 5.4.3 Travelling over Steep Gradients

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs.2.90 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1.7.2004. Where such traveling exceeds 2000 metres, this allowance will be Rs.5.80 per attendance with effect from 1.7.2004.

NOTE: For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

### 5.4.4 Dust

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask".

### 5.5.0 City Compensatory Allowance

The rates for payment of CCA will be as under:

BASIC PAY	CLASS OF CITIES			
	A-1	A	B-1	B-2
Below Rs.6727/-	Rs.90/-	Rs.65/-	Rs.45/-	Rs.25/-
Rs.6727 - 8829/-	Rs.125/-	Rs.95/-	Rs.65/-	Rs.35/-
Rs.8830 - 10930/-	Rs.200/-	Rs.150	Rs.100/-	Rs.65
Rs.10931 & above	Rs.300/-	Rs.240/-	Rs.180/-	Rs.120/-

However, the employees would be allowed to draw the existing amount of CCA in pre-revised scale wherever the above rates are lower.

It is decided that CCA will continue to be paid and/or be payable as per Govt.of India's order/direction issued from time to time

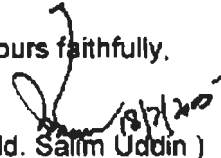


**NOTE:**

It is clarified that the employees of Coal Companies/establishments stationed for duty in Dhanbad and other coalfields areas, who are in receipt of concession/ free fuel/free house etc. will not be entitled to City Compensatory Allowance.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

  
( Md. Saim Uddin )  
Director(P&IR) &  
Member Secretary, JBCCI-VII

**Distribution:**

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance) CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CGM, NEC,Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, Ansal Bhawan, New Delhi  
CGM(P)/CGM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI-VI/I.1.No.04/2001/22

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT - VI  
IMPLEMENTATION INSTRUCTION NO.4

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. Other Allowances (Chapter-V of NCWA-VI)**

**1.0** The following provisions in respect of other allowances have been made in National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 (vide Chapter-V) :-

**2.0 Washing Allowance ( Clause 5.1.0 )**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs 40/- per head per month with effect from 1.7.1999. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs.50/- per head per month with effect from 1.7.1999. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid (Clause-5.1.0)

**3.0 Transport Subsidy (Clause 5.2.0)**

**3.1** Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs.5/- per day of actual attendance from 1.7.1999.(Clause-5.2.1)



- 3.2 In case of an employee transferred to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.5/- per day of actual attendance with effect from 1.7.1999 as long as he is required to report to the old place of work (Clause-5.2.2)

4.0 Additional Transport Subsidy (Clause 5.3.0)

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.7/- per day of work will be paid from 1.7.1999 to those in the last shift in night whether it is called night shift or third shift or C shift commencing from 10.00 PM onwards

5.0 Conveyance Reimbursement (Clause 5.3.1)

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.12/- per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving licence with ownership of the vehicle will be eligible for conveyance reimbursement with effect from 1st January 2001. This allowance will be payable on production of the driving licence & proof of ownership of vehicle, duly approved by the Management.

6.0 Difficulty Allowance (Clause 5.4.0) :

6.1 Thin Seam Allowance (Clause 5.4.1)

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made:

Rate of Payment

- i) Seams above 1.5 m thickness - NIL.
- ii) Seams of 1 metre to 1.5 metres thickness:
  - a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shovelling on to conveyor.
  - b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- iii) Seam below 1 metre thickness.



The management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement

**6.2 Working in Heavy Watery Conditions - Underground. (Clause 5.4.2)**

Rain coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines.

**6.3 Travelling over Steep Gradients (Clause 5.4.3)**

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs.1 90 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1.7.1999. Where such travelling exceeds 2000 metres, this allowance will be Rs.3 80 per attendance with effect from 1 7.1999

**NOTE:** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

**6.4 Dust Allowance (Clause 5.4.4)**

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask".

**7.0 City Compensatory Allowance (Clause 5.5.0)**

**7.1** The payment of CCA will be decided within one month including rates and date of payment.

It was decided that CCA will continue to be paid and/or be payable as per Govt.of India's order/direction issued from time to time. Separate instructions on the subject will follow.

**NOTE:** It is clarified that the employees of Coal Companies/establishments stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions such as free fuel/free house etc. will not be entitled to City Compensatory Allowance.





3.0 The Washing allowance, Transport subsidy, Additional transport subsidy, Travelling over steep gradients, are payable at the enhanced rates w.e.f. 1.7.1999. In other words, the amount already paid for the period 1.7.1996 to 30.6.1999 will be treated as final.

Necessary action to implement the above provisions may be taken

Encls: As above.



  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution :-

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCI, Kothagudem Collys., Dt. Khamman, A P.
- 3 Vice President,(HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist Burdwan.
- 5 Director(P), ECL/BCCI/CCL/NCL/SECL/WCL/MCL
- 6 Director(F), CIL, Calcutta
- 7 Director(T), CIL, Calcutta
- 8 Director (Marketing), CIL, Calcutta
- 9 Chief Vigilance Officer, CIL, Calcutta
- 10 Chief General Manager, NEC, Guwahati.
- 11 CGM CIL, Ansal Bhawan, New Delhi
- 12 CGM(IICM), Kanke Rd , Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta.
- 14 All RSMs, CIL
- 15 GM(F)/TS to Chairman, CIL, Calcutta
- 16 Dy CME(AW), CIL, Calcutta.

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY**  
**COAL INDIA LIMITED**  
10, NETAJI SUBHAS ROAD  
CALCUTTA-700 001

No. CIL/JBCCI-V/L. L No 4/96 / 2623

Date : Feb. 22 1996

**NATIONAL COAL WAGE AGREEMENT-V**  
**IMPLEMENTATION INSTRUCTION NO. 4**

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, Assam

Sub : **OTHER ALLOWANCES**

The following provisions in respect of other allowances have been made in National Coal Wage Agreement - V dated 19th January, 1996 ( Vide Chapter - V).

5. 1. 0 ***Washing Allowance:***

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs.32/- per head per month with effect from 1.10.1993. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs.42/- per head per month with effect from 1.10.1993. Where washing of uniforms is arranged by the Management the Washing Allowance will not be paid.

5. 2. 0 ***Transport Subsidy***

5. 2. 1 Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs.3.50 per day of actual attendance from 1.10.1993.

5. 2. 2 In the case of an employee transferred to another Colliery, if such employees is required to report at the old place of work from where he is required to report

to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.3.50 per day of actual attendance with effect from 1.10.1993 as long as he is required to report to the old place of work.

5. 3. 0. *Additional Transport Subsidy*

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.5/- per day of work will be paid from 1.10.1993 to those in the last shift in night whether it is called night shift or third shift or C shift commencing from 10.00 P.M./11.00 P.M. or 12.00 mid-night.

5. 4. 0 *Difficulty Allowance*

5. 4. 1 *Thin Seam Allowance*

Considering the special difficulties of piece-rated and time rated workers working in the face underground in thin seams the following payment shall be made :-

Rate of Payment

- (i) Seams above 1.5 m. thickness - NIL
- (ii) Seams of 1 metre to 1.5 metres thickness :
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shovelling on to conveyor.
  - (b) An amount equal to 2% of the revised basic for time rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- (iii) Seams below 1 m. thickness : The Management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement.

5. 4. 2 *Working in Heavy Watery Conditions - Underground.*

Rain coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines.

5. 4. 3 *Travelling over Steep Gradients*

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs.1.25 per shift will be paid to each of the workers working in such a mine or district or section with effect

from 1.10.1993. Where such travelling exceeds 2000 metres this allowance will be Rs.2.50 per attendance with effect from 1.10.1993.

**NOTE:** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place, divided by the plan distance between the two places.

5. 4. 4      ***Dust***

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask".

5. 5. 0      ***City Compensatory Allowance***

It was decided that CCA will continue to be paid and/or be payable as per Govt. of India's order/direction issued from time to time.

**NOTE:** It is clarified that the employees of Coal Companies/establishments stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions, such as free fuel/free house etc. will not be entitled to City Compensatory Allowance.

You are requested to take necessary action to implement the above decision.

  
( C. H. Khisty )  
Director (P&IR) &  
Member Secretary, JBCCI-V

**Distribution:**

Director(F)/Director(T), CIL, Calcutta  
All Members/Alternate Members of JBCCI-V  
Director(Per.), SCCL, PO: Kothagudam Collys. Dist. Khammam (AP)  
Director, RM Div. SAIL/IISCO, 10, Camac Street, Calcutta  
Vice President, HRM, TISCO, Jamshedpur.

## **IMPLEMENTATION INSTRUCTION NO. 6**

**No. CIL/JBCCI-IV/IMP/I.L. No. 6/89/852 dt. 2-8-'89.**

### **Sub : Other Allowances.**

**1. The following provisions in respect of other allowances have been made in the National Coal Wage Agreement-IV dated 27th July '89 ( vide Chapter-V ).**

#### **2.0 Washing Allowance : ( Clause 5.1 )**

**2.1 Employees who will be provided with uniforms by the Management, will be paid a Washing Allowance at the rate of Rs. 22.50 per head per month. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs. 30.00 per head per month. Where washing of uniforms is arranged by the management, the Washing Allowance will not be paid.**

#### **3.0 Transport Subsidy : ( Clause 5.2.1 to 5.2.2 )**

**3.1 Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs 2.30 ( Rupees two and paise thirty only ) per day of actual attendance from 1st January, 1989.**

**3.2 In the case of an employee transferred to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old Colliery will continue. He will, however, get Rs. 2.30 per day of a actual attendance with effect from 1st January, 1989 as long as he is required to report to the old place of work.**

**4.0 Additional Transport Subsidy : ( Clause 3,3 )**

**4.1 Additional Transport Subsidy at the rate of Rs. 3.50 per day of work will be paid from 1st January, 1989 to those in the last shift in night ( where it is called night shift or C shift ) commencing from 10.00 P.M/11.00 P.M. or 12.00 mid-night.**

**5.0 Difficulty Allowance ; ( Clause 5,4.1 to 5,4.4 )**

**5.1 Thin Seam Allowance ;**

Considering the difficulty of piece rate and time rated workers working in the face underground in thin seams, the following payment shall be made ;

**Rate of payment :**

i) Seam above 1.5 m thickness—Nil

ii) Seams of 1 metre to 1.5 metre thickness ;

a) An amount equal to 5% of Revised basic for basket loading and 2.5% of Revised basic for shovelling on to conveyor.

b) An amount equal to 2% of the Revised basic for time rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.

iii) Seams below 1 m thickness : The Management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement.

**5.2 Working in Heavy Watery Conditions—Underground :**

Rain coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines.

### **5.3 Travelling over Steep Gradients :**

Where Travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs 0.75 (seventy five paise) per shift will be paid to each of the workers working in such a mine or district or section. Where such travelling exceeds 2000 metres, this allowance will be Rs. 1.50 (Rupees one and paise fifty only ) per attendance.

**Note :** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place, divided by the plan distance between the two places.

### **5.4 Dust :**

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask."

### **6. City Compensatory Allowance :**

The employees of Coal Companies/Management stationed for duty in cities/towns ( other than those who are in receipt of concessions, such as, free fuel/free house etc. ) will be paid a City Compensatory Allowance at the rate indicated below :

In case Government of India changes in the classification or declares any other cities (other than those in which the employees of Coal Companies who are in receipt of concessions, such as, free fuel/free house etc.) as A, B1 or B2 or B2 Class cities and prescribes the rates of CCA the same will be made applicable to the Coal Companies employees as well.

Class of City/Town	Basic Pay	Rate of CCA
Class (i.e.) Calcutta (UA)/Delhi (UA)/Greater Bombay (UA)/Bangalore (UA)/Kanpur (UA) and Ahmedabad (UA)/Madras (UA)/Hyderabad (UA).	Rs. 1000/- per month and above	6% of basic pay subject to a minimum of Rs. 60/- per month and a max. of Rs. 100/- per month.
B-1 Class (i.e.) Nagpur (UA)/Lucknow(UA)/Patna(UA) and Jaipur (UA)	Rs. 1000/- per month and above	4.5% of basic pay subject to a minimum of Rs. 45/- p.m. & max. of Rs. 75/- p.m.
B-2 Class (i.e.) Bhopal, Chandigarh (UA)/Ranchi (UA)/Durg- Bhilai Nagar (U.A) & Jamshedpur (UA)/Dhanbad (U.A.)	Rs. 1000/- per month and above.	3.5% of basic pay subject to max. of Rs. 20/- p.m.
C Class	—	No allowance.

**Note :** It is clarified that the employees of Coal Companies/ establishments stationed for duty in Dhanbad and other Coalfield/areas, who are in receipt of concessions, such as free fuel/ free house etc., Will not be entitled to City Compensatory Allowance.

7. The allowance mentioned in Clause 5.2.1, 5.2.2 and 5.3. ( i.e. ) Transport subsidy and Additional Transport subsidy will be effective from 1st January, 1989.
8. Provisions relating to Washing Allowance, difficulty allowance ( i.e. ) Thin Seam allowance and Travelling over steep gradients & City Compensatory Allowance will be effective from 1st January, 1987.
9. With regard to eligibility to these allowances, it is necessary that proper record as to who are entitled to the above allowances should be kept.
10. Managements have been requested to take necessary action to implement the above provisions of NCWA-IV.



## **CHAPTER—V**

### **A. OTHER ALLOWANCES**

( Clause 5.1.0 to 5.5 )

**Implementation Instruction No. 6 dt. 30-11-1983**

**1.1** The following provisions in respect of Other Allowance have been made in N.C.W.A.-III :

**2.0** Other Allowances :

**2.1** Washing Allowance : ( Cl. 5.1.0 & 5.1.1 )

Employees who will be provided with uniforms by the Management, will be paid a Washing Allowance at the rate of Rs. 15/- per head per month. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs. 20/- per head per month.

Where washing of uniform is arranged by the Management the Washing Allowance will not be paid.

**2.2** Transport Subsidy : ( Cl. 5.2.0, 5.2.1 )

Employees who do not utilise Company's transport either free or on payment of a nominal or subsidised rate, will be paid transport subsidy at the rate of Rs 1.30 (Rupees One and paise thirty) only per day of actual attendance.

**2.3** Additional Transport Subsidy : ( Cl. 5.2.2, 5.2.3 )

Additional transport subsidy at the rate of Rs. 2/- per day of work will be paid to those in the last shift in the night (whether it is called Night Shift or Third Shift or C Shift) commencing from 10.00 p. m./11.00 p. m. or 12 mid-night.

Persons who work regularly in the night should be rotated wherever possible and will be paid Rs. 2/- per day of work in the last shift in the night as mentioned in the foregoing clause.

2.3.1 In the case of an employee transferred to another Colliery located at the distance of 8 K. M. and above and has not been provided with accomodation at the letter colliery and he actually travels on his own to the new colliery, he will be paid Rs. 1.30 p. per day of actual attendance instead of existing rate of 0.50 p. per day of attendance. Where such employees are required to report for duty at the old place of work from where they are transported to the new place of work the existing arrangement for transporting them from the old colliery to the new colliery will continue. They will, however get Rs. 1.30 p. per day of actual attendance as long as they are required to report at the old place of work.

**2.4 Difficulty Allowance : ( Cl. 5.3 )**

**2.4.1 Thin Seam Allowance : ( Cl. 5.3.1 )**

Considering the special difficulties of piece rated and time rated workers working in the face underground in thin seams the following payments shall be made :

**Rate payment**

- (i) Seams of above 1.5 metres thickness -Nil.
- (ii) Seams of 1 metre to 1.5 metre thickness—An amount equal to 5% of basic for the basket loading and 2½% of basic for Shovelling on to Conveyor.
- (iii) Seams below 1 metre - An amount equal to 8% of thickness basic for the basket loading and 4% of basic for shovelling on to Conveyor.

Whenever Thin Seam Allowance is currently being paid and if it is more beneficial to the workmen, the same shall continue but where it is paid in 'other form' the same shall be stopped and be regulated as per above.

**2.4.2 Working in heavily watery conditions-Underground : (Clause 5.3.2)**

Rain Coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines within six months.

**2.4.3 Travelling over steep gradients : (Clause 5.3.3)**

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Re. 0.50 p. (fifty paise) per shift will be paid to each of the workers working in such a mine or district or section. Where such travelling exceeds 2000 metres this allowance shall be Re. 1/- (Rupee one) per attendance.

**Note**—For this purpose the average gradient means the level difference between bottom of pit or incline month to the relevant working place, divided by the walking distance between the two places.

**2.4.4 Dust : (Clause 5.3.4)**

Workmen exposed to heavy duty conditions at the place of work will be provided a 'Dust Mask' within six months.

**2.5 City Compensatory Allowance : (Clause 5.4)**

The employees of Coal Companies/Managements stationed for duty in cities/towns (other than those who are in receipt of concessions, such as, free fuel/free house etc.)

will be paid a City Compensatory Allowance at the rate indicated below :

Class of city/town		Basic pay	Rates of C.C.A.
1	2	3	
<b>A.</b>	Class (i.e.)	Rs. 550/- p.m.	6% of basic pay
	Calcutta (U.A.)	and above	subject to a mini-
	Delhi (U.A.)		mum of Rs. 16.20
	Greater Bombay (U.A.)		and a maximum
	Bangalore (U.A.)		of Rs. 75/-.
	Kanpur (U.A.)		
	Ahmedabad (U.A.)		
	Madras (U.A.) and Hyderabad (U.A.)		
<b>B1.</b>	Class (i.e.)	Rs. 550/- p.m.	4.5% of basic pay
	Nagpur (U.A.)	and above	subject to a mini-
	Lucknow (U.A.)		mum of Rs. 16.45
	Patna (U.A.) and Jaipur (U.A.)		and a maximum of Rs. 50/-.
<b>B2.</b>	Class (i.e.)	Below	3.5% of basic pay
	Bhopal, Chandi-	Rs. 750/-	subject to a maxi-
	garh (U.A.)	p.m.	mum of Rs. 10/-
	Ranchi (U.A.)		p.m.
	Durg-Bhilainagar (U.A.) and Jam-		
	shedpur (U.A.), Dhanbad (U.A.),	Rs. 750/- and above	Amount by which pay falls short of Rs. 759/-.
<b>C.</b>	Class	—	No Allowance.

**Note**—It is clarified that the employees of coal companies/ managements stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions, such as, free fuel/free house etc. will not be entitled to City Compensatory Allowance.

In case Govt. of India changes in the classification or declares any other cities (other than those in which the employees of Coal Companies who are in receipt of concessions, such as, free fuel/free house etc.) as A, B1, or B2 Class cities and prescribes the rates of C.C.A. the same will be made applicable to the coal companies' employees as well.

2.6 The allowance mentioned in Clause 5.2 and 5.3 viz., Transport Subsidy, Additional Subsidy and Difficulty Allowance will be effective from 1-7-1983 (Cl. 5.5),

3.1 From the above provisions it will be seen that while the revised rates of the City Compensatory Allowance will be payable to the entitled persons with effect from 1-1-1983. The other allowances mentioned in Chapter-V of N.C.W.A.-III will become available only with effect from 1-7-1983.

4.1 With regard to the eligibility to those allowance it is necessary that proper record as to who are entitled especially in respect of Washing Allowance, Additional Transport subsidy, Transferred employees, Difficulty Allowance and City Compensatory Allowance should be kept.

5.1 Managements have been advised to take necessary action to implement the provisions of this Chapter-V of NCWA-III as indicated above.

5.2 As regards the point as to whether any of these Allowances would attract fringe benefits such as, provident fund, gratuity etc., separate instructions will follow.

**B. TRANSPORT AND ADDL. TRANSPORT SUBSIDY**

**Implementation Instruction No. 9 dt. 3-1-1984**

**Ref. : Implementation Instruction No. 6 dated 30th Nov. 1983**

Further to the above quoted circular, the question as to whether the transport subsidy and Additional Transport subsidy would attract any fringe benefits was discussed in the informal meeting of the Steering Group (consisting of top trade union leaders and managements of Coal Industry) held on 30-11-1983 when it was decided that as these payments are in the nature of subsidies these will not attract any fringe benefit such as, provident fund, gratuity, etc.

2. In view of the above, the managements have been requested to note that Transport subsidy and Addl. transport subsidy do not attract any fringe benefit such as, Provident Fund, Gratuity etc., and take necessary action in regard to the preparation and payment of bills accordingly.

3. Steps may be taken to incorporate these subsidies in the Wage Bill beginning from January, 1984 and to make payment to the eligible employees as per the provisions of NCWA-III.

4. It may also be noted that transport subsidy at the rate of Rs. 1.30 per day of actual attendance and additional transport subsidy at the rate of Rs. 2/- per day of work in the last shift of the night (whether it is called Night Shift or Third Shift or 'C' Shift) commencing from 10.00 PM/11.00 PM or 12.00 Mid night, will be payable even to the employees who attend duties on Sundays and paid holidays.

### **C. ADDITIONAL TRANSPORT SUBSIDY**

**Implementation Instruction No. 17 dt. 9-3-1984**

**Ref : NCWA-III I.I No. 6/83/1909 dated 30th Nov., 1983.**

In Implementation Instruction No. 6 circulated under reference above, managements have been requested to take necessary action to implement the following provision under clause 5.2.2 relating to Additional Transport subsidy.

#### **"2.3 Additional Transport Subsidy.**

Additional transport subsidy at the rate of Rs. 2.00 per day of work will be paid to those in the last shift in the night ( where it is called Night-Shift or Third Shift or C shift ) commencing from 10.00 PM. or 12 midnight.

Persons who work regularly in the night should be rotated wherever possible and will be paid Rs. 2.00 per day of work in the last shift in the night as mentioned in the forgoing clause."

2. At the Standardisation Committee Meetings of JBCCI-III held on 8th and 9th February, 1984, it was decided that the additional transport subsidy of Rs. 2.00 per day of work as per clause 5.2.2 will be payable to employees of the night shift or the last shift where working is round the clock irrespective of the time of commencement of the shift at night.

**D. TRANSPORT SUBSIDY AND ADDITIONAL  
TRANSPORT SUBSIDY  
( CL. 5.2.1 & 4.2.3 OF NCWA-III ).**

**Implementation Instruction No. 24 dt. 23-4-1983**

**Ref. : (I) JBCCI Circular No. NCWA-III ( I.I.6/83 ) / 1989  
dated 30th Nov. '83.**

**(II) „ No. NCWA-III ( LL9/84 ) / 26  
dated 3rd January '84.**

**Attention is invited to implementation Instructions  
No. 6/83 and No. 9/84 cited under reference on the above  
subject.**

**The subject was discussed by the Standardisation  
Committee at its meeting held on 12th and 13th April 1984,  
and it was decided as follows :**

**“Employees covered under clauses 5.2.1 and 5.2.3 (i.e.)  
Transport Subsidy and Additional Transport Subsidy will  
be entitled to Transport Subsidy at the rate of Rs. 1.30 per  
day of actual attendance inclusive of 50 P. (Fifty Paise) only  
per day of actual attendance wherever existing. In no case  
an employee will get Transport Subsidy higher than Rs. 1.30  
per day of actual attendance, excepting those workmen who  
are already getting better benefits in this regard.”**



## **CHAPTER—V**

**Implementation Instruction No. 58 dt. 17-2-1986**

### **E. Addl. Transport Subsidy.**

**Ref. : CIL : III JBCCI : I. L. No. 9/84 dt. 3-1-84,  
17/84 dt. 9-3-84 and 24/84 dt. 23-4-84.**

The subject regarding non-payment of Additional transport subsidy to wagon loaders in ECL, as per Cl. 5.2.2 of NCWA-III, was discussed in the meeting of the Standardisation Committee of III JBCCI held on 10th & 11th Dec. '85 and it was agreed that the wagon loaders whose shift starts between 10 P. M. to 12 Mid-night would be entitled to Addl. Transport Subsidy as per Clause 5.2.2 of NCWA-III even if they do not work in rotating shifts.

Managements have been requested to take necessary action to implement the above decision of the Standardisation Committee with immediate effect.

**NCWA-II—II. No. 11**

**Sub : Transfers :**

The National Coal Wages Agreement-II which was finalised by the joint Bipartite Committee for the Coal Industry on 11-8-1979 and which has come into operation on 1-1-1979 provides as follows :—

**“11.6.1 Transfers :**

In the case of an employee transferred to another colliery on or after 1-1-1975 located at a distance of 8 km. and above has not been provided with accommodation by the Company at the latter colliery and he actually travels at his cost the distance of 8 km. or above from his original residence to the colliery to which he has been transferred for attending to his daily duties, he will be allowed payment at the rate of 0.50 paise per day of attendance at the other colliery till he is provided with accommodation by the company at the other colliery or he finds any accommodation within a radius of 8 km. This payment would be made from 1-9-1979.”

The payment referred to above will be sanctioned by the GM of the area in which the colliery to which the employees concerned have been transferred falls in consultation with the Project Officer of the Colliery concerned and the Area Personnel Officer. Proper records will be maintained and a monthly

**NCWA-II—I.I. No. 15**

**Sub : Payment of Washing Allowance to the employees of coal industry.**

The National Coal Wages Agreement-II which was finalised by the joint Bipartite Committee for the Coal Industry on 11-8-1979 and which has come into operation on 1-1-1979 provides as follows :—

**"10.5-A WASHING ALLOWANCE**

Where Washing Allowance is being paid to the employees provided with uniforms by the management and the present rate is less than Rs. 10/- per head per month, the rate will be uniformly increased by Rs. 5/- per head per month."

You are requested to take necessary action to implement the above provisions of NCWA-II.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.5./2012/ 433

Dated: 20<sup>th</sup>

March, 2012

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.5**

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: Leave & National/Festival Holidays (Chapter-VI)**

National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of Leave & National/Festival Holidays (Chapter-VI) :-

**6.0 ANNUAL LEAVE WITH WAGES**

**6.1.0** Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952.

**Note:** For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leave would, however, not earn any further leave.

**6.2.0** The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favorable.

**6.3.0** Accumulation of Earned Leave/annual Leave with Wages.

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be 140 days prospectively.

**6.4.0** Encashment of Earned Leave.

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc. the balance leave or 140 days whichever is less will be allowed for encashment.

.../2



#### **6.5.0 Sick Leave and Special Leave**

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate up to 110 days prospectively.

6.5.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disorder.

(a) Employees suffering from Heart disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases shall be granted leave at 50% of Basic pay, VDA and SDA up to 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further special leave at 50% of Basic pay, VDA & SDA up to 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(c) The grant of Special Leave to employees suffering from Brain disorder will be guided as per provisions of I.I.No.25 dated 01.06.2001 of NCWA-VI.

6.5.3 An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay up to a period of 6 (six) months on the recommendations of the Company Medical Officer.

#### **6.6.0 Casual Leave with pay**

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.

#### **6.7.0 National/Festival Holidays**

The existing 8 (eight) National/Festival holidays will continue as at present.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

#### **Distribution:-**

1. All members & Alternate members of JBCCI-IX.



2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.5./2009/145

Dated: 27<sup>th</sup> May, 2009  
28

**NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.5**

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: Leave & National/Festival Holidays (Chapter-VI)**

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Leave & National/Festival Holidays (Chapter-VI) :-

**6.0 ANNUAL LEAVE WITH WAGES**

6.1.0 Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952.

Note: For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leave would, however, not earn any further leave.

6.2.0 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favorable.

**6.3.0 Accumulation of Earned Leave/annual Leave with Wages.**

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be 140 days prospectively.

**6.4.0 Encashment of Earned Leave.**

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc. the balance leave or 140 days whichever is less will be allowed for encashment.

..../2



### **6.5.0 Sick Leave and Special Leave**

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 110 days prospectively.

6.5.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disorder.

- (a) Employees suffering from Heart disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases shall be granted leave at 50% of Basic pay, VDA and SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.
- (b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further special leave at 50% of Basic pay, VDA & SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.
- (c) The grant of Special Leave to employees suffering from Brain disorder will be guided as per provisions of I.I.No.25 dated 1.6.2001 of NCWA-VI.

6.5.3 An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer.


### **6.6.0 Casual Leave with pay**

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.

### **6.7.0 National/Festival Holidays**

The existing eight National/Festival holidays will continue as at present

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

#### **Distribution :-**

- 1) All members & Alternate members of JBCCI-VIII.





- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.5/2005/ 57

Dated: 21st July, 2005

**NATIONAL COAL WAGE AGREEMENT-VII**  
**IMPLEMENTATION INSTRUCTION NO.5**

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: Leave & National /Festival Holidays (Chapter-VI )**

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Leave & National/Festival Holidays (Chapter-VI ):-

**6.0 ANNUAL LEAVE WITH WAGES**

6.1.0 Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952.

**Note:** For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leave would, however, not earn any further leave.

6.2.0 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favourable.

**6.3.0 Accumulation of Earned Leave/annual Leave with Wages.**

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be 120 days prospectively.

**6.4.0 Encashment of Earned Leave.**

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc. the balance leave or 120 days whichever is less will be allowed for encashment.

21/7/05

**6.5.0 Sick Leave & Special Leave**

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 100 days prospectively.

6.5.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disorder.

(a) Employees suffering from Heart disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases shall be granted leave at 50% of Basic pay, VDA and SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

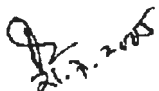
(b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further special leave at 50% of Basic pay, VDA & SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(c) The grant of Special Leave to employees suffering from Brain disorder will be guided as per provisions of I.I.No.25 dated 1.6.2001 of NCWA-VI.

6.5.3 An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer.

**6.6.0 Casual Leave with pay**

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.

  
21.7.2005

### 6.7.0 National/Festival Holidays

The existing eight National/Festival holidays will continue as at present.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary, JBCCI-VII

Distribution:

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Collys, Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance) CIL, Kolkata, Director(O), CMIDIL, Ranchi  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CGM, NEC, Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, Ansal Bhawan, New Delhi  
CGM(P)/CGM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No CIL/C-5B/JBCI-VI/1 No 05/2001/ 2 3

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT -VI  
IMPLEMENTATION INSTRUCTION NO.5.

To

The Chairman-cum-Managing Director	ECI. 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 : Leave and National/Festival Holidays (Chapter-VI of NCWA-VI)

1.0 The following provisions in respect of Leave and National/Festival holidays have been made in National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 (vide Chapter-VI) :-

2.0 ANNUAL LEAVE WITH WAGES (Clause 6.0)

2.1 Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952 (Clause 6.1.0)

**NOTE.** For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leaves would, however, not earn any further leave

2.2 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favourable (Clause 6.2.0)

-11-261-

**2.3 Accumulation of Earned Leave/Annual Leave with Wages.(Clause 6.3.0)**

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be upto 100 days.

**2.4.0 Sick Leave (Clause 6.4.0)**

**2.4.1** The existing provisions relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 90 days.(Clause 6.4.1)

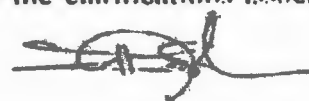
**2.4.2** Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V and Brain disorder.(Clause 6.4.2)

- a) Employees suffering from Heart Disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V and Brain diseases shall be granted leave at 50% of basic pay, VDA and SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.
- b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further leave at 50% of basic pay, VDA & SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.
- c) The modalities for grant of leave on account of Brain diseases will be discussed and decided by the Standardization Committee & notified

**2.4.3** An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer. (Clause 6.4.3)

**3.0 Casual Leave with pay (Clause 6.5.0)**

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.



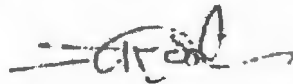
Casual leave can be granted 4 days at a time as per present practice. The management agrees for grant of extension of leave in special circumstances. Further modalities for grant of extension of leave will be discussed and notified.

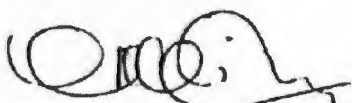
**4.0 National/Festival Holidays (Clause 6.6.0)**

The existing eight National/Festival holidays will continue as at present.

Necessary action to implement the above provisions may be taken

Encls: As above



  
( CHIKHISTY ) s/j 900)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCI-VI

Distribution :-

- 1 All Members & Alternate Members of JBCI-VI
- 2 Chairman-MD, SCCL, Kothagudem Collys , Dt. Khamman, A.P.
- 3 Vice President,(HRM), TISCO, Jamshedpur
- 4 Managing Director, HSCO, Burnpur, Dist:Burdwan.
- 5 Director(P), ECL/BCCI/CCL/NCL/SECL/VCL/MCL
- 6 Director(F), CIL, Calcutta
- 7 Director(T), CIL, Calcutta
- 8 Director (Marketing), CIL, Calcutta
- 9 Chief Vigilance Officer, CIL, Calcutta
- 10 Chief General Manager, NEC, Guwahati
- 11 CGM CIL, Ansal Bhawan, New Delhi
- 12 CGM(HCM), Kanke Rd , Ranchi
- 13 CGM(P)/CGM(F), CIL, Calcutta.
- 14 All RSMs, CIL.
- 15 GM(F)/TS to Chairman, CIL, Calcutta
- 16 Dy CME(AW), CIL, Calcutta

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/JBCCI-V/I.I.No.5 / 2624

Dated: 22nd Feb.'96

NATIONAL COAL WAGE AGREEMENT-V  
-----  
IMPLEMENTATION INSTRUCTION NO.5

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD,,BCCL,Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL,Bilaspur  
The Chairman-MD,,MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL,Ranchi  
The Chief General Manager, NEC, Assam.

Sub: Leave and National/  
Festival Holidays.  
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National Coal Wage Agreement-V finalised on 19th January,1996 has provided the following in respect of Leave and National/Festival Holidays vide Chapter-VI :-

- 1.0 Annual leave with wages
- 1.1 Annual leave with wages will be continued to be governed by the provisions of the Mines Act. (Clause 6.1.0)

Note: For the purpose of computation of attendance for determining the eligibility for Earned Leave, all authorised paid leave (Sick Leave with full pay, Casual Leave with pay, Maternity Leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay as well as paid holidays) would be included. These paid leaves would however not earn any further leave.

- 1.2 The prevalent practices in respect of Earned Leave, Casual Leave and paid Festival Holidays, will,however, continue if more favourable.





1.3 Accumulation of Earned leave/Annual leave with wages.(Clause 6.3.0)

1.3.1 The existing provisions relating to the accumulation of Earned leave/Annual leave will be upto 80 days

2.0 Sick leave

2.1.1 The existing provisions relating to Sick Leave namely 15 days with full pay in a calender year will continue. Sick leave with full pay will accumulate upto 70 days.(Clause 6.4.1)

3.0 Grant of Special leave to employees suffering from Heart disease, T.B., Cancer, Leprosy and Paralysis. (Clause 6.4.2)

a) Employees suffering from Heart disease, T.B., Cancer, Leprosy and Paralysis shall be granted leave at 50% of basic pay, F.D.A., V.D.A., and S.D.A., upto 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other Hospital to which the cases may be referred for treatment by the Management.

b) It is also agreed that in case of relapse of afore-said ailments(Heart disease, T.B., Cancer, Leprosy and Paralysis), such of the employees shall be granted further leave at 50% of basic pay, FDA, VDA and SDA ) upto 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other Hospital to which the cases may be referred for treatment by the Management with immediate effect.

4.0 Casual leave with pay (Clause 6.5.0)

4.1 The existing provisions regarding grant of Casual Leave incorporated in Clause 7.4.1 to 7.4.6 of NCWA-II quoted below will continue to be operative with the clarifications issued on the subject:→

"7.4.1 Provision regarding grant of casual leave shall be regulated as indicated below:

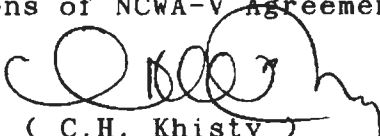
①

- 7.4.2 Seven days casual leave per annum i.e., per calendar year will be allowed to employees with effect from 1-1-1979 who do not have such benefit of casual leave at present.
- 7.4.3 In addition, the employees referred to in clause 7.4.2 above will be allowed four days' casual leave per calendar year subject to the condition that this would be off-set against the additional annual leave that may become due as a result of amendment of the Mines Act as and when such amendment is enacted into law.
- 7.4.4 Since there has been delay in the finalisation of the revised wage agreement, the four days' casual leave referred to in clause 7.4.3 above due to the employees in question during the calendar year 1979 will be carried forward to 1980 and the employees will be allowed to avail of the same during the year along with the earned leave or otherwise.
- 7.4.5 The casual leave is intended to meet special circumstances, which cannot be foreseen. Ordinarily, the previous permission of the officer specified by the Management in each unit/establishment/department shall be obtained before such leave is taken. But when this is not possible, the said officer, as far as possible practicable, should be informed in writing of the absence and of the probable duration of such absence.
- 7.4.6 " Employees who are already entitled to casual leave under the existing conditions of service will continue to enjoy the same."
- 5.0 National/Festival Holidays. (Clause 6.6.0)

- 5.1 The existing 8(eight) National/Festival Holidays will continue as at present.

Out of the existing 8 (eight ) National/Festival Holidays i.e., "Republic Day"(26th January)", Independence Day"(15th August) "Gandhiji's Birth Day (2nd October) and Miners' Day (1st May) will be observed as Paid Holiday through-out the Industry. As regards the remaining 4(four) holidays, it will be decided at Subsidiary level in consultation with their unions.

You are requested to take necessary action to implement the above provisions of NCWA-V Agreement.

  
( C.H. Khisty )  
Director (P&IR) &  
Member Secretary JBCCI-V

Distribution

- 1) Director(F)/Director(T), CIL, Calcutta
- 2) All Members/Alternate Members of JBCCI-V
- 3) Director(Per.), SCCL, PO: Kothagudam Collys.Dist.Khammam(AP)
- 4) Director RM Div. SAIL/IISCO, 10, Camac St., Calcutta
- 5) Vice President, HRM, TISCO, Jamshedpur.
- 6) Director(Per.), ECL/BCCL/CCL/WCL/SECL/NCL
- 7) Director(O), CMPDIL, Ranchi/Director(T), MCL, Sambalpur
- 8) TS to Chairman, CIL, Calcutta/Director(T), CIL, N. Delhi
- 9) General Manager, DCC, Dankuni/GM(P&IR), WCL/CMPDIL/MCL
- 10) CGM(S&M), CIL, Calcutta/All RSMs, CIL
- 11) Chief of Finance, CIL, Calcutta
- 12) CGM(P),/GM(IR) CIL, Calcutta.
- 13) Dy.CPM(AW), CIL, Calcutta
- 14) Exe.Director(Vig.), CIL, Calcutta.

## **IMPLEMENTATION INSTRUCTION NO. 8**

**No. CIL/JBCCI-IV/IMP/I.I. No. 8/89/857/ dt. 5th Aug. 1989**

### **Sub : Leave and National/Festival Holidays**

**1. The National Wage Agreement IV finalised on 27th July, 1989 has provided the following in respect of leave and National/festival holidays ( Vide chapter VI ).**

#### **2.0 Annual Leave with Wages :**

**2.1 Annual leave with wages will be continued to be governed by the provisions of the Mines Act. ( Clause 6.1 )**

**Note : For the purpose of computation of attendance for determining the eligibility for Earned leave, all authorised paid leave ( sick leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays ) would be included. These paid leaves would however, not earn any further leave.**

**2.2 The prevalent practices in respect of Earned Leave, Casual Leave and paid festival holidays will however, continue if more favourable . ( Clause 6.2 )**

#### **3. Accumulation of Earned Leave/Annual Leave with Wages :**

**The existing provisions relating to the accumulation of Earned Leave/Annual Leave with wages to the level of 70 days will continue. ( Clause 6.3 )**

#### **4. Sick Leave :**

**The existing provisions relating to Sick Leave namely 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 60 days.**

**( Clause 6.4.1 )**

**5.0 Grant of Special Leave to Employees suffering from TB, Cancer, Leprosy, Paralysis & Heart Disease :**

**5.1** Employees suffering from TB, Cancer, Leprosy and Paralysis shall be granted leave at 50% of basic pay, FDA, VDA and SDA upto 6 months on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management. ( Clause 6.4.2 )

**5.2** An employee suffering from Heart disease and advised rest by specialist will be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer. ( Clause 6.4.3 )

**6. Casual Leave with Pay :**

The existing provisions regarding grant of Casual Leave incorporated in Clauses 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarification issued on the subject. ( Clause 6.5 )

**7. National/Festival Holidays :**

The existing eight National/Festival holidays will continue as at present. ( Clause 6.5 )

**8.** Necessary action to implement the above provisions may be taken.

## **CHAPTER—VI**

### **LEAVE, NATIONAL / FESTIVAL HOLIDAYS, AND SPECIAL LEAVE**

**( Clause 6.1 to 6.6 )**

**Implementation Instruction No. 7 dt. 30-11-1983**

**1.1** The National Coal Wage Agreement-III which was finalised by JBCCI on 11-11-83 and which has come into force from 1-1-83 provides as follows in respect of the subject mentioned items :

#### **2.0 Annual Leave with Wages :**

**2.1** Annual leave with wage will be continued to be governed by the provisions of the Mines Act.

**Note—**For the purpose of computation of attendance for determining the eligibility for Earned leave, all authorised paid leave ( Sick leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of Occupational disease with pay, as well as paid holidays) would be included. These paid leaves would, however, not earn any further leave.

The prevalent practices in respect of earned leave, casual leave and paid Festival holidays will, however, continue if more favourable. (Clause 6.1 )

#### **2.1.1 Accumulation of Earned Leave/Annual Leave with Wages :**

**2.1.2** The existing provisions relating to the accumulation of earned leave/annual leave with wages which have been enhanced to the level of 70 days under NCWA-II will continue ( Clause 6.2 ).

**2.1 3 Sick Leave :**

**2.1.4** The existing provisions relating to Sick Leave, namely 15 days with full pay in a calendar year will continue. ( Clause 6.3 )

Sick Leave with full pay would continue to be accumulated upto 45 days.

**2.2 Grant of Special Leave to Employees suffering from TB, Cancer, Leprosy and Paralysis :**

**2.2.1** Employees suffering from TB, Cancer, Leprosy and Paralysis shall be granted leave at 50% of basic pay, FDA, VDA and SDA upto six months on the basis of the recommendations of the Company Medical Officers or the Medical authorities of Coal Mines Welfare Organisation or any other hospital to which the cases may be referred for treatment by the Management. (Clause 6.4)

**2.2.2 Casual Leave with Pay :**

**2.2.3** The existing provisions regarding grant of casual leave incorporated in Clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject. (Clause 6.5)

**2.3 National/Festival Holidays :**

**2.3.1** It is agreed that 1st May will be Miners' Day and be declared as additional paid holiday in the month of May in each year. This will be in addition to the 7 paid holidays. (Clause 6.6)

It is clarified that the above is an additional paid holiday in respect of those workers only who are currently enjoying 7 paid holidays. In respect of those who are enjoying more than 7 paid holidays, 1st of May is to be included within the number of paid holidays available to them in the same way as Republic Day and Mahatma Gandhi's Birth Day. (Cl. 6.6)

**3.1** In view of Clause 6.6 of the Agreement the Miners' Day in May, 1983 has already been declared and observed during 1983 (Vide CIL Circular No. CIL/C-5 (B)-III JBCCI/ Impl/366 dated 29-4-83).



## **CHAPTER—VII**

### **A. RETURN RAILWAY FARE & LEAVE TRAVEL BENEFIT**

**Implementation Instruction No. 3 dt. 30-11-1983**

- 1. Provisions in NCWA-III in respect of Return Railway Fare and Leave Travel Benefit : (Clauses 7.1 to 7-5)**

**NCWA-III provides as follows—**

**“Return Railway Fare & Leave Travel Benefit :**

**7.1** Currently the employees are eligible to receive railway fare for outgoing and return journeys to their home town for self only according to their entitlement every year and to any place in India upto 1500 KMs each way with family limited to 3.5 units once in 4 years in lieu of Return Railway Fare.

**7.2** In view of the revision of the salary structure the entitlement to first class railway travel would now be Rs. 670/- p.m. in respect of R.R.F. and Rs. 685/- p.m. in respect of Leave Travel Concession. In other words, employees drawing a basic pay of less than Rs. 670/- p.m. will be entitled to R.R.F. of second class and in respect of L.T.C. those drawing less than Rs. 685/- p.m. will be entitled to second class. Other conditions shall remain the same.

**7.3.1** In respect of 4 year Long Leave Travel Concession in lieu of R.R.F., the existing distance has been agreed to be increased to 1700 KMs each way.

**7.3.2** The maximum of units that can avail of the above benefit will be 4 adult units.

**7.3.3** Where both wife and husband are employed in the same coal company they will be jointly entitled to LLTC benefit subject to a maximum of 6 adults or actual number of family members of the workman concerned, whichever



is less, falling within the scope of the 'Family' as laid down in the existing rules.

**7.3.4** In case any employee has already availed of LLTC for 1500 KMs before this Agreement actually comes into force the additional facility of increased distance will not be available.

**7.4 R.R.F. / L.T.C. :**

**7.4.1** In lieu of the existing arrangements for Return Railway Fare for the workman concerned, an alternative arrangement of Leave Travel Concession for the family upto a maximum of 4 adult units, can be availed of, for visiting home town once in a block of 4 years ( in lieu of RRF for self in a block of 3 years, the fourth year's RRF being set off against LLTC ). If the employees whether entitled to RRF or not, so desire they may visit any other place upto a distance of 750 KMs each way in lieu of home town.

**7.4.2** An option will be given to the employees to exercise once for all either to avail Return Railway Fare for self for each year during the 3 years in a period of 4 years or, for availing LTC for a family of four adult units upto 750 KMs or more if the home town is more than 750 KMs away from the place of duty. Such option will be final and irrevocable during the period of Agreement.

**7.4.3** In case any employee has availed RRF facility before the signing of the Agreement and if and when he opts to the LTC i.e. 750 KMs. the facility already availed of will be adjusted and only the remaining units/amount will be payable to him as and when he undertakes the 750 Kms. L.T.C.

**7.5** Other provisions relating to LLTC will be as per the existing rules and procedures."

**2.** From the above it will be seen that the following improvements have been made in NCWA-III over NCWA-II :

- (a) In respect of Long Leave Travel Concession once in 4 years, the existing limit of 1500 KMs each

way has been agreed to be increased to 1700 KMs each way.

For purposes of LLTC the existing number of units who can avail of this facility has been increased to 4 adult units from 3.5 units.

- (b) A new provision of LTC for visiting home town or any other place if they so desire upto a distance of 750 KMs each way in lieu of home town has been introduced once in a block of 4 years with family ( i.e. in lieu of RRF for self in a block of three years, the fourth year's RRF being set off against LLTC). This Leave Travel Concession can be availed of by self and family upto a maximum of 4 adult units.

This benefit is, however, in lieu of RRF for self in a block of 3 years.

2.1 It has also been provided that such of those employees who are eligible to avail RRF and who wish to continue to avail of this benefit can continue to avail of RRF, but not both RRF and LTC.

2.2 A provision has, therefore, been made in the Agreement that an option will be given to the employees to exercise once for all either to avail RRF for self for each year during 3 years in a period of 4 years or, for availing LTC for a family of 4 adult units upto 750 KMs or more if the home town is more than 750 Kms away from the place of duty. Such option will be final and irrevocable during the period of the Agreement.

3. For purposes of employees exercising their option, a form has been devised for adoption on a uniform basis. All employees who are eligible to RRF should be required to exercise their option in that form latest by 31st January, 1984. In case any employee eligible to RRF wishes to avail LTC immediately he should be allowed that benefit only after getting his option. The option should be

cyclostyled or printed and the Option Forms should be filed in the personal Folders of individual employees.

Employees who however do not opt for L. T. C will continue to enjoy the facility of RRF as per existing rules, regulations and procedures.

4. It has also been provided vide Clause 7.4.3 that in case any employee has availed RRF facility before the signing of the Agreement i.e. 11-11-1983 and if and when he opts to the LTC of 750 KMs, the facility already availed of will be adjusted and only the remaining units/amount will be payable to him as and when he undertakes the 750 KMs LTC. In other words, if the employee has availed of RRF facility for self during 1983 prior to the signing of the Agreement and if he opts for LTC to go to the home town or 750 KMs, he will be eligible only to 3 tickets etc.

5. In so far as LLTC is concerned, in case any employee has already availed of LLTC for 1500 KMs before the signing of the Agreement i.e. 11-11-1983, the additional facility of increased distance viz. 1700 KMs will not be available (vide Clause 7.3.4). But those who have availed of LLTC after 11-11-1983 till the date of issue of this circular and whose claim cases are pending may either claim the actual amount or amount upto 1700 KMs each way, whichever is less according to Rules.

6. From Clause 7.5 of the Agreement it will be seen that other provisions relating to LLTC will be as per the existing rules and procedures. Similarly, under clause 7.2 in respect of RRF and LTC other conditions shall remain the same. From this it is evident that all the existing rules, regulations and circulars governing the RRF/LTC and LLTC will continue to be made applicable. [ In this connection I. I. No. 20 dated 13-2-1980, I. I. No. 27 dated 15-3-1980, I. I. No. 29 dated 17-4-1980, I. I. No. 32 dated 22-6-1980, and Annexure 'D' issued by the Member Secretary, JBCCI-II may please be referred to ( copies printed herewith for ready reference. )

7. With regard to the entitlement for rail travel provision has been made in Clause 7.2 that while in respect of Return Railway Fare for self only the entitlement to first class railway travel would be in respect of those whose basic pay is Rs. 670/- per month or more. In respect of Leave Travel Concession (both LTC & LLTC), however, the eligibility for first class railway travel would be in respect of those whose basic pay is Rs. 685/- per month or more.

8. The provisions in Chapter-VII in relation to Return Railway Fare and Leave Travel Benefit have come into effect from 1-1-1983. But in view of the fact that nobody can utilise the revised benefits prior to the actual signing of the Agreement, an adjustment Clause has been provided in Clause 7.4.3.

Option Form :

Company :

Area :

Colliery  
Pay Office

**Sub : Option for availing LTC in lieu of RRF**

In terms of Clause 7.4.1, 7.4.2 and 7.4.3 of NCWA-III, I do hereby exercise option for availing Leave Travel Concession for self and my family upto a maximum of 4 adults, in lieu of the existing arrangement of Return Railway Fare for self only for visiting home town at Village.....

P. O.....P. S.....Dist.....State.....once in a block of 4 years ( in lieu of RRF for self in a block of three years, the fourth year's RRF being set off against LLTC ) for visiting home town or any other place upto a distance of 750 KMs each way in lieu of home town. The option will be final and irrevocable during the period of NCWA-III.

Full details of my family members are as below :-

Name	Male/ Female	Date of birth & age on 1-12-1983	Relation- ship	Whether residing with the emplo- yee, at the place of posting, 'Yes' or 'No'	If not residing with the emp- loyee place of residence.	Whether wholly dependent on the employee 'Yes' or 'No'	Remarks
1	2	3	4	5	6	7	8

1.  
2.  
3.  
4.

Designation.....

Place of posting.....

Signature in full

Date :

Identification/Token No.....

L.T.I.



**Leave and National/Festival Holidays**

**No. IR/94/IMP**

**Dated 27-8-1979**

**NCWA-II—I.I. No. 4**

**Sub : Grant of Leave and National Festival Holidays.**

The National Coal wage Agreement which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-1979 and which has come into operation on 1-1-1979 provides as follows :—

**“Leave and National/Festival Holidays :**

**7.1.1 Annual leave with wages will be continued to be governed by the provisions of the Mines Act.**

**Accumulation of Earned Leave/Annual leave with wages**

**7.1.2 The existing provisions relating to the accumulation of earned leave/annual leave with wages will be enhanced to the level of 70 days.**

**Sick Leave**

**7.2.1 The existing provision relating to sick leave with 15 days on full pay in a calendar year will continue.**

**7.2.2 Sick leave on full pay, can be accumulated upto 45 days.**

**NATIONAL/FESTIVAL HOLIDAYS**

**7.5.1 The existing National/Festival holidays will continue as at present.”**

The above provisions will be deemed to have come into force w.e.f 1-1-1979. It is requested that steps may kindly be taken to implement the above decisions.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.6./2012/ 434

Dated: 20<sup>th</sup> March 2012

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.6**

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: Return Railway Fare and Leave Travel Benefit (Chapter-VII)**

National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of Return Railway Fare and Leave Travel Benefit (Chapter VII):

**7.1.0 R.R.F./L.T.C.**

7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 tickets maximum and up to a distance of 750 kms. Each way in lieu of home town or more if the home town is more than 750 kms., from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years – the 4th year RRF being set off against LLTC).

**Note:**

- (a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2011.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail L.T.C.

7.1.2 The existing system with regard to payment of L.L.T.C./L.T.C./R.R.F. will continue.

**7.2.0 LONG LEAVE TRAVEL CONCESSION**

7.2.1 The existing distance of 1700 kms each way in respect of block of 4 years Long Leave Travel Concession will continue.

....2....



7.2.2 The maximum number of units that can be availed of the above benefit will be equal to 4(four) adult tickets.

7.2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the term "Family" as laid down in the existing rules.

### 7.3.0 CLASS OF ENTITLEMENT

7.3.1 In view of the change in wage structure, the entitlement of First class (Non-AC) fare will be Rs.16419.32- (basic pay) per month in respect of RRF and Rs.16562.16 (basic pay) per month in respect of Leave Travel Concession/L.L.T.C. In other words, employees drawing a basic pay of less than Rs.16419.32 (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs.16562.16 per month will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

#### Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata.
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.6./2009/ 146

Dated: 27<sup>th</sup> May, 2009

**NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.6**

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: Return Railway Fare and Leave Travel Benefit**

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Return Railway Fare and Leave Travel Benefit (Chapter VII):

**7.1.0 R.R.F./L.T.C.**

- 7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 tickets maximum and upto a distance of 750 kms. Each way in lieu of home town or more if the home town is more than 750 kms., from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years – the 4th year RRF being set off against LLTC).

**Note :**

- (a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2010.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail L.T.C.

- 7.1.2 The existing system with regard to payment of L.L.T.C/L.T.C. R.R.F. will continue.

**7.2.0 LONG LEAVE TRAVEL CONCESSION**

- 7.2.1 The existing distance of 1700 kms each way in respect of block of 4 years Long Leave Travel Concession will continue.

..../2



:2:

- 7.2.2 The maximum number of units that can be availed of the above benefit will be equal to 4(four) adult tickets.
- 7.2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the term "Family" as laid down in the existing rules.


### 7.3.0 CLASS OF ENTITLEMENT

- 7.3.1 In view of the change in wage structure, the entitlement of First class (Non-AC) fare will be Rs.8736/- (basic pay) per month in respect of RRF and Rs.8812/- (basic pay) per month in respect of Leave Travel Concession/L.L.T.C. In other words, employees drawing a basic pay of less than Rs.8736/- (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs.8812/- per month will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

#### Distribution :-

- 
- 1) All members & Alternate members of JBCCI-VIII.
  - 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 5) Director (RD&T), CMPDIL, Ranchi.
  - 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
  - 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
  - 9) Chief Vigilance Officer, CIL, Kolkata.
  - 10) Chief General Manager, NEC/DCC.
  - 11) Chief General Manager (F), CIL, Kolkata.
  - 12) Chief General Manager (MP&IR), CIL, Kolkata
  - 13) General Manager (P), CIL, Kolkata.
  - 14) Executive Director, IICM, Kanke Road, Ranchi.
  - 15) Chief General Manager, CIL, New Delhi.
  - 16) CGM/TS to Chairman, CIL, Kolkata.
  - 17) All Regional Sales Managers, CIL.
  - 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.6./2005/ 58

Dated: 21st July, 2005

**NATIONAL COAL WAGE AGREEMENT-VII**  
**IMPLEMENTATION INSTRUCTION NO.6**

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,	CPDIL	Ranchi

**Sub: Return Railway Fare and Leave Travel Benefit**

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Return Railway Fare and Leave Travel Benefit (Chapter VII):-

**7.1.0 R.R.F./L.T.C.**

7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 adult units maximum and upto a distance of 750 kms. Each way in lieu of home town or more if the home town is more than 750 kms., from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years – the 4Th year RRF being set off against LLTC).

**Note :**

- (a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2005.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail L.T.C.

7.1.2 The existing system with regard to payment of L.L.T.C./L.T.C./R.R.F. will continue.

**7.2.0 LONG LEAVE TRAVEL CONCESSION**



:2:

- 7.2.1 The existing distance of 1700 kms. Each way in respect of block of 4 years Long Leave Travel Concession will continue.
- 7.2.2 The maximum number of units that can be availed of the above benefit will be 4(four) adult units.
- 7.2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 8 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the term "Family" as laid down in the existing rules.

### 7.3.0 CLASS OF ENTITLEMENT

- 7.3.1 In view of the change in wage structure, the entitlement of First class (Non-AC) fare will be Rs. 5800/- (basic pay) per month in respect of RRF and Rs.5850/- (basic pay) per month in respect of Leave Travel Concession/L.L.T.C..In other words, employees drawing a basic pay of less than Rs.5800/- (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs.5850/- per month will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary, JBCCI-VII

#### Distribution:

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance) CIL, Kolkata / Director (Co) CMP DIL, Ranchi  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CGM, NEC, Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, Ansal Bhawan, New Delhi  
CGM(P)/CGM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No CIL/C-5B/JBCCI-VI/1.1.No.06/2001/ 4

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT -VI  
IMPLEMENTATION INSTRUCTION NO 6.

1.0

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 : Return Railway Fare And Leave Travel Benefit**  
**( Chapter -VII of NCWA-VI )**

1.0 The following provisions in respect of Return Railway Fare and Leave Travel benefit have been made in National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 (vide Chapter-VII) :-

**2.0 R.R.F./L.T.C.(Clause 7.1.0 )**

2.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 adult units maximum and upto a distance of 750 kms each way in lieu of home town or more if the home town is more than 750 kms from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years - the 4th year RRF being set off against LLTC). ( Clause 7.1.1 )

NOTE:(a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2001  
(b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail LTC


2.2 The existing system with regard to payment of LLTC/LTC/RRF will continue (Clause 7.1.2 )

— 11 — 89

- 3.0 **LONG LEAVE TRAVEL CONCESSION:( Clause 7.2.0 )**
- 3.1 The existing distance of 1700 Kms each way in respect of block of 4 years Long Leave Travel Concession will continue ( Clause 7.2.1.)
- 3.2 The maximum number of units that can be availed of the above benefit will be 4 (Four) adult units ( Clause 7.2.2 )
- 3.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the "Family" as laid down in the existing rules.( Clause 7.2.3 )
- 4.0 **Class of Entitlement ( Clause 7.3.0 )**
- 4.1 In view of the change in salary structure, the entitlement of First class (Non-AC) fare will be Rs.3532/- (basic pay) per month in respect of RRF and Rs.3575/- (basic pay) per month in respect of Leave Travel Concession/LT.C. In other words, employees drawing a basic pay of less than Rs 3532 - (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs.3575/- p.m. will be entitled to Sleeper(Non AC) class. Other conditions shall remain the same.( Clause 7.3.1 )

Necessary action to implement the above provisions may be taken

Encls: As above.

  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI

Distribution :-

- 1 All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, Kothagudem Coliys., Dt. Khamman, A.P.
3. Vice President,(HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist:Burdwan.
5. Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
6. Director(F), CIL, Calcutta
7. Director(T), CIL, Calcutta.
8. Director (Marketing), CIL, Calcutta
9. Chief Vigilance Officer, CIL, Calcutta
10. Chief General Manager, NEC, Guwahati
11. CGM CIL, Ansal Bhawan, New Delhi
12. CGM(HCM), Kanke Rd , Ranchi
13. CGM(P)/CGM(F), CIL, Calcutta
14. All RSMs, CIL
15. GM(F)/IS to Chairman, CIL, Calcutta
16. Dy. CME(AW), CIL, Calcutta.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No. CIL/JBCCI-V/I.1.No.6 /

Dated: 22nd Feb. '96

NATIONAL COAL WAGE AGREEMENT-V  
-----  
IMPLEMENTATION INSTRUCTION NO.6

The Chairman-MD, ECL, Sanctoria  
The Chairman-MD, BCCL, Dhanbad  
The Chairman-MD, CCL, Ranchi  
The Chairman-MD, WCL, Nagpur  
The Chairman-MD, SECL, Bilaspur  
The Chairman-MD, MCL, Sambalpur  
The Chairman-MD, NCL, Singrauli  
The Chairman-MD, CMPDIL, Ranchi  
The Chief General Manager, NEC, Assam.

Sub: Return Railway fare and Leave  
Travel benefit  
-----

National Coal Wage Agreement-V finalised on 19th January, 1996 provides the following in respect of Return Railway fare and Leave Travel benefit (Vide Chapter-VII). :-

1.01 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 adult units maximum and upto a distance of 750 Kms. each way in lieu of home town or more if the home town is more than 750 Kms. from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years - the 4th year RRF being set off against LLTC).

NOTE: It is agreed that those employees who are availing RRF will be given one more chance to opt for LTC in lieu of RRF on or before 30.6.1996.

1.02 The existing system with regard to payment of RRF/LTC/LLTC will continue.

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2.0 L.L.T.C.

2.1 The existing distance of 1700 Kms. each way in respect of block of 4 years Long Leave Travel Concession will continue.

2.2 The maximum number of units that can be availed of the above benefit will be 4(four) adult units.

2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6(six) adult units or actual number of family members of the workman concerned whichever is less, falling within the scope of the "Family" as laid down in the existing rules.

2.4 Class of Entitlement.

In view of the change in salary structure, the entitlement of First Class Railway fare will be Rs.1830/- (Basic pay) per month in respect of RRF and Rs.1854/- (Basic pay) per month in respect of Leave Travel Concession/LLTC. In other words employees drawing a Basic pay of less than Rs.1830/- (Basic pay) per month will be entitled to RRF of Second Class and in respect of LTC/LLTC those drawing less than Rs.1854/- (Basic pay) per month will be entitled to Second Class. Other conditions shall remain the same.

3.0 All other conditions relating to RRF, LTC and LLTC remaining the same excepting the class of entitlement as mentioned in para 2.4 above, payments may be regulated with reference to the following Implementation Instructions (copy enclosed):-

- i) NCWA-III (I.I.No.3/83/1895 dated 30th Nov., 1983
- ii) NCWA-III (GM II/84/56 dated 3rd April, 1984
- iii) NCWA-III (I.I.No.23/84/244 dated 23rd April, 1984
- iv) NCWA-III (I.I.No.36/84/858 dated 2nd Aug., 1984

You are requested to take necessary action to implement the above provisions of NCWA-V relating to RRF, LTC & LLTC.

( C.H. Khisty )

Director (P&IR)

Member Secretary JBCCI-V

Distribution

- 1) Director(F)/Director(T), CIL, Calcutta
- 2) All Members/Alternate Members of JBCCI-V
- 3) Director(Per.), SCCL, PO: Kothagudam Collys. Dist. Khammam(AP)
- 4) Director RM Div. SAIL/IISCO, 10, Camac St., Calcutta
- 5) Vice President, HRM, TISCO, Jamshedpur.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, Netaji Subhas Road,  
Calcutta-700001.

NO. NCN-III(1.1.3/83)/18

Dated 30. NOVEMBER 1983.

NATIONAL COAL WAGE AGREEMENT-III

IMPLEMENTATION INSTRUCTION NO.3.

To

- 1) Chairman-cum-Managing Director, ICL, Sanctoria.
- 2) Chairman-cum-Managing Director, BCOL, Dhanbad.
- 3) Chairman-cum-Managing Director, CCL, Ranchi.
- 4) Chairman-cum-Managing Director, WCL, Nagpur.
- 5) Chairman-cum-Managing Director, C&PDIL, Ranchi.
- 6) General Manager, NEC, Margherita, Assam.
- 7) Chairman-cum-Managing Director, Singhereni Collieries Company Ltd., P.C. Kothagudem Collieries Dist. Khammam, Andhra Pradesh.
- 8) Vice President (C), TISCO, Jamshedpur.
- 9) General Manager (P&A), IISCO, Burnpur.
- 10) Chairman, Damodar Valley Corporation, Bhavani Bhawan, Alipore, Calcutta-700027.

Sub: Implementation Instructions in  
respect of Return Railway Fare  
& Leave Travel Benefit.

1. PROVISIONS IN NCN-III IN RESPECT OF  
RETURN RAILWAY FARE AND LEAVE TRAVEL  
BENEFIT (Clauses 7.1 to 7.5).

NCN-III provides as follows -

"RETURN RAILWAY FARE & LEAVE TRAVEL BENEFIT:

7.1 Currently the employees are eligible to receive railway fare for outgoing and return journeys to their home town for self only according to their entitlement every year and to any place in India upto 1500 Rs each way with family limited to 3.5 units once in 4 years in lieu of Return Railway Fare.

7.2 In view of the revision of the salary structure the entitlement to first class railway travel would now be Rs.670/- p.m. in respect of R.R.F. and Rs.685/- p.m. in

respect of Leave Travel Concession. In other words, employees drawing a basic pay of less than Rs.670/- p.m. will be entitled to R.R.F. of second class and in respect of L.T.C. those drawing less than Rs.605/- p.m. will be entitled to second class. Other conditions shall remain the same.

7.3.1 In respect of 4 year Long Leave Travel Concession in lieu of R.R.F., the existing distance has been agreed to be increased to 1700 Kms each way.

7.3.2 The maximum number of units that can avail of the above benefit will be 4 adult units.

7.3.3 Where both wife and husband are employed in the same coal company they will be jointly entitled to LTC benefit subject to a maximum of 6 adults or actual number of family members of the workman concerned, whichever is less, falling within the scope of the 'Family' as laid down in the existing rules.

7.3.4 In case any employee has already availed of LTC for 1500 Kms before this Agreement actually comes into force the additional facility of increased distance will not be available.

#### 7.4 R.R.F./L.T.C.

7.4.1 In lieu of the existing arrangements for Return Railway Fare for the workman concerned, an alternative arrangement of Leave Travel Concession for the family upto a maximum of 4 adult units, can be availed of, for visiting home town once in a block of 4 years (in lieu of R.R.F. for self in a block of 3 years, the fourth year's R.R.F. being set off against LTC). If the employees whether entitled to R.R.F. or not, so desire they may visit any other place upto a distance of 750 Kms each way in lieu of home town.

7.4.2 An option will be given to the employees to exercise once for all either to avail Return Railway Fare for self for each/during the 3 years in a period of 4 years or, for availing LTC for a family of four adult units upto 750 Kms or more if the home town is more than 750 Kms away from the place of duty. Such option will be final and irrevocable during the period of Agreement.

7.4.3 In case any employee has availed R.R.F. facility before the signing of the Agreement and if and when he opts to the LTC i.e 750 Kms, the facility already availed

of will be adjusted and only the remaining units/amount will be payable to him as and when he undertakes the 750 KMs L.T.C.

7.5 Other provisions relating to LLTC will be as per the existing rules and procedures."

2. From the above it will be seen that the following improvements have been made in NCWA-III over NCWA-II:

- (a) In respect of Long Leave Travel Concession once in 4 years, the existing limit of 1500 KMs each way has been agreed to be increased to 1700 KMs each way.

For purposes of LLTC the existing number of units who can avail of this facility has been increased to 4 adult units from 3.5 units.

- (b) A new provision of LTC for visiting home town or any other place if they so desire upto a distance of 750 KMs each way in lieu of home town has been introduced once in a block of 4 years with family (i.e. in lieu of RRF for self in a block of three years, the fourth year's RRF being set off against LLTC). This Leave Travel Concession can be availed of by self and family upto a maximum of 4 adult units.

This benefit is, however, in lieu of RRF for self in a block of 3 years.

2.1 It has also been provided that such of those employees who are eligible to avail RRF and who wish to continue to avail of this benefit can continue to avail of RRF, but not both RRF and LTC.

2.2 A provision has, therefore, been made in the Agreement that an option will be given to the employees to exercise once for all either to avail RRF for self for each year during 3 years in a period of 4 years or, for availing LTC for a family of 4 adult units upto 750 KMs or more if the home town is more than 750 KMs away from the place of duty. Such option will be final and irrevocable during the period of the Agreement.

3. For purposes of employees exercising their option, a form has been devised for adoption on a uniform basis. All employees who are eligible to RRF should be required to exercise their option in the enclosed form latest by 31st January, 1984. In case any employee eligible to RRF wishes to avail LTC immediately he should be allowed that benefit only after getting his option. The option should be cyclostyled or printed and the Option Forms should be filed in the Personal Folders of individual employees.

Employees who however do not opt for L.T.C. will continue to enjoy the facility of R.T. as per existing rules, regulations and procedures.

4. It has also been provided vide Clause 7.4.3 that in case any employee has availed R.T. facility before the signing of the Agreement i.e. 11.11.1983 and if and when he opts to the LTC of 750 KMs, the facility already availed of will be adjusted and only the remaining units/amount will be payable to him as and when he undertakes the 750 Kms LTC. In other words, if the employee has availed of R.T. facility for self during 1983 prior to the signing of the Agreement and if he opts for LTC to go to the home town or 750 Kms, he will be eligible only to 3 tickets etc.

5. In so far as LLTC is concerned, in case any employee has already availed of LLTC for 1500 Kms before the signing of the Agreement i.e. 11.11.1983, the additional facility of increased distance viz. 1700 Kms will not be available (vide Clause 7.3.4). But those who have availed of LLTC after 11.11.1983 till the date of issue of this circular and whose claim cases are pending may either claim the actual amount or amount upto 1700 Kms each way, whichever is less according to rules.

6. From Clause 7.5 of the Agreement it will be seen that other provisions relating to LLTC will be as per the existing rules and procedures. Similarly, under clause 7.2 in respect of R.T. and LTC other conditions shall remain the same. From this it is evident that all the existing rules, regulations and circulars governing the R.T./LTC and LLTC will continue to be made applicable. In this connection I.I. No.20 dated 13.2.1980, I.I.No. 27 dated 15.3.1980, I.I.No.29 dated 17.4.1980, I.I.No.32 dated 22.6.1980, Annexure 'D' issued by the Member Secretary, JBCCI-II may please be referred to (copies enclosed for ready reference).

7. With regard to the entitlement for rail travel, provision has been made in Clause 7.2 that while in respect of Return Railway Fare for self only the entitlement to first class railway travel would be in respect of those whose basic pay is Rs.670/- per month or more. In respect of Leave Travel Concession (both LTC & LLTC), however, the eligibility for first class railway travel would be in respect of those whose basic pay is Rs.585/- per month or more.

8. The provisions in Chapter-VII in relation to Return Railway Fare and Leave Travel Benefit have come into effect from 1.1.1983. But in view of the fact that nobody can utilise the revised benefits prior to the actual signing of the Agreement, an adjustment Clause has been provided in Clause 7.4.3.

9. You are requested to take necessary steps to obtain the 'Option Form' and implement the provision of SCWA-III in respect of Return Railway Fare and Long Leave Travel Concession.

*[Handwritten Signature]*

( C. KASAPATI )

MEMBER - SECRETARY  
III JBCCI

To  
All Members of JBCCI.

- Copy to -
- 1) Director (Finance), CIL, Calcutta.
  - 2) Director (Technical), CIL, Calcutta.
  - 3) Executive Director (P&M), CIL, Calcutta.
  - 4) Chief of Finance, CIL, Calcutta.
  - 5) General Manager (S&M), CIL, Calcutta.
  - 6) General Manager, Dankuni Coal Complex, Dankuni.
  - 7) Personnel Manager (AM), CIL, Calcutta.
  - 8) General Manager (ZZ), CIL, Calcutta.

Company -

Area -

Colliery &  
Pay Office

Sub: Option for availing LTC in lieu of RPF.

In terms of Clauses 7.4.1, 7.4.2 and 7.4.3 of NCTA-III, I do hereby exercise option for availing Leave Travel Concession for self and my family upto a maximum of 4 adults, in lieu of the existing arrangement of Return Railway Fare for self only for visiting home town at Village ..... I.G. .... I.S. .... Dist. .... State ..... Once in a block of 4 years (in lieu of RPF for self in a block of 3 years, the fourth year's RPF being set off against LLTC) for visiting home town or any other place upto a distance of 750 kms each way in lieu of home town. The option will be final and irrevocable during the period of the NCTA-III.

Full details of my family members are as below -

Name	Male/ Female	Date of birth & age on 1.12.1983	Relation- ship	Whether residing with the employ- ee at the place of posting. 'Yes' or 'No'	If not residing with the employ- ee, place of residence.
(1)	(2)	(3)	(4)	(5)	(6)
1.					
2.					
3.					
4.					
		Whether wholly dependent on the employee 'Yes' or 'No'		Remarks	
		(7)		(8)	

SIGNATURE IN FULL  
L.T.I.

Date:

Designation \_\_\_\_\_

Place of posting \_\_\_\_\_

Identification/Token No. \_\_\_\_\_

JOINT BI-PARTITE COMMITTEE FOR COAL INDUSTRY  
c/o COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD, CALCUTTA

No JBCCI/IR/94/IRp/457

February 13, 1980

NCWA II - I I No 20

The Chairman-cum-Managing Director Central Coalfields Limited Darbhanga House Ranchi	...	(85 copies)
The Chairman-cum-Managing Director Eastern Coalfields Limited PO Dishergarh, Sanctorin Distt: Burdwan, West Bengal	...	(85 copies)
The Chairman-cum-Managing Director Bharat Coking Coal Limited Koyla Bhavan, Koyla Nagar Saraidhella, Dhanbad	...	(85 copies)
The Chairman-cum-Managing Director Western Coalfields Limited Bisesar House, Temple Road Nagpur	...	(75 copies)
The Chairman-cum-Managing Director Central Mine Planning & Design Institute Limited Gondwana Place, Kanke Road Ranchi.	...	(20 copies)
The Chief of Personnel Division Coal India Limited 10 Netaji Subhas Road Calcutta	...	(10 copies)
The General Manager North Eastern Coalfields Margherita Assam	...	(25 copies)

Dear Sir,

Sub: LTC Scheme under clauses 9.2.1 and 9.2.2 of NCWA - II

A document containing the above Scheme, as finalised by the JBCCI at its meeting held on February 11, 1980, is being forwarded herewith for implementation by all concerned. In regard to the definition of 'family', as laid down in the LTC Rules of the Central Government, the same is as follows :

contd... 8

" Definition of family. - The term 'family' means a Government servant's wife or husband, as the case may be, residing with the Government servant, legitimate children and step-children, parents, step-mother, sisters and minor brothers residing with and wholly dependent upon the Government servant.

Only one wife is included in the term 'family'.

An adopted child shall be considered to be a legitimate child, if under the personal law of the Government servant, adoption is legally recognised as conferring on it the status of a natural child.

Major sons and married daughters (including widowed daughters) are included in the term 'family' so long as they are residing with and wholly dependent upon the Government servant.

Children studying in educational institutions who are not actually residing with a Government servant at the time but who later come to spend the vacation with him may be considered as members of his family for the above purposes."

The necessary forms to be completed by the employees in this respect will be laid down separately and circulated to all concerned.

Yours faithfully,

Sd/-

( Hal S. Murthy )  
Member - Secretary

Enclo : 1.

contd... 9



LTC SCHEME FOR WORKMEN COVERED BY NCWA-II IN  
TERMS OF CLAUSES 2.2.1 AND 2.2.2 OF THE NCWA-II

Basic Conditions Governing Admissibility of LTC Benefit

- (a) The benefit is admissible only once in a block of four years. In respect of permanent workmen, who were already in regular service as on 1.1.1979, the block of four years will commence on 1.1.1979.
- (b) In the case of others including those appointed after 1.1.1979 the block will commence from the calendar year in which they may be declared/employed as regular workmen. The block will, in their case, run for a period of four years, including the year in which they may have been employed/declared as regular workmen.
- (c) The new regular workmen shall initially become entitled to the benefit after they have put in a service of at least one year during the block period concerned.
- (d) Badli/Casual workers shall not be entitled to the benefit. Their entitlement subsequently will be determined with reference to the year in which they may become regular workmen.

Entitlement in respect of Family Members.

The benefit will be admissible to a maximum of 3.5 adults or the actual number of family members of the workmen concerned, whichever is less, falling within the scope of family as laid down in the LTC Rules of the Central Government.

Maximum Distance Each Way for which the Benefit will be Admissible

1,500 KMs of straight distance each way from the unit/establishment of posting or a total of 3,000 KMs for the round trip or the actual distance travelled, whichever is less. If journey is undertaken by a circular route, the reimbursement of fare will be limited to total upto and for distance of a maximum of 3,000 KMs, whichever is less.

Entitlement in respect of classes of travel by rail/bus.

(a) Entitlement to Second Class by rail.

- (i) Piece-rated workers of different groups in all coal companies whose average basic earnings during preceding calendar year are less than Rs.525/- per month.
- (ii) All daily-rated and monthly-rated workers, whose basic pay at the time of availing the benefit is less than Rs.525/- per month.

(b) Entitlement to First Class by rail.

- (i) All workmen, i.e., daily-rated and monthly-rated, whose basic pay at the time of availing of the benefit is Rs.525/- per month and above.
- (ii) Piece-rated workers of different groups in all Coal Companies whose average basic earnings during the preceding calendar year are Rs.525/- per month or more.

- (c) Where journey is undertaken by bus actual bus fare will be admissible subject to ceiling of amount applicable for travel by rail.

Requirement of production of declaration by employees in proof of having undertaken a journey while availing of the benefits

All workmen availing of the benefit will be required to make a declaration indicating -

- the station upto which the journey was performed ;
- the mode of travel ;
- the class of travel by which the journey was performed ; and
- date of travel ;
- number of family members, their names, relationship with the workmen and their ages.

Minimum leave to be availed of

The workmen availing of the LTC benefit will be required to take at least seven days leave with wages which may be due to them.

Other condition governing admissibility of LTC benefits.

- (a) The workmen and his family members availing of the benefit shall be required to travel in one group ;
- (b) The benefit not availed of during one block period of four years shall lapse and shall not be accumulated ;
- (c) The workmen will be required to declare in a prescribed form the full particulars of their family members initially and also whenever any changes take place and while applying for LTC benefit.

Admissibility of benefit in the case of erstwhile monthly rated employees of NCDC governed by Civil Rules or Corporation Rules, who are entitled to LTC benefit for going home once in year

The LTC benefit admissible in four years for going anywhere in India in terms of this Scheme will be admissible to those employees also, subject to the condition that in a block of four years these employees can avail of LTC benefit once for going home with their family members and once for going anywhere in India. In the case of erstwhile NCDC employees entitled to free passes under the Railway Rules they shall not be entitled to any benefit under this Scheme.

Eighty percent of the fare will be given by Management as advance against LTC. Balance twenty percent will be paid to the employee on submission of final LTC bill which should be submitted within one month of completing the journey.

Management Representatives

1. Sd/- R.S.Murthy.
2. Sd/- C.Mahapatra.
3. Sd/- R.K.Gupta.
4. Sd/- Mahip Singh.

Union Representatives

1. Sd/- S.Das Gupta (INTUC).
2. Sd/- Kalyan Roy, M.P.(AITUC).
3. Sd/- T.C.Jumde (BMS).
4. Sd/- B.P.Mukherjee (CITU).
5. Sd/- A.C.Patra (HMS).
6. Sd/- C.P.Singh (HMS).
7. Sd/- S.P.Chatterjee (HMS).
8. Sd/- B.S.Azad (BMS).

JOINT BIPARTITE COMMITTEE FOR COAL INDUSTRY  
C/O.COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD, CALCUTTA-1

The Cha  
No.JBCCI/IR/94/Imp./524

March 15, 1980.

NCWA-II -I.I. NO.27

The Chairman-cum-Managing Director ... ( 85 Copies )  
Central Coalfields Limited,  
Darbhunga House,  
Ranchi.

The Chairman-cum-Managing Director ... ( 85 Copies )  
Eastern Coalfields Limited,  
P.O. Dishergarh, Sanctoria,  
Dist. Burdwan.

The Chairman-cum-Managing Director, ... ( 85 Copies )  
Bharat Coking Coal Limited,  
Koyla Bhavan, Koyla Nagar,  
Dhanbad.

The Chairman-cum-Managing Director, ... ( 85 Copies )  
Western Coalfields Limited,  
Bisesar House, Temple Road,  
Nagpur.

The Chairman-cum-Managing Director, ... ( 20 Copies )  
C.M.P.D.I. Limited,  
Gondwana Place, Kanke Road,  
Ranchi.

The Chief of Personnel Division, ... ( 20 Copies )  
Coal India Limited,  
10, Netaji Subhas Road,  
Calcutta.

The General Manager, ( 25 Copies )  
Northe Eastern Coalfields L.  
Margherita,  
Assam.

Dear Sir,

Sub: LTC Scheme under clauses 9.2.1  
and 9.2.2 of NCWA-II.

Further to I.I. No. 20 dated February 13, 1980, I am forwarding herewith  
the specimens of the forms to be introduced in connection with the LTC benefit  
to be availed of by the employees concerned :

.....12/-

- 1) Form A - Initial declaration to be made by the employee:  
Subsequent declarations will also be made in the same form if any changes take place therein in regard to family members relating to their residence or dependents.
- 2) Form B - LTC Advance Bill
- 3) Form C - Check list/verification for LTC advance.
- 4) Form D - Final LTC Bill.

It is requested that the necessary forms may be got printed and made available to the employees. Since printing may take some time, cyclo-styled forms may be got prepared, in the meantime.

It is clarified that the maximum of 3.5 adults or the actual number of family members of the employee concerned, whichever is less falling within the scope of family, as laid down for the purpose of LTC will also include the employee himself.

Yours faithfully,

Sd/-

( Ral. S. Murthy )  
MEMBER - SECRETARY

contd...13

Initial declaration to be made by employees entitled to LTC benefit under clauses 9.2.1 and 9.2.2 of NCWA-II read with Implementation Instruction No. 20 dated 13-2-1980.

1. Full name of the employee : Shri/Smt/Kumari
2. Name of the father in the case of male employee and unmarried female employee:
3. Name of the husband in case of married female employee :
4. Designation of the employee :
5. Name of the coal company in which the employee is employed :
6. Name of the colliery/unit/establishment in which the employee is employed and location thereof :
7. If wife/husband of the employee is employed in the same coal company, details thereof:
  - a) Name of the spouse : Shri/Smt.
  - b) Designation :
  - c) Colliery/unit establishment where posted :
8. Basic pay under NCWA-II scale of pay on the date of completion of this form in the case of employees in time scales of pay:
9. In the case of piece-rated workers details of Group, i.e. Group I, II, III, IV, V, VA or any other Group:

## 10. Details of family members:

Sl. No.	Name	Relationship	Age	Whether residing with employee himself at the place of his posting.	Whether wholly dependent on the employee	If not residing with the employee himself station at which residing.
1	2	3	4	5	6	7

1.

2.

3.

4.

5.

6.

Relationship will be stated by indicating wife, husband, son, daughter, step-son, step-daughter, father, mother, step-mother, sister, minor brother.

If the child is an adopted one, please indicate this fact in the details of relationship sying whether the adoption confers on the child legal recognition as a natural child under the relevant law.

I do hereby declare that the above details in regard to myself and my family members are true to the best of my knowledge and belief and that I shall make a revised declaration whenever any changes in the position as indicated above in regard to my family members take place.

Signature/Thumb impression of the employee \_\_\_\_\_

Station: \_\_\_\_\_

Designation \_\_\_\_\_

Date: \_\_\_\_\_

CoIIiery/establishment/unit/unit of posting \_\_\_\_\_

Declaration of Witness:

I hereby confirm that the above declaration has been made by the employee concerned in my presence.

Signature/Thumb impression of the employee \_\_\_\_\_

- Note :
1. This form will be completed in duplicate - one copy will be retained by the employee/herself and the other one will be submitted to the management of the colliery/establishment/unit in which the employee is posted for the time being.
  2. This form will form an integral part of the service records of each employee and will be transferred with his/her service records as and when the employee is transferred to any other colliery/establishment/unit.

LTC Advance Bill

Bill for advance for availing LTC benefit under clauses 9.2.1 and 9.2.2 of the MCWA-II read with Implementation Instruction No. 20 dated February 13, 1980.

For block years \_\_\_\_\_

1. Name of the employee: Shri/Smt/Kumari
2. Name of the father in case of male employee and unmarried female employee :
3. Name of the husband in the case of married female employee :
4. Designation of the employee :
5. Name of the coal company in which employed :
6. Name of colliery/unit/establishment in which employed :
7. Basic pay under the MCWA-II on the date of submission of advance bill. :
8. In the case of piece-rated workers details of Group, i.e., Group I, II, III, IV, V, V(A) or any other group :

contd ..... 17



9. Details of family members who will be availing of the LTC benefit:

Sl No.	Name	Relationship	Age	Whether residing with the employee at the place of posting.	Whether wholly dependent on the employee	If not residing with the employee himself place of residence.
				Yes/No	Yes/No	

10. Details of travel to be undertaken:

Dates		From	To	Mode		Fare per head		Reservation
				Rail	Bus	Rail	Bus	charge by
				1st Class	2nd Class	Full Ticket	Half Ticket	rail
				Dis- tance KM	Dis- tance KM	Dis- tance KM	Dis- tance KM	

Outward Journey

Return Journey

contd....18

11. Total of train fare for all the members = Rs.  
12. Total of bus fare for all the members = Rs.  
13. Total estimated rail and bus fare including reservation charges = Rs.  
Advance applied for )  
(80% of estimated train/bus fare) ) Rs.  
14. Expected date of departure :  
15. Expected date of return to place of posting :  
16. Date of commencement of leave for availing LTC benefit :  
17. Date of expiry of leave :

Certificate:

It is certified that :

- (a) The family members as referred to in this Advance Bill are those covered by the declaration made by me to the management.  
(b) I have not availed of the LTC benefit during the block years. \_\_\_\_\_  
(c) That my wife/husband employed in Coal India Ltd/SCC Ltd/TISCO/IISCO has not availed of LTC benefit during the same block years as referred to above.  
(d) I shall refund the advance drawn in case the travel on account of LTC is not actually undertaken.  
(e) I shall submit the final LTC Bill within one month of completing the journey.

Signature/Thumb impression of the employee \_\_\_\_\_  
Designation \_\_\_\_\_

Station:  
Date:

Colliery/project/unit/establishment \_\_\_\_\_

FORM 'C' - CHECK LIST/VERIFICATION  
FOR LTC ADVANCE BILL

1. Whether the employee is a permanent/  
regular employee in terms of the LTC  
scheme.
2. Whether block period has been  
correctly stated
3. Whether employee/his spouse have  
already availed of benefit during  
the same block period.
4. Whether the family members referred  
~~in~~ LTC advance bill are covered by  
the declaration already made by the  
employee and any subsequent amendments  
thereto.
5. Whether the family members in respect  
of whom the LTC advance bill is  
submitted are covered by the definition  
of family under the LTC scheme.
6. Whether the employee is entitled to  
travel by rail by 1st class with ref.  
to his basic pay if the advance bill  
indicates proposed travel by 1st class  
by rail.

contd.....20

7. Whether in the case of piece-rated workers claiming LTC advance on the basis of travel by 1st class by rail their basic earnings during the preceding calendar year work out to Rs. 525 p.m. or more
8. Whether the employee has been granted leave as indicated by him.
9. Whether the distances and fares have been correctly indicated.

(After the above tests are carried out with reference to provisions of LTC scheme, the amount of advance to be given will be determined and recommended)

After carrying out checks as above, the LTC advance of Rs. \_\_\_\_\_ (in words rupees \_\_\_\_\_) is assessed being 80% of the estimated amount).

Signature of clerk/Asstt. carrying out verification/check.

Date: \_\_\_\_\_

Signature of Officer checking the verification.

Date: \_\_\_\_\_

contd....21

LTC FINAL BILL

FINAL BILL SUBMITTED AFTER AVAILING OF L.T.C.  
BENEFIT UNDER CLAUSES 9.2.1 AND 9.2.2 OF NWA-II  
READ WITH IMPLEMENTATION INSTRUCTIONS No. 20  
DATED 13.2.80

FOR BLOCK YEARS \_\_\_\_\_

1. Name of the employee: Sri/Smt/Kumari
2. Name of the father in the case of  
male employee and unmarried  
female employee:
3. Name of the husband in the case  
of married female employee:
4. Designation of the employee:
5. Name of the coal company in which  
employed:
6. Name of the colliery/unit/  
establishment in which employed:
7. Basic pay under the NWA-II during  
the period when the LTC was  
availed of:
8. In the case of piece-rated workers  
details of Group i.e. Group I, II,  
III, IV, V, V-A or any other group:

.....22/-

9. DETAILS OF FAMILY MEMBERS WHO AVAILED OF LIC BENEFIT

Sl. No.	Name	Relationship	Whether residing	Whether wholly depen-	If not residing
			with the family at the place of posting	dent on the employee	the employee's place of resi-
			Yes/No	Yes/No	

10. DETAILS OF TRAVEL UNDERTAKEN:

	Dates	From	To	M o d e	
				<u>R a i l</u>	<u>B u s</u>
<u>Outward</u> <u>Journey</u>				1st Class/2nd Class	Distance K.M.
				<u>Distance K.M.</u>	
<u>Return</u> <u>Journey</u>					

11. DETAILS OF FARES CLAIMED :

	Class	Fare per head Rs.	Reservation charges per head. Rs.	Total fare for all persons Rs.
RAIL	1st Class/ 2nd Class			
Bus				

Total:

Rs. \_\_\_\_\_

LESS AMOUNT OF LTC ADVANCE DRAWN:-

Rs. \_\_\_\_\_

Balance amount claimed:

Rs. \_\_\_\_\_

In Words Rupees \_\_\_\_\_

CERTIFIED:

CERTIFICATION

1. That I and my family members have actually undertaken journeys between different stations and on different dates and by the mode and class of travel as claimed in this bill.
2. That the details of family members as indicated in this bill are covered by the definition of family as laid down in II No.20 of 13.2.1980.
3. That I and/or my family members have not earlier availed of LTC benefit during the block year \_\_\_\_\_
4. That I have been sanctioned leave from \_\_\_\_\_ to \_\_\_\_\_ for availing of the LTC benefit.

Signature/thumb impression of employee

Designation:

Colliery/Unit/Establishment:

Date:

(Bal. S. Murthy)  
Member-Secretary.



JOINT DIRECTORATE COMMITTEE FOR COAL INDUSTRY  
C/O. COAL INDIA LIMITED, COAL BHAVAN  
10, NETAJI SUBHAS ROAD, CALCUTTA-700001.

No. JBCCI/IR/94/Imp./696

June 22, 1980

M.C.N.A. II - I.I.No.32

The Chairman-cum-Managing Director, Central Coalfields Limited, Darbhanga House, <u>Ranchi.</u>	... ( 85 Copies )
The Chairman-cum-Managing Director, Eastern Coalfields Limited, P.O. Dishergarh, Sanctoria, <u>Dist. Burdwan.</u>	... ( 85 Copies )
The Chairman-cum-Managing Director, Bharat Coking Coal Limited, Koyala Bhawan, Koyla Nagar, <u>Saraidhella, Dhanbad.</u>	... ( 85 Copies )
The Chairman-cum-Managing Director, Western Coalfields Limited, Bisesar House, Temple Road, <u>Nagpur.</u>	... ( 75 Copies )
The Chairman-cum-Managing Director, C.M.P.D.I. Limited, Gondwana Place, Kanke Road, <u>Ranchi.</u>	... ( 20 Copies )
The Chief Personnel Division, Coal India Limited, 10, Netaji Subhas Road, <u>Calcutta.</u>	... ( 10 Copies )
The General Manager, North Eastern Coalfields, <u>Margherita, Assam.</u>	... ( 25 Copies )

Dear Sir,

Sub: Implementation of certain decisions of  
Standardisation Committee taken at its  
meeting held from June 18 to 20, 1980  
as ratified by the JBCCI at its meeting  
held on 21st June, 1980.

I am forwarding herewith the following record notes of decisions taken  
by the Standardisation Committee at its meeting held from June 18 to 20, 1980,  
which were ratified by the JBCCI at its meeting held on June 20, 1980. These

Contd.....26.

-:24:-

decisions are self-explanatory. You are requested to take action to implement the same.

1, 2 and 3 .....

4. Note containing decision taken in respect of admissibility of LTC benefit where both husband and wife are employed in a coal company (Annexure 'D').

5 and 6 .....

Yours faithfully,

Sd/-

( RAL. S. MURTHY )  
MEMBER - SECRETARY

**DECISION TAKEN BY THE STANDARDISATION COMMITTEE  
AT THE MEETING HELD AT CALCUTTA ON 18.6.80**

**Admissibility of LTC benefit where both wife and husband are employed in a coal company.**

The question as to whether wife and husband will be separately entitled to LTC benefit even when they are employed in the same company and the number of family members who would be entitled to all of the benefit was discussed and the following agreement was reached:

- a) Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC benefit subject to a maximum of 5.5 adults or actual number of family members of the workmen concerned whichever is less, falling within the scope of the family as laid down in the LTC Rule of the Central Government, instead of 3.5 adults.
- b) The wife and husband may avail of the LTC benefit at the same or separately subject to the total number of members availing benefit not exceeding 5.5 adults.
- c) Where LTC benefit is availed of jointly by the wife and the husband the application will be made jointly by them indicating as to whether the entitlement to class of travel will be according to pay of wife or husband.
- d) Where the LTC benefit is availed of jointly the management shall grant the minimum leave of 7 days with wages which may be due to the other spouse on such occasions. Where the other spouse do not have to his/her credit, leave with wages: leave without wages shall be granted to the extent necessary for the purpose of availing of LTC.
- e) In cases of spouses, who have availed of the LTC benefit before this decision is implemented restricting the benefit of 3.5 adults only in such cases during the current four year period they will be allowed to avail of the benefit for the balance number of members making total of 5.5 adults during the remaining part of the four year period.

It has been stated that before the LTC Scheme was received in Collieries in April 1980 some employees have availed of the entire quantum of Annual/Earned Leave due to them during 1980 and some of them are due to retire in 1980 itself. In consequence they will be deprived of the benefit of LTC. It is agreed that in such cases where employees are due to retire in 1980 and where they have availed of the entire quantum of Annual/Earned Leave before the end of April 1980, they will be granted the LTC benefit subject to their availing of the 7 days Casual Leave due to them, or if no such Casual Leave is due to them, subject to their availing of a minimum of 7 days leave without pay. This will be a special decision in view of the peculiar circumstances of the case of the employees concerned.

Sd/- (RAL S. Murthy)

20.6.80

Sd/- (MAHIP SINGH)

20.6.80

Sd/- (CAJENDRA PRASAD)

20.6.80

Sd/- (P.R. BHATTACHARJEE)

20.6.80

Sd/- (DR. N.K. PANDHE)

20.6.80

Sd/- (S. DAS GUPTA)

20.6.80

Sd/- (JAYANTA KUDJAR)

20.6.80

Sd/- (BENAHASI SINGH AZAD)

20.6.80

## **IMPLEMENTATION INSTRUCTION NO. 9**

**No. CIL/JBCCI-IV/IMP/I.I. No. 9/89/906 dt. 9th Aug., 1989**

**Sub : Return Railway fare and Leave Travel benefit.**

**1. The National Coal Wage Agreement IV finalised on 27th July, 1989 provides the following in respect of Return Railway fare and Leave Travel benefit ( vide Chapter VII )**

### **2.0 R.R.F./L.T.C**

**2.1 Currently employees are entitled to LTC & LLTC once in block of 4 years. LTC may be availed of four 4 adult units maximum and upto a distance of 750 Kms. each way in lieu of home town or more, if the home town is more than 750 Kms. from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to the entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years ( in lieu of RRF for self in a block of 3 years the 4th year RRF being set off against LLTC. ) ( Clause 7.1.1 )**

**2.2 The existing system with regard to payment of RRF/LTC/LLTC will continue. ( Clause 7.1.2 )**

### **3.0 L.L.T.C.**

**3.1 The existing distance of 1700 Kms each way in respect of a block of 4 years Long Leave Travel Concession will continue. ( Clause 7.2.1 )**

**3.2 The maximum number of units that can avail of the above benefit will be 4 ( four ) adult units. ( Clause 7.2.2 )**

**3.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 ( six ) adult units or actual number of family members of the workmen concerned, whichever is less, falling within the scope of the "Family" as laid down in the existing rules. ( Clause 7.2.3 )**

### **3.4 Class of Entitlement :**

In view of the change in salary structure, the entitlement of first class railway fare will be Rs. 1120/- per month in respect of RRF and Rs. 1135/- per month in respect of Leave Travel Concession/LLTC. In other words, employees drawing a basic pay or less than Rs. 1120/- will be entitled to RRF of second class and in respect of LTC/LLTC those drawing less than Rs. 1135/- per month will be entitled to second class. Other conditions shall remain the same. ( Clause 7.3 )

4. All other conditions relating to RRF, LTC and LLTC remaining the same excepting the class of entitlement as mentioned in Para 3.4 above, payments may be regulated with reference to the following Implementation Instructions.

- i) NCWA III (I.I. No. 3/83)/1985 dated 30th November, 1983
- ii) NCWA III (GM 11/84)/56 dated 3rd April, 1984
- iii) NCWA III ( I.I. No. 23/84 )/244 dated 23rd April, 1984
- iv) NCWA III ( I.I. No. 36/84 )/858 dated 2nd August, 1984.

5. Necessary action to implement the provisions of NCWA IV relating to RRF, LTC and LLTC may be taken.

**B. Return Railway Fare, L.T.C./L.L.T.C Benefits**

**Implementation Instruction No. 23 dt. 23-4-1984**

**Ref. : JBCCI Office Circular No. NCWA-III / (I.I. No. 3/83)/  
1885 dated 30th November 1983.**

Attention is invited to the Circular Letter under reference regarding implementation instruction in respect of Return Railway Fares L.T.C./L.L.T.C. benefits.

At the Standardisation Committee meetings held on 12th and 13th April 1984, it was agreed as follows :

- (i) Entitlement to first class fare for the purpose of L.L.T.C. will be a basic pay of Rs. 685/- and above per month.
- (ii) For availing L.T.C. benefits, at least 6 ( six ) days leave with wages, which may be due to the workmen concerned, will be required to be taken.
- (iii) The following portion of para 4 of I. I. No. 3 dated 30th November 1983 :

"In other words, if the employee has availed of R.R.F. facility for self during 1983 prior to the signing of the Agreement and if he opts for L.T.C. to go to the home town or 750 Kms, he will be eligible only to 3 tickets etc."

Will be replaced as under :

"In other words, if the employee has availed Return Railway Fare facility for self before opting for L.T.C., he will be eligible for 4 tickets but the amount already drawn for availing R.R.F. facility for self will be adjusted from the same."

Those who have not exercised their options even after being supplied with option forms, one more chance for the same will be given. The option in any case must be exercised by 30th June 1984."

Managements have been advised to take necessary action to obtain the option form wherever it has not been done so far by giving one more chance till 30th June 1984.

**IMPLEMENTATION INSTRUCTION NO. 23**

**No. CIL/JBCCI-IV/I.I. No. 23/90/2990-3069**

**Dated : 30th August '90**

**Sub : Encashment of leave at the time of superannuation or retirement, in respect of Ex. NCDC employees who are governed by the Corporation Rules and who opted for Wage Board scales of pay and are continuing in NCWA scales.**

**At the 10th meeting of the Standardisation Committee of JBCCI-IV held on 12th & 13th July, 90 at 'Koyla Bhawan', Dhanbad the above subject was discussed in detail and it was decided as follows :**

**"It was decided that the workmen governed by the service conditions and privileges as per NCDC Rules will continue to accumulate and encash leave upto 180 ( one hundred eighty ) days in the event of retirement, death, resignation and medical unfitness. This applies to the workmen who were appointed or came over to monthly cadre between 1-10-1956 and 14-8-1967."**

**Managements have been requested to take necessary action to implement the above decision.**

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## **CHAPTER—VII**

**Implementation Instruction No. 59 dt. 4-3-1986.**

### **D. Return Railway Fare, LTC/LLTC benefits.**

**Ref :—JBCCI office circular No. :—**

**(I) NCWA-III ( I. I. No. 3/83 ) / 1895 dt. 30-11-83.**

**(II) NCWA-III ( I. I. No. 23/84 ) / 244 dt. 23-4-84.**

At the Standardisation Committee meetings held on 24th and 25th February, 86 workers' representatives pointed out that many workers could not exercise their option for Leave Travel Concession ( once in two years ) in lieu of R. R. F. either due to short notice or no notice from the Colliery Management.

2. After discussion, it was decided that those workers who have not exercised their options will be given one more chance and the option in any case must be exercised by 30th April, 1986. The entitlement as per the option to be exercised now will be subject to adjustment of whatever he has already availed treating the option to be effective from 1st January, 1983.

3. Managements have been requested to take necessary action to obtain option forms duly exercised by those workers who want to do it now by giving one more chance till 30th April, 1986.



**C. Leave Travel Concession and Long Leave  
Travel Concession**

**Implementation Instruction No. 36. dt. 2-8-1984**

**Ref : JBCCI Office letter No. NCWA-III ( I.L. 3/83 )1895  
dt. 30-11-83 and No. NCWA-III ( I.L. 23/84 )/244  
dated 23-4-1984.**

The subject of eligibility of number of units for the purposes of L.T.C. and L.L.T.C. where both husband and wife are employed in the same Company, was discussed at the meeting of the Standardisation Committee of JBCCI-III held on 23rd and 24th July, 1984 and the following decision was taken :—

**A. Long Leave Travel Concession :**

- (i) Where both husband and wife are employed, they will be entitled to LLTC benefit subject to a maximum number of 6 adult units or actual number of family members of the employees concerned, whichever is less, falling within the scope of 'Family' as laid down in the existing rules.
- (ii) Where husband is entitled for a higher class and the wife is entitled for a lower class or vis-a-vis, one of them may opt for the class by which they want to be covered.

**B. Leave Travel Concession :**

- (i) Employees concerned should opt for LTC in lieu of Return Railway Fare.
- (ii) Where husband and wife both are employed, they will be entitled to a maximum of 6 adult units or actual number of family members of the employees concerned whichever is less, falling within the scope of "Family" as laid down in the existing rules.

**No. IR/94/IMP**

**Dated 1-11-1979**

**NCWA-II—LI. No. 12**

- Sub : (a) Casual leave**
- (b) Return railway fare facility**
- (c) Free issue of coal**
- (d) Recovery of electricity charges**
- (e) Medical facilities, Ambulances and expenditure on medicines**
- (f) Payment of arrears**

**1 103**

- (g) Review of implementation of NCWA-II
- (h) Provision of employment to dependants of deceased employees.

In connection with the implementation of NCWA-II in respect of the above matters, it is requested that the relevant provisions may kindly be implemented as indicated below :—

**(a) Casual Leave**

II Buletin Nos. 10, 12 and 14 were issued on this subject hitherto. The JBCCI at its meeting held on 25-10-1979 has decided that with regard to implementation instruction No. 12 it should be clarified that permanent workmen will be eligible for casual leave after they put in one year's service for the first time. I.I. No. 12 stand modified accordingly. This decision may please be implemented.

The JBCCI also took a decision as indicated below in respect of casual leave at its meeting held on 25-10-1979 —

- "9 In regard to grant of casual leave as per clauses 7.4.1 to 7.4.6 of NCWA-II read with para 1(4) of Implementation Instruction No. 12, if any employee applies, for grant of the entire quantum of 11 days' casual leave during the calendar year 1979 to cover any period of leave without pay, he will be allowed the benefit in order that the absenteeism in the remaining period of 1979 and 1980 is reduced in this account.

This decision is also self-explanatory and it may kindly be implemented. The earlier decision in this respect vide para 1 (4) of I.I. No. 12 will stand modified accordingly.

**(b) Return railway fare facility**

Clauses 9.1.1 and 9.1.2 of NCWA-II in this respect are reproduced below :—

- "9.1.1 It is agreed that all those employees who are presently eligible to receive railway fare for outgoing and return

**NCWA II—I.I. No. 20**

**Sub : LTC Scheme under clauses 9.2.1 and 9.2.2 of NCWA-II**

A document containing the above Scheme, as finalised by the JBCCI at its meeting held on February 11, 1980, is being forwarded herewith for implementation by all concerned. in regard to the definition of 'family', as laid down in the LTC Rules of the Central Government, the same is as follows :

**"Definition of Family.—**The term 'family' means a Government servant's wife or husband, as the case may be, residing with the Government servant, legitimate children and step-children, parents, step-mother, sisters and minor brothers residing with and wholly dependent upon the Government servant.

**Only one wife is included in the term 'family'.**

An adopted child shall be considered to be a legitimate child, if under the personal law of the Government servant, adoption is legally recognised as conferring on it the status of a natural child.

Major sons and married daughters (including widowed daughters) are included in the term 'family' so long as they are residing with and wholly dependent upon the Government servant.

Children studying in educational institutions who are not actually residing with a Government servant at the time but who later come to spend the vacation with him may be considered as members of his family for the above purposes."

The necessary forms to be completed by the employees in this respect will be laid down separately and circulated to all concerned.

## **LTC SCHEME FOR WORKMEN GOVERNED BY NCWA-II IN TERMS OF CLAUSES 9.2.1 AND 9.2.2 OF THE NCWA-II**

### **Basic Conditions Governing Admissibility of LTC Benefit**

- (a)** The benefit is admissible only once in a block of four years. In respect of permanent workmen, who were already in regular service as on 1-1-1979, the block of four years will commence on 1-1-1979.
- (b)** In the case of others including those appointed after 1-1-1979 the block will commence from the calendar year in which they may be declared/employed as regular workmen. The block will, in their case, run for a period of four years, including the year in which they may have been employed/declared as regular workmen.
- (c)** The new regular workmen shall initially become entitled to the benefit after they have put in a service of at least one year during the block period concerned.
- (d)** Badli/Casual workers shall not be entitled to the benefit. Their entitlement subsequently will be determined with reference to the year in which they may become regular workmen.

### **Entitlement in respect of Family Members**

The benefit will be admissible to a maximum of 3.5 adults or the actual number of family members of the workmen concerned, whichever is less, falling within the scope of family as laid down in the LTC Rules of the Central Government.

**Maximum Distance Each Way for which the Benefit will be admissible.**

1,500 KMs of straight distance each way from the unit/establishment of posting or a total of 3,000 KMs for the round trip or the actual distance travelled, whichever is less. If journey is under-taken by a circular route, the reimbursement of fare will be limited to total upto and for distance of a maximum of 3,000 KMs, whichever is less.



## **Entitlement in respect of classes of travel by rail/bus.**

### **(a) Entitlement to Second Class by rail.**

- (i) Piece-rated workers of different groups in all coal companies whose average basic earnings during preceding calendar year are less than Rs. 525/- per month.**
- (ii) All daily-rated and monthly-rated workers, whose basic pay at the time of availing the benefit is less than Rs. 525/- per month.**

### **(b) Entitlement of First Class by rail.**

- (i) All workmen, i.e. daily-rated and monthly-rated, whose basic pay at the time of availing of the benefit is Rs. 525/- per month and above.**
- (ii) Piece-rated workers of different groups in all Coal Companies whose average basic earnings during the preceding calendar year are Rs. 525/- per month or more.**

- (c) Where journey is undertaken by bus actual bus fare will be admissible subject to ceiling of amount applicable for travel by rail.**

## **Requirement of production of declaration by employees in proof of having undertaken the journey while availing of the benefit.**

**All workmen availing of the benefit will be required to make a declaration indicating—**

- the station upto which the benefit was availed of ;**
- the mode of travel ;**
- the class of travel by which the journey was performed ; and**
- dates of travel ;**
- number of family members, their names, relationship with the workmen and their ages.**

### **Minimum leave to be availed of**

**The workmen availing of the LTC benefit will be required to take at least seven days leave with wages which be due to them.**

### **Other conditions governing admissibility of LTC benefits.**

- (a) The workmen and his family members availing of the benefit shall be required to travel in one group ;**
- (b) The benefit not availed of during one block period of four years shall lapse and shall not be accumulated ;**
- (c) The workmen will be required to declare in a prescribed form the full particulars of their family members initially and also whenever any changes take place and while applying for LTC benefit.**

**Admissibility of benefit in the case of erstwhile monthly rated employees of NCDC governed by civil Rules or Corporation Rules, who are entitled to LTC benefit for going home once in two years.**

**The LTC benefit admissible in four years for going anywhere in India in terms of this Scheme will be admissible to those employees also, subject to the condition that in a block of four years these employees can avail of LTC benefit once for going home with their family members and once for going anywhere in India. In the case of erstwhile NCDC employees entitled to free passes under the Railway Rules they shall not be entitled to any benefit under this Scheme.**

**Eighty percent of the fare will be given by Management as advance against L.T.C. Balance twenty percent will be paid to the employee on submission of final LTC bill which should be submitted within one month of completing the journey.**

COAL INDIA LIMITED  
COAL BHAWAN  
10, Netaji Subhas Road,  
Calcutta-700001.

5(B)/ JECC/69/5349

Dated 23rd November, 1993.  
25th

Man-cum-Managing Director, ECL, Sanctoria  
Man-cum-Managing Director, BCCL, Dhanbad  
Man-cum-Managing Director, CCL, Ranchi  
Man-cum-Managing Director, WCL, Nagpur  
Man-cum-Managing Director, SECL, Bilaspur  
Man-cum-Managing Director, NCL, Singrauli  
Man-cum-Managing Director, MCL, Sambalpur  
Man-cum-Managing Director, CMPDIL, Ranchi  
or-in-Charge, NEC, Margherita, Assam  
Manager Incharge, DCC, Dankuni

Sub: Definition of family for the purpose  
of availing LTC/LLTC benefits to the  
employees covered under the provision  
of N.C.W.A.

In I.I. No. 20 of NCWA-II the definition of family for  
purpose of availing LTC/LLTC by the employees covered under  
II was specified as follows :

"In regard to the definition of 'family' as laid  
down in the LTC Rules of the Central Government,  
the same is as follows.

Definition of family: The term 'family' means a  
Government servant's wife or husband, as the  
case may be, residing with the Government ser-  
vant, legitimate children and step-children,  
parents, step mother, sisters and minor brothers  
residing with and wholly dependant upon the  
Government servant."

Querries have been received from time to time from  
subsidiary companies enquiring as to whether female emplo-  
appointed under the provision of NCWA-IV (i.e. appoint-  
of a female employee when her husband dies in harness or  
dred medically unfit) can avail LTC/LLTC facilities for her  
parents or in the alternative whether her in-laws only (i.e.  
her and mother of her husband) can be considered as members  
the family for the purpose of LTC/LLTC? This issue was

p.t.o.



discussed in the Standardisation Committee meeting held on 17th & 18th September, 1990. Since no consensus could be arrived at between the representatives of trade unions and the management, the matter has further been considered by the management and it has been decided that the female employees appointed as per the provision of NCWA-IV shall henceforth be given the choice to opt to include either her 'parents' or her 'parents-in-law (i.e. parents of her husband) for the purpose of availing of the benefits of LTC/LLTC subject to the condition that the maximum number of units of family for the purpose of availing LTC/LLTC will remain 4 (four) units.

This decision will be in force with immediate effect.

Appropriate action may, therefore, be taken in the matter.

Yours faithfully,

( R.A.P. SINGH )  
Director ( P & IR )

- Copy to -
- 1) Director (Finance), CIL, Calcutta
  - 2) General Manager (Finance), CIL, Calcutta
  - 3) Personnel Manager (AW), CIL, Calcutta
  - 4) Director (Finance)/Director (P), ECL/ECCL/CCL/WCL/SECL/MCL/NCL
  - 5) Director (C), CMPDIL, Ranchi
  - 6) Dy. C.P.M., NEC, Assam
  - 7) Chief of Marketing, CIL, Calcutta along with 30 copies for onward transmission to RSMs.
  - 8) C.M.D., SCCL/TISCC/IISCO for kind information.
  - 9) Shri S. Dasgupta, G.S., INMWF, Rajendra Path, Lhanbad - 20 copies.
  - 10) Shri Damodar Pandey, G.S., INMWF, P.O. Ramghrh Cantonment, Dist. Hazaribagh, Bihar.
  - 11) Shri Shafique Khan, Jt. G.S., INWF, Jaradih Bazar, Area No. IV, Giridih, Bihar - 20
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  - 13) Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel, Md. Hassan Street, Asansol, Dist. Burdwan - 20 copies.
  - 14) Dr. B.K. Rai, President, ABKMS, BMS office, Jata Shankar Flat, Plot No. 5, Shivaji Nagar, Nagpur - 440010 - 20 copies.

March, 15, 1980

**NCWA-II—I.I. No. 27**

**Sub : LTC Scheme under clauses 9.2.1 and 9.2.2 of NCW-II.**

Further to I.I. No. 20 dated February 13, 1980, I am forwarding herewith the specimens of the forms to be introduced in connection with the LTC benefit to be availed of by the employees concerned :

**1 : Form—A : Initial declaration to be made by the employee. Subsequent declarations will also be made in the same form if any changes take place therein in regard to family members relating to their residence or dependents.**

**2 : Form—B : LTC Advance Bill.**

**3 : Form—C : Check list/verification for LTC Advance.**

**4 : Form—D : Final LTC Bill.**

It is requested that the necessary forms may be got printed and made available to the employees . Since printing may take some time, cyclostyled forms may be got prepared, in the meantime.

It is clarified that the maximum of 3.5 adults or the actual member or family members of the employee concerned whichever is less falling within the scope of family, as laid down for the purpose of LTC will also include the employee himself.

**NCWA-II—I.I. No. 29**

**Sub : Benefit of L.T.C. Scheme**

Your attention is invited to I.I. No. 20 on the above subject. A point has been raised as to whether the employees who have resigned or left the service of the company etc. or who have expired prior to the issue of the aforesaid I.I. No. 20 can claim the benefit of LTC Scheme. It will be appreciated that the essence of the LTC Scheme is that the employers are required to actually avail of the benefit and make necessary declarations etc. for the purpose. Since in the case of exemplo-

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.11/2012/475

Dated: 17<sup>th</sup> August, 2012

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO 11

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: Social Security (Chapter – IX)**

National Coal Wage Agreement-IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 which has come into force w.e.f., 01.07.2011 provides the following in respect of Social Security (Chapter IX):-

**9.1.0 Life Cover Scheme**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.1,12,800/- w.e.f. 01.02.2012.

**9.2.0 Workmen's Compensation Benefits.**

It is agreed that –

- 9.2.1 The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act. 1923.
- 9.2.2 The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this agreement.
- 9.2.3 An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the coal company to be entitled to the benefit.

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- 9.2.4 The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident.
- 9.2.5 It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.
- 9.2.6 In addition to the compensation payable under the Workmen's Compensation Act, an exgratia amount of Rs.84,600/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 01.02.2012.
- 9.2.7 As announced by the Hon'ble Minister of State for Coal on Coal India Foundation Day on 1.11.2007 at Kolkata, an amount of Rs.5 lakhs shall be paid to the next of kin of any employee dying out of fatal mine accident.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution:-

- 1) All members & Alternate members of JBCCI-IX.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distt. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 7) Director (F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Executive Director, IICM, Kanke Road, Ranchi.
- 11) CGM/TS to Chairman, CIL, Kolkata.
- 12) Chief General Manager, NEC
- 13) General Manager (F), CIL, Kolkata.
- 14) General Manager (MP&IR), CIL, Kolkata
- 15) General Manager (P), CIL, Kolkata.
- 16) General Manager, CIL, New Delhi.
- 17) All Regional Sales Managers, CIL.
- 18) Chief Manager (IR), CIL, Kolkata
- 19) Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No..17/2009/175

Dated: 22-7-09

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO 17.

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: Social Security (Chapter – IX )**

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Social Security (Chapter IX):-

**9.1.0 Life Cover Scheme**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.60,000/- w.e.f. 1.1.2009.

**9.2.0 Workmen's Compensation Benefits.**

It is agreed that –

- 9.2.1 The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act. 1923.
- 9.2.2 The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this agreement.
- 9.2.3 An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the coal company to be entitled to the benefit.

:2:

- 9.2.4 The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident.
- 9.2.5 It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.

**Ex-gratia**

- 9.2.6 In addition to the compensation payable under the Workmen's Compensation Act, an exgratia amount of Rs.45,000/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 1.1.2009.
- 9.2.7 As announced by the Hon'ble Minister of State for Coal on Coal India Foundation Day on 1.11.2007 at Kolkata, an amount of Rs.5 lakhs shall be paid to the next of kin of any employee dying out of fatal mine accident.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

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- 7) Director(F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
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- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No..17/2010/ 212

Dated: 16 January 2010

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO 20.

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: Social Security (Chapter – IX )**

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Social Security (Chapter IX):-

**9.3.0, 9.4.0                      Provision of Employment/payment of monthly monetary  
& 9.5.0                      compensation to Dependant**

- (i) The Clauses 9.3.0, 9.4.0 & 9.5.0 of NCWA-VI will be operative in NCWA-VIII till a revised scheme is jointly prepared keeping in view the various verdict of Hon'ble Supreme Court at the earliest.
- (ii) A Sub-committee of JBCCI will formulate a scheme keeping in view various directives of Supreme Court on the subject within three months of signing of the Agreement.
- (iii) Meanwhile provision of employment as mentioned at (i) above, shall be on basic wage of Cat-I as trainee for a period of 6 months. During the training period they will have the status of permanent employee. On completion of training they shall be regularized as Cat-I employee.
- (iv) The monthly monetary compensation payable to the female dependant in case of death either in mine accident or for other reasons or medical unfitness of the employee shall be @ Rs.6000/- with effect from 1.5.2008.

contd...2...









- (v) In case of death either in mine accident or due to other reasons or medical unfitness, if no employment has been offered and the male dependant of the concerned worker is 12 years and above in age, he will be kept on a live roster and would be provided employment commensurate with his skill and qualifications when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as given in (iv) above.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII  


Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001**

No.CIL/C-5B/JBCC/II.1.No.8./2005/ 73

Dated: 9<sup>th</sup> August, 2005

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.8**

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: Social Security (Chapter – IX of NCWA-VII)**

Dear Sir,

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Social Security (Chapter- IX):-

**9.1.0 Life Cover Scheme**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.40,000/- w.e.f., 1.1.2005. However, those died before 1.1.2005 and if their dependents have not been paid till date will also be paid at the above rate.

**9.2.0 Workmen's Compensation Benefits.**

It is agreed that –

9.2.1 The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act. 1923.

9.2.2 The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this agreement.



**9.2.3** An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the coal company to be entitled to the benefit.

**9.2.4** The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident.

**9.2.5** It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.

#### **Ex-gratia**

**9.2.6** In addition to the compensation payable under the Workmen's Compensation Act, an exgratia amount of Rs.30,000/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 1.1.2005. However, pending cases of those employees who died before 1.1.2005 and if the benefit has not been paid to the dependents till 1.1.2005 will also be paid at the above rate. This provision will also be applicable in case of employees suffering from permanent total disablement due to pneumoconiosis.

### **9.3.0 Provision of Employment to Dependent**

- (i) The clauses 9.3.0, 9.4.0 & 9.5.0 of NCWA-VI will be operative in NCWA-VII till a revised scheme is jointly prepared keeping in view the various verdicts of Hon'ble Supreme Court at the earliest..
- (ii) The dependants appointed under the provision of NCWA-VI and presently on stipend as on 15.7.05 i.e., the date of signing NCWA-VII agreement shall be regularized in Cat.I.
- (iii) The dependants who shall be appointed under NCWA-VII provision after 15.7.05 shall be appointed on basic wage (only) of Cat.I as Trainee for a period of six months. However, during training period they will have the status of permanent employee. On completion of statutory training, they shall be regularized as Cat.I employee. They shall undergo Vocational Training under the statutory provisions from the date of appointment.

:3:

- (iv) In case of discrepancies if any, the matter will be discussed in Standardisation Committee.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

( Md. Salim Uddin )

Director(P&IR) &  
Member Secretary, JBCCI-VII

Distribution:

All Members & Alternate Members of JBCCI-VII

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance) CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CGM, NEC, Guwahati/CGM, DCC, Dankuni

Executive Director(IICM) Kanke Road, Ranchi

CGM, CIL, Ansal Bhawan, New Delhi

CGM(P)/CGM(F), CIL, Kolkata

All RSMs

GM(F)/TS to Chairman, CIL, Kolkata

Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI-VI/I.I.No.08/2001/26

Dated, 5th January, 2001

NATIONAL COAL WAGE AGREEMENT -VI  
IMPLEMENTATION INSTRUCTION NO.8

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 : Social Security ( Chapter -IX of NCWA-VI )**

**1.0** The following provisions in respect of Social Security have been made in National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 (vide Chapter-IX) :-

**2.0 Life Cover Scheme ( Clause 9.1.0 )**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.30,000/- and that the Life Cover Scheme shall be delinked from gratuity. It will be effective from 1-1-2000. However, those died before 1-1-2000 and if their dependents have not been paid till date will also be paid at the above rate.

**3.0 Workmen's Compensation Benefits ( Clause 9.2.0 )**

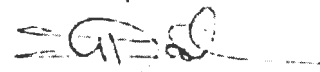
It is agreed that -

**3.1** The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act, 1923 ( Clause 9.2.1 )

**3.2** The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this Agreement. ( Clause 9.2.2)



- 3.3 An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the Coal Company to be entitled to the benefit. ( Clause 9.2.3 )
- 3.4 The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident ( Clause 9.2.4 )
- 3.5 It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lumpsum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom. (Clause 9.2.5)
- 3.6 In addition to the compensation payable under the Workmen's Compensation Act, an ex-gratia amount of Rs.25000/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 1-1-2000. However, pending cases of those employees who died before 1-1-2000 and if the benefit has not been paid to the dependant till 1-1-2000 will also be paid at the above rate. (Clause 9.2.6 )
- 4.0 **Provision of Employment to Dependants (Clause 9.3.0 )**
- 4.1 Employment would be provided to one dependant of workers who are disabled permanently and also those who die while in service. The provision will be implemented as follows. ( Clause 9.3.1 )
- 4.2 **Employment to one dependant of the worker who dies while in service.( Clause 9.3.2 )**
- 4.2.1 In so far as female dependants are concerned, their employment/payment of monetary compensation would be governed by para 9.5.0.
- 4.2.2 The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependant on the earnings of the deceased may be considered to be the dependant of the deceased ( Clause 9.3.3 )



- 1.2.3 The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment ( Clause 9.3.4 )

**4.3 Employment to one dependant of a worker who is permanently disabled in his place.( Clause 9.4.0 )**

- i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned
- ii) In case of disablement arising out of general physical debility so certified by the Coal Company, the employee concerned will be eligible for the benefit under this clause if he/she is upto the age of 58 years. The term 'general physical debility' would mean deficiency of a workman due to any disease or other health reason, leading to his/her disablement to perform his/her duties regularly and/or efficiently
- iii) The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earning of the employee may be considered

In so far as female dependants are concerned, their employment would be governed by the provisions of clause 9.5.0

- iv) The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment

**5.0 Employment/Monetary compensation to female dependant ( Clause 9.5.0 )**

Provision of employment/monetary compensation to female dependants of workmen who die while in service and who are declared medically unfit as per Clause 9.4.0 above would be regulated as under :-

- i) In case of death due to mine accident, the female dependant would have the option to either accept the monetary compensation of Rs 4,000/- per month or employment irrespective of her age

— C. K. S. A. —

- ii) In case of death/total permanent disablement due to causes other than mine accident and medical unfitness under Clause 9.4.0, if the female dependant is below the age of 45 years she will have the option either to accept the monetary compensation of Rs.3,000/- per month or employment

In case the female dependant is above 45 years of age she will be entitled only to monetary compensation and not to employment.

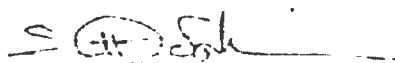
- iii) In case of death either in mine accident or for other reasons or medical unfitness under Clause 9.4.0, if no employment has been offered and the male dependant of the concerned worker is 12 years and above in age, he will be kept on a live roster and would be provided employment commensurate with his skill and qualifications when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as per rates at paras (i) & (ii) above. This will be effective from 01-01-2000
- iv) Monetary compensation wherever applicable, would be paid till the female dependant attains the age of 60 years
- v) The existing rate of monetary compensation will continue. The matter will be further discussed in the Standardisation Committee and finalised.

Note: In the case of TISCO, the matter would be settled at bipartite level.

**6.0 Pension ( Clause 9.6.0 )**

Contribution and benefits will be regulated as per Coal Mines Pension Scheme, 1998.

- 6.1 The decision of CMPF Trust to cover NCDC/CCL PF and CMALSPF employees in the Coal Mines Pension Scheme 1998 will be pursued. ( Clause 9.6.1 )
- 6.2 It is agreed to take up the matters with CMPF Trust regarding the coverage of employees in the Coal Mines Pension Scheme who contributed to the pension fund in terms of NCWA -III/IV & V and for modification of minimum qualifying service of 5 years instead of 10 years for eligibility to pension.( Clause 9.6.2 )
- 6.3 It is agreed to take up the matter with CMPF Trust regarding coverage of workmen, who were contributing towards pension scheme since the year 1989 and retired after 31.3.1994, in the Coal Mines Pension Scheme, 1998 ( Clause 9.6.3 )
- 6.4 It is agreed to notify the pension scheme of Ex-NCDC employees who were receiving pension under the Central Government Scheme and whose cases were covered by the decision of the Hon'ble High Court in case No LPA No.67 of 1994(R) order dated 15.1.1997 and WP No.2043 of 1992 with WP of 831 of 1993 order dated 30.11.1998 ( Clause 9.6.4 )






7.0 As agreed to under Clause 2.12.0 of NCWA-V, an amount equivalent to one increment granted on 1.7.95 to all existing employees who completed atleast one year's service as on 30.6.1995 will continue to be diverted towards Coal Mines Pension Fund. However, those who came into employment on or after 1.7.95 will continue to pay an amount equivalent to one increment of their respective grades for diversion towards Coal Mines Pension Fund.

Necessary action to implement the above provisions may be taken.

Encls: As above.

  
( CH KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI )

Distribution :-

1. All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, Kothagudem Colls., Dt. Khamman, A.P.
3. Vice President,(IIRM), TISCO, Jamshedpur
4. Managing Director, HISCO, Burnpur, Dist: Burdwan.
5. Director(P), ECL/BCCCL/CCL/NCL/SECL/WCL/MCL
6. Director(F), CIL, Calcutta
7. Director(T), CIL, Calcutta
8. Director (Marketing), CIL, Calcutta
9. Chief Vigilance Officer, CIL, Calcutta.
10. Chief General Manager, NEC, Guwahati.
11. CGM CIL, Ansal Bhawan, New Delli
12. CGM(IICM), Kanke Rd., Ranchi
13. CGM(P)/CGM(F), CIL, Calcutta.
14. All RSMs, CIL
15. GM(F)/TS to Chairman, CIL, Calcutta
16. Dy. CME(AW), CIL, Calcutta.

JOINT BIPARTITE COMMITTEE  
FOR THE COAL INDUSTRY  
COAL INDIA LTD  
10,NETAJI SUBHAS ROAD  
CALCUTTA - 700001

No.CIL:JBCCI-V:I.I.No.(8/96)/ 2627 Dated, 22nd February, 1996

NATIONAL COAL WAGE AGREEMENT-V  
IMPLEMENTATION INSTRUCTION NO.8

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, SECL, Bilaspur  
The Chairman-cum-Managing Director, WCL, Nagpur  
The Chairman-cum-Managing Director, NCL, Singrauli  
The Chairman-cum-Managing Director, MCL, Sambalpur  
The Chairman-cum-Managing Director, CMPDIL, Ranchi  
The Chief General Manager, NEC, Guwahati, Assam

Dear Sir,

Sub:- Social Security.

The National Coal Wage Agreement-V finalised on 19th January, 1996 provides the following in respect of Life Cover Scheme, Workmen's Compensation benefit and provision of employment of dependants (Vide Chapter-IX of NCWA-V).

1.0 Life Cover Scheme: (Clause 9.1.0)

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.20,000/- and that the Life Cover Scheme shall be delinked from the gratuity. It will be effective from 1.7.1995. However, those who died before 1.7.1995 and if their dependents have not been paid till date, they will also be paid at the above rate.

2.0      Workmen's Compensation Benefits:(Clause 9.2.0)

It is agreed that -

2.1      The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act, 1923 (Cl.9.2.1).

2.2      The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this Agreement (Cl.9.2.2).

2.3      An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Company's Medical Officer or in a Hospital approved by the Coal Company to be entitled to the benefit (Cl.9.2.3).

2.4      The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident (Cl.9.2.4).

2.5      It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom (Cl.9.2.5).

2.6      In respect of those employees who are not currently covered by the definition of 'workmen' under the Workmen's Compensation Act that is to say, such of the employees whose wages are more than Rs.2000/- per month if the Workmen's Compensation Commissioner refuses to accept the compensation

money the same will be disbursed to the legal heirs of the deceased on satisfactory production of proof and on execution of agreement/indemnity bonds etc., so that there may not be any future claim in this regard (Cl.9.2.6).

2.7 In addition to the compensation payable/paid under the Workmen's Compensation Act, an Ex-gratia amount of Rs.15,000/- - in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 1.7.1995. However, pending cases of those employees who died before 1.7.1995 and their dependents who have not been paid the benefit till date will also be paid at the above rate (Cl.9.2.7).

3.0 Provision of employment  
to dependants : (Clause 9.3.0)

3.1 Employment to be provided to one dependant of workers who are disabled permanently and also those who die while in service. The provision will be implemented as follows (Cl.9.3.1) :

3.2 Employment to one dependant of the worker who dies while in service (Cl.9.3.2):

In so far as the female dependants are concerned, their employment/payment of monetary compensation would be governed by para-9.5.0 (i.e., Clause 9.5.0 of NCWA-V).

3.3 The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependants of the deceased (Cl.9.3.3).

3.4 The dependants to be considered for employment should

be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be <sup>upto</sup> 45 years as given in Clause 9.5.0 (of NCWA-V). In so far as male spouse is concerned, there would be no age limit regarding provision of employment (Cl.9.3.4).

3.5      Employment to one dependant of a worker who is permanently disabled in his place: (Clause 9.4.0)

- (i)      The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned (Cl.9.4.0(i)).
- (ii)     In case of disablement arising out of general physical debility so certified by the Coal Company, the employee concerned will be eligible for the benefit under this Clause if he/she is upto the age of 58 years. A Joint Committee will be constituted by the JBCCI for considering as to what constitutes general physical debility referred to hereinabove. This Committee will submit its report by 31.3.1996. In case of difference of opinion, the matter will be referred to JBCCI which may appoint an Umpire to decide the issue. The decision of the Umpire shall be binding on the parties (Cl.9.4.0(ii)).
- (iii)    The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earnings of the employee may be considered. In so far as female dependants are concerned, their employment would be governed by the provisions of Clause 9.5.0 of NCWA-V (Cl.9.4.0(iii)).

- (iv) The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be upto 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment (Cl.9.4.0(iv)).

3.6 Employment/Monetary Compensation to female dependant : (Clause 9.5.0)

Provision of employment/monetary compensation to female dependants of workmen who die while in service and who are declared medically unfit as per Clause 9.4.0 above would be regulated as under :-

- (i) In case of death due to mine accident, the female dependant would have the option to either accept the monetary compensation of Rs.3000/- per month or employment irrespective of her age (Cl.9.5.0(i)).
- (ii) In case of death/total permanent disablement due to causes other than mine accident and medical unfitness under Clause 9.4.0 (NCWA-V), if the female dependant is upto the age of 45 years, she will have the option to accept the monetary compensation of Rs.2000/- per month or employment.

In case the female dependant is above 45 years of age, she will be entitled to only monetary compensation and not to employment (Cl.9.5.0(ii)).

- (iii) In case of death either in mine accident or for other reasons or medical unfitness under Clause 9.4.0 (NCWA-V), if no employment has been offered and the male dependant of the concerned worker is 15 years and above in age he will be kept on a live roster and would be provided employment commensurate with his skill and

qualification when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as per rates at paras. (i) & (ii) above (Cl.9.5.0(iii)).

- (iv) Monetary compensation, wherever applicable, would be paid till the female dependant attains the age of 60 years (Cl.9.5.0(iv)).
- (v) The rate of monetary compensation which stands at Rs.2000/- and Rs.3000/- per month as mentioned above would be reviewed w.e.f. 01.07.1996 (Cl.9.5.0(v)).
- (vi) The rate of monetary compensation will be reviewed as and when new wage agreements are finalised (Cl.9.5.0(vi)).

Note: This would supersede all past agreements, circulars and instructions issued on the subject in so far as the issues are covered by the provisions hereinabove.

4.0 Separate instructions will be issued in respect of Pension for coal employees.

5.0 Necessary action to implement the above provisions of the Agreement may be taken early.

( C. H. KHISTY )

MEMBER SECRETARY,  
JBCCI-V

Distribution:

1. All Members & Alternate Members of JBCCI-V.
2. Chairman-MD, SCCL, Kothagudem Collys., Dt: Khammam, A.P.
3. Vice President(HRM), TISCO, Jamshedpur.
4. Director(RMD Cell)/IISCO, 10, Camac St., Calcutta
5. Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
6. Director(F), CIL, Calcutta.
7. Director(T), CIL, Calcutta.
8. Director(T), CIL, New Delhi.
9. Executive Director(Vig), CIL, Calcutta.
10. General Manager, Dankuni Coal Complex, Dankuni.
11. CGM(S&M), CIL, Calcutta/All RSMs, CIL.
12. General Manager(Fin.), CIL, Calcutta.
13. CGM(P)/GM(IR), CIL, Calcutta.
14. Dy.CPM(AW), CIL, Calcutta.

FAX MESSAGE

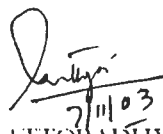
FOR : SIBI W. NASEEM HAIDER (CPM(IR) SECT. BILASPUR

FROM : CPM(IR) CHL KOLKATA

PLEASE REFER TO THIS OFFICE FAX NO. CHL/C-5B/JBCCL194 DATED 14.10.2003 (.) IT IS FURTHER TO CLARIFY THAT THE PROVISION TO KEEP THE NAME OF MINOR DEPENDANT IN THE LIVE ROSTER FOR THE PURPOSE OF EMPLOYMENT TO DEPENDANT IN CASE OF DEATH WHILE IN SERVICE OR PERMANENT DISABLEMENT UNDER CLAUSE 9.3.2 AND 9.4.0 OF NCWA-V SHALL BE EFFECTIVE FROM THE DATE OF ISSUE OF IMPLEMENTATION INSTRUCTION NO.1 DATED 22.1.1996 OF NCWA-V (.)

No. CHL/C-5B/JBCCL 1200

Dated: 7.11.2003  
12

  
7/11/03

(A. CHATTERJEE)  
CHIEF PERSONNEL MANAGER(IR)

9

FL:FL

nt



FAX MESSAGE

FOR : SHRI W NASEEM HAIDER, CPM(MP) SECL BILASPUR

FROM: CPM(IR) CIL KOLKATA

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PLEASE REFER TO YOUR FAX MESSAGE NO. SECL:BSP:MP:CIL/03 DATED 13.10.03 (.) THE PROVISION TO KEEP NAME OF MINOR DEPENDANT IN THE LIVE ROSTER FOR THE PURPOSE OF EMPLOYMENT UNDER CLAUSE 9.4.0 OF NCWA-V, AS PER PARA 3.6(iii) OF THIS OFFICE IMPLEMENTATION INSTRUCTION NO.8 OF NCWA-V CIRCULATED VIDE NO.CIL/JBCCI-V/I.I.NO.(8/96)/2627 DATED 22.2.1996 IS EFFECTIVE FROM THE DATE OF ISSUE OF THE ORDER I.E., 22.2.1996(.)

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No.CIL/C-5B/JBCCI/ 139

Dated: 14.10.2003

16

  
( A.Chattopadhyay )

Chief Personnel Manager(IR)

14-10-03

Mf

## कोल इण्डिया लिमिटेड

10, नेताजी सुभास रोड, कलकत्ता 1  
फोन - 033 22488099 ग्राम कोल इण्डिया  
फैक्स - 033 22435316  
ईमेल-[telecil@cal2.vsnl.net.in](mailto:telecil@cal2.vsnl.net.in)  
वेबसाइट [www.coalindia.nic.in](http://www.coalindia.nic.in)



## Coal India Limited

10, NETAJI SUBHAS ROAD KOLKATA-1  
Phone- 033 22488099 GRAM COAL INDIA  
FAX 033 22435316  
E-MAIL [telecil@cal2.vsnl.net.in](mailto:telecil@cal2.vsnl.net.in)  
WEBSITE : [www.coalindia.nic.in](http://www.coalindia.nic.in)

Ref:CIL:C-5B: *JBCCI/9.43/163*

25<sup>th</sup> July, 2003.

Director (Personnel) ECL Sanctoria  
Director (Personnel) BCCL Dhanbad  
Director (Personnel) CCL Ranchi  
Director (Personnel) SECL Bilaspur  
Director (Personnel) WCL Nagpur  
Director (Personnel) NCL Singrauli  
Director (Personnel) MCL Sambalpur  
Director (Operations) CMPDI Ranchi

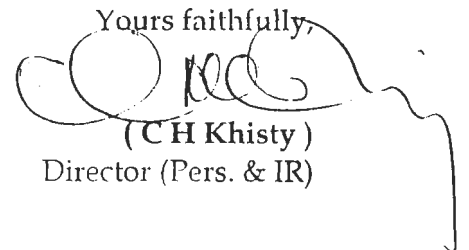
Dear Sir,

The NCWA has prescribed the age limit for appointment of eligible dependents.

The criteria for determination of age of the next of kin for appointment on compassionate ground has been discussed from time to time. This was also raised by Hon'ble Members in Consultative Committee meeting held on 23.5.2003. Replying to the question, the Hon'ble Minister has clarified that *"the age on the date of application would be reckoned for offering employment on compassionate ground so that candidates are not debarred on the ground of age at the time of appointment"*.

You may please take note of the above decision while dealing with the cases of employment on compassionate ground.

Yours faithfully,

  
( C H Khisty )  
Director (Pers. & IR)

*ACB*

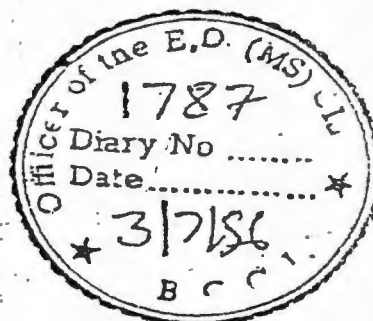
COAL INDIA LIMITED  
 'COAL BHAWAN'  
 10-NETAJI SUBHAS ROAD  
 CALCUTTA-700 001

No. CIL:JBCCI:9.4.0

273

25th June, 1996

Chairman/Managing Director	BCCL	Dhanbad
Chairman/Managing Director	SECL	Bilaspur
Chairman/Managing Director	MCL	Sambalpur
Chairman/Managing Director	CMPDI	Ranchi
Chairman/Managing Director (Actg)	ECL	Sanctoria
Chairman/Managing Director (Actg)	CCL	Ranchi
Chairman/Managing Director (Actg)	NCL	Singrauli
Chairman/Managing Director (Actg)	WCL	Nagpur



Dear Sir,

Sub: Operation of the provision of employment  
 to dependents under clause 9.4.C (i) &  
 (ii) of NCWA-V.

Further to this Office Order No. CIL:C-5B:JBCCI:4084 dated 10th May, 1996, and in supersession of all earlier instructions on the subject, the following procedure will come into force for implementation of provisions of Clause 9.4.0 (i) & (ii) of NCWA-V for deciding the status of dependent employment.

#### 1. MEDICAL BOARD

There shall be only one Medical Board in each subsidiary company for dealing with the cases of dependent employment under the provision of Clause 9.4.0 (i) & (ii) of NCWA-V. The Medical Board will be headed by the Director(Personnel) of the subsidiary company and assisted by Chief of Medical Services, two Medical Officers/Specialists and one CDM of the subsidiary company.

#### 2. APPELLATE MEDICAL BOARD

An employee can approach the Appellate Medical Board for a review within thirty (30) days from the date of receipt of communication of the Medical Board. The Appellate Medical Board will comprise of the Functional Directors and Executive Director/Head of Medical Services, CIL.

Yours faithfully,

(C.H. Khisty)  
 Director (Pers. & In)

Copy to All Gm's / Can's  
 For  
 ED (MS) -  
 (GMLP)  
 2 APM

COAL INDIA LIMITED  
COAL BHAWAN  
10, NETAJI SUBHAS ROAD  
CALCUTTA-700001

No.CIL:C-5B:JBCCI:4084

Dated, 10th May, 1996

OFFICE ORDER

In terms of Clauses 9.3.2 & 9.4.0 under NCWA-V, the employment to one dependent of worker who dies while in service and/or is rendered physically disabled due to injury, disease or physical debility, would be regulated as under :-

**9.3.0 Provision of employment to dependants:**

9.3.1 Employment would be provided to one dependant of workers who are disabled permanently and also those who die while in service. The provision will be implemented as follows :

**9.3.2 Employment to one dependant of the worker who dies while in service:**

In so far as dependants are concerned, their employment/payment of monetary compensation would be governed by para 9.5.0.

9.3.3 The dependant for this purpose means the wife/husband, as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependants of the deceased.

9.3.4 The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

9.4.0 Employment to one dependant of a worker who is permanently disabled in his place

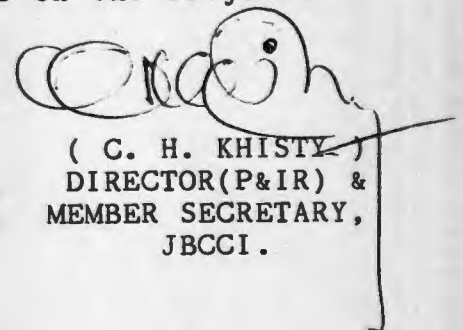
(i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned.

(ii) In case of disablement arising out of general physical debility to be certified by the Coal Company, the employee concerned will be eligible for the benefit under this Clause if he/she is up to 58 years. The term 'general physical debility' would mean deficiency of a workman due to any disease or other health reason, leading to his/her disablement to perform his/her duties regularly and/or efficiently.

(iii) The dependant for this purpose means the wife/ husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earning of the employees may be considered.

(iv) The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

This is in supersession of all earlier instructions/Office Orders and circulars on the subject.

  
( C. H. KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY,  
JBCCI.

Distribution:

1. Chairman-MD, SCCL/BCCL/MCL/CMPDIL
2. Chairman-MD(Actg), ECL/CCL/WCL/NCL
3. Director(P), ECL/BCCL/CCL/SECL/NCL/WCL/MCL
4. Director(O), CMPDIL, Ranchi
5. Chief General Manager, NEC, Guwahati
6. Director(T)/Director(F), CIL, Calcutta
7. Executive Director(Vig), CIL, Calcutta
8. Chief General Manag(F), CIL, Calcutta
7. General Manager, Dankuni Coal Complex, Calcutta
8. Chief General Manager(S&M),CIL/All RSMs, CIL.
9. Chief G.M.(P), CIL, Calcutta
10. GM/TS to Chairman, CIL, Calcutta.
11. C.P.M.(IR)/Dy.CPM(AW), CIL, Calcutta.

Copy to: All Members/Alternate Members of JBCCI-V.

## **IMPLEMENTATION INSTRUCTION NO. II**

**NO. CIL/C-5(3)/JBCCI IV/IMP/I.I. No. 11/89/860 dt. 5.8.89**

### **Sub : Social Security**

- 1. The National Coal Wage Agreement IV finalised on 27th July, '89 provides the following in respect of Life Cover Scheme, Workmens' Compensation benefit and Provision of employment of dependants. ( Vide Chapter IX )**

- 2. Life Cover Scheme :**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs. 15,000 and that the Life Cover Scheme shall be delinked from gratuity. ( Clause 9.1 )

- 3.0 Workmens' Compensation Benefits :**

It is agreed that—

- 3.1 The employees covered by this agreement shall be entitled to the benefits admissible under the Workmens' Compensation Act, 1923. ( Clause 9.2.1 )**
- 3.2 The benefits under the Workmens' Compensation Act will not be effected adversely on account of the revision of wage by this Agreement. ( Clause 9.2.2 )**
- 3.3 If the employee is disabled due to accident, arising out of and during the course of employment, he/she will get full basic wages and dearness allowance from the date of accident till the employee is declared fit by the Company's Medical Officer. The disabled employee will have to remain in the Colliery/establishment or under treatment in a referral hospital to be entitled to the benefit.  
( Clause 9.2.3 )**
- 3.4 The compensation during the period of disablement shall be paid on the basis of the last wages drawn immediately before the employee meet the accident. ( Clause 9.2.4 )**



3.5 It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in the course of employment, will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement, resulting therefrom. ( Clause 9.2.5 )

3.6 In respect of those employees who are not currently covered by the definition of 'workmen' under the Workmen's Compensation Act, that is to say, such of the employees whose wages are more than Rs. 1000/- per month, if the Workmen's Compensation Commissioner refuses to accept the compensation money, the same will be disbursed to the legal heirs of the deceased on satisfactory production of proof and on execution of Agreement/Indemnity Bonds etc. so that there may not be any future claim in this regard. ( Clause 9.2.6 )

3.7 In addition to the Compensation Act, an ex-gratia amount of Rs. 10,000 in each case of death or permanent total disablement resulting on account of accident, arising out of and in course of employment will be paid.

( Clause 9.3 )

**4.0 Provision of employment to dependants:**

4.1 Employment would be provided to one dependent of workers disabled permanently and those who meet with death while in service. This provision will be implemented as follows. ( Clause 9.4.1 )

4.2 Employment of one dependent of the worker who dies while in service.

(i) The dependent for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependent is available for employment, younger brother, widowed daughter/



widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependent of the deceased. ( Clause 9.4.2 (i)

- (ii) The dependent to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit shall not apply in the case of spouse. ( Clause 9.4.2 (ii)

**4.3** Employment to one dependent of a worker who is presently disabled in his place :

- (i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned. ( Clause 9.4.3 (i)

- (ii) In case of disablement arising out of general physical debility so certified by coal company concerned, not arising out of injury or disease as in Para (i) above, the concerned employee will be eligible for the benefit under this Clause if the employee is upto the age of 58 years.

( Clause 9.4.3 (ii)

- (iii) The dependent for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependent is available for employment, younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earnings of the employees may be considered. ( Clause 9.4.3 (iii)

- (iv) The dependent to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit shall not apply in the case of spouse. ( Clause 9.4.3 (iv)

**5.** Necessary action to implement the above provisions of the Agreement may be taken early.

## **CHAPTER—IX**

### **SOCIAL SECURITY**

#### **A. Retiring Gratuity**

##### **Implementation Instruction No. 14 dt. 14-2-1984**

The National Coal Wage Agreement-III which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-11-1983 and which has come into force with effect from 1-1-1983 provides as follows :—

**"9. Retiring Gratuity :** In respect of payment of gratuity the following points have been agreed to :

**9.1.1** The total length of service will be taken into consideration for purpose of counting the total service (i.e.) even if the employee does not put in 190/240 days of attendance for a particular year that will not be excluded for purposes of computation of total service on the ground that attendance falls short.

**9.1.2** For purposes of length of service, the period up to the end of the last day of the month in which the employee retires will be taken into consideration.

**9.1.3** The gratuity will be calculated on the last day drawn instead of the current limit of Rs. 1000/- per month prescribed in the Payment of Gratuity Act. However, the maximum amount of gratuity payable to an employee shall not exceed Rs. 36000/- as in the case of Government employees. If however, this limit is enhanced by the government the same will be taken into consideration.

**9.1.4** As has already been agreed to under NCWA-II the gratuity for service upto 30 years will be calculated at the rate of 15 days wages ( Basic wage plus FDA, SDA, VDA and Underground Allowance where applicable ) for every completed year of service. For service beyond thirty years

gratuity shall be calculated at the rate of one month's wages last drawn by the employees for every completed year of service provided that in respect of last year of service proportionate payment of gratuity will be made even if the full year of service is not completed.

9.1.5 In Singareni Collieries Company Limited and TISCO, the existing schemes and facilities will continue.

The above provisions will be deemed to have come into force from 1-1-1983. Necessary action to implement the above provisions may be taken.

## **B. Life Cover Scheme**

### **Implementation Instruction No. 19 dt. 19-3-1984**

Refer to letter No. CIL/C5D/2/55134/558 dated 24-6-80 with which a copy of the Life Cover Scheme introduced by Coal India Ltd. was sent for necessary action. The same was circulated to the Members of the JBCCI also in letter No. CSC/JBCCI/Life Cover/754 dated 3rd July, 1980.

2. Under the National Coal Wage Agreement-III, the following provision has been made :—

#### **"Life Cover Scheme**

9.2.1 The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs. 15,000/- and that the Life Cover Scheme shall be delinked from gratuity."

2.1 Thus, it will be seen that under NCWA-III the amount of Rs. 11,000/- has been enhanced to Rs. 15,000/- and the Life Cover Scheme has been delinked from Gratuity.

3.1 Therefore, circular No. C-5C/JBCCI/Life Cover/1058 dated 3rd December '80 enclosing a statement indicating

ting the eligibility of gratuity and amount under Life Cover Scheme, holds no longer good.

3.2 Keeping in view the above provisions of NCWA-III, the Life Cover Scheme as circulated vide letter dt. 24-6-1980 and subsequently amended vide circular No. C5C/JBCCI/LCS/1495 dated 18th September, 81 has been suitably modified and the revised Scheme is given hereunder for implementation under NCWA-III.

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**Life Cover Scheme in the context of Deposit  
Linked Insurance Scheme, 1976.**

**Extension of Life Cover Scheme :**

The Scheme will cover the employees of Coal India Ltd. employed at its Headquarters, Units, subsidiaries viz. Eastern Coalfields Limited, Bharat Coking Coal Limited, Central Coalfields Limited, Western Coalfields Limited and Central Engineering Mine Planning & Design Institute Limited, who are covered by the National Coal Wage Agreement-III and also who are members of any of the Contributory Provident Funds viz. Coal Mines Provident Fund, Employees Provident Fund, Central Coalfields Limited Provident Fund, or Coal Mines Authority Limited Provident Fund, provided they are not covered under any of the pensionary schemes.

The Scheme shall be called 'Life Cover Scheme of Coal India Limited' and will be effective from the date the Govt. of India accorded its approval/granted exemption under the relevant DEPOSIT LINKED INSURANCE SCHEMES (i.e.) with effect from 1-1-1979.

**Cost of the Scheme :**

The liability incurred under this Scheme shall be borne by Coal India Ltd. or the Subsidiary Companies of Coal India

Limited as the case may be depending upon Company with which the deceased employee was working at the time of death. Employees will not be required to make any contribution/pay premium towards the cost of the scheme.

**Definitions :**

2. In these Rules, where the context so admit the masculine shall include the feminine, the singular shall include the plural and the following words and expressions shall unless, repugnant to the context, shall have the following meanings :

- (i) "The Company" shall mean Coal India Limited which includes its Headquarters, Units and Subsidiaries.
- (ii) "The Employer" shall mean the company as defined in clause (i) above.
- (iii) "The Scheme" shall mean "Life Cover Scheme of Coal India Ltd."
- (iv) "The Provident Fund" shall mean the Contributory Provident Funds established under the relevant enactments viz. The Employees Provident Fund and Miscellaneous Provisions Act 1952 and Coal Mines Provident Fund and Miscellaneous Provisions Act, 1952. The Central Coalfields Limited Provident Fund and the Coal Mines Authority Limited Provident Fund.
- (v) The Rules shall mean the Rules of the scheme as set out herein and as amended from time to time.
- (vi) "The Members" shall mean an employee of Coal India Limited or its subsidiaries covered under the scheme and who has been admitted to the membership thereof and on whose life, a life cover has been effected in accordance with the Scheme/Rules.
- (vii) "The Life Cover" shall mean the Life Cover amount effected on the life of the member.

(viii) "The Nominee" shall mean the person or persons who has or have been nominated by the member under the respective Provident Fund Schemes to receive the benefit in the event of his death provided that in case no valid nomination under the respective Provident Fund schemes exists the nomination made under the Payment of Gratuity Act will be valid.

(ix) The "Effective Date" shall be the date with effect from which the Government of India accorded approval to the scheme/grants exemptions under the relevant DLI scheme.

**3. Eligibility :**

(a) The following category of employees shall be eligible to join the scheme.

All employees who are admitted as members of CMPF/EPF/CCLPF/CMALPF.

Present employees who, on the effective date fall within the above category and who are already members of any of the aforesaid Provident Fund schemes, shall automatically become members of the Scheme as from that date. Employees, who are not within the above category on the effective dates shall become members of the scheme as from the date they are enrolled as members of any of the said Provident Fund schemes.

It will be a condition of service for future employees that they shall become members of the Scheme with effect from the date they are enrolled as members of any of the aforesaid Provident Fund Schemes.

(b) The deputationists shall not be eligible to become Members of the Scheme.

(c) No member shall withdraw his membership from the scheme so long as he satisfies the conditions of eligibility specified in the scheme.

**4. Evidence of Age :**

Evidence of age, if required under this scheme, in respect of each member at the time of entry into the Scheme, shall be furnished by the Employer.

**5. Life cover :**

The Life Cover shall be for an amount of Rs. 15,000/- (Rupees fifteen thousand) per member.

**6. Benefit on Death while in Service :**

In the event of death of the Member while in service of COAL INDIA LIMITED, a sum of Rs. 15,000/- (Rupees Fifteen thousand) shall become payable to the Nominee/ Nominees of the members.

**7. Termination of Life Cover :**

The Life Cover of a Member shall immediately terminate upon the happening of any of the following events :—

- (a) The Member retiring on the normal retiring date due to superannuation or retiring voluntarily.
- (b) The Member ceasing to be in the service of the employer ; or
- (c) The Member for any reason whatsoever ceasing to be an eligible Member under the relevant Provident Fund Scheme.

**8. Restraint on Anticipation or Encumbrance :**

The benefit admissible under the Scheme is strictly personal and cannot be assigned, charged or alienated in any way excepting by way of nomination as specified hereunder.

**8.A Family :**

"FAMILY" means

- (i) in the case of a male member, his wife, his children whether married or unmarried his dependant parents and his deceased son's widow and children.



Provided that if a member proves that his wife has ceased under the personal law governing him or the customary law of the community to which the spouse belongs to be entitled to maintenance, she shall no longer be deemed to be a part of the member's family in the matters to which this scheme relates, unless the member subsequently intimates by express notice in writing to the employer that she shall continue to be so regarded, and

- (ii) in the case of a female member, her husband, her children whether married or unmarried, her dependant parents, her husband's dependant parents and her deceased son's widow and children,

Provided that if a member by notice in writing to the employer expresses her desire to exclude her husband from the family the husband shall no longer be deemed to be a part of the member's family in matters to which this scheme relates unless the member subsequently cancels in writing any such notice.

**Explanation :** In either of the above cases, if the child of member ( or as the case may be, the child of a deceased son of a member ) has been adopted by another person and if, under the personal law of the adopter, adoption is legally recognised such a child shall be considered as excluded from the family of the member.

**9. To whom the Life Cover Amount is Payable :**

- (i) In the event of death of the Member while in service, the sum of Rs. 15,000/- (Rupees Fifteen thousand ) shall become payable to such nominee or nominees as nominated by the member under the relevant Provident Fund Scheme or Payment of Gratuity Act as the case may be.

- (ii) If no nomination subsists or if the nomination relates only to a part of the benefit, then the whole or part thereof to which the nomination does not relate, as the case may be, shall become payable to the members of his/her family in equal shares :

Provided that no share shall be payable to :

- (a) Sons, who have attained majority.
- (b) Sons of a deceased son, who have attained majority.
- (c) Married daughters whose husbands are alive.
- (d) Married daughters of a deceased son whose husbands are alive.

If there is any member of the family other than those specified in clauses (a), (b), (c) and (d) above.

Provided further that the widow or widows, and the child/children of a deceased son shall receive between them in equal and only the share which that son would have received if he has the member and had not attained the age of majority at the time of the member's death.

- (iii) In any case to which the provision of clauses (i) and (ii) do not apply, the whole amount be payable to the person legally entitled to it.

**Explanation :—**For the purpose of this paragraph an employees' posthumous child, if born alive shall be treated in the same way as a surviving child born before his death.

**10. Alteration in the Amount of Life Cover :**

The scale of benefit under the scheme cannot be reduced without the permission from the appropriate Government authority.

**11. Discontinuance or Amendment of the Scheme :**

The company reserves the right to discontinue the scheme or amend the Rules thereof on any date, subject to

**C. Workmen's Compensation Benefit**

**Implementation Instruction No. 15 dt. 15-2-1984**

**Under the National Coal Wage Agreement-II dated 18-8-1979 the following benefits have been provided :**

**"Workmen's Compensation Benefits :**

**10.3.1 It is agreed that :--**

- (i) The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act, 1923.**
- (ii) The benefits under the Workmen's Compensation Act will not be affected adversely on account of revision of wages by this agreement.**

(iii) If an employee is disabled due to accident, arising out of and during the course of employment, he/she will get full basic wages and dearness allowance from the date of accident till the employee is declared fit by the company's medical officer. The disabled employee will have to remain in the colliery/ establishment to be entitled to the benefit.

(iv) The compensation during the period of disablement shall be paid on the basis of the last wage drawn immediately before the employee met with accident."

2. In the National Coal Wage Agreement-III dated 11th November, 1983 which came into effect from 1-1-1983, the following provisions have been made :—

**"Workmen's Compensation Benefits :**

9.3.1 In addition to the provision contained in Clause 10.3.1 of NCWA-II, the following further liberalisation have been agreed to :

(i) The payment of wages made to employees during the period of temporary disablement due to accident, arising out of and in the course of employment, will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.

(ii) In addition to the compensation for death or permanent total disablement available under the Workmen's Compensation Act, an ex-gratia amount of Rs. 10,000/- in each case of death or permanent total disablement resulting on account of accident, arising out of and in the course of employment, will be paid.

(iii) In respect of those employees who are not currently covered by the definition of 'workmen' under the Workmen's Compensation Act, that is to say ; such of the employees whose wages are more than Rs. 1000/- per month if the Workmen's

**D. Provision of Employment to Dependants**  
**( Clauses 9.4.1 to 9.4.3 )**

**Implementation Instruction No. 20 dt. 20-3-1984**

1. The National Coal Wage Agreement-III which was finalised by the JBCCI on 11-11-83 and which has come into force with effect from 1-1-83 provides as follows :

**"Provision of employment to dependants :**

**9.4.1** Employment would be provided to one dependant of workers disabled permanently and those who meet with death while in service. This provision will be implemented as follows :

**9.4.2** Employment of one dependant of the worker who dies while in service

(i) The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, younger brother, widowed daughter/widowed daughter-inlaw residing with the deceased and almost wholly dependant on the earnings of the deceased may be considered to be the dependant of the deceased.

(ii) The dependant to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the limit shall not apply in the case of spouse.

**9.4.3 Employment to one dependant of a worker who is permanently disabled in his place.**

(i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned.

(ii) The dependant to be considered for employment should be physically fit and suitable for employment and aged below 35 years provided that the age limit shall not apply in the case of spouse.

2. It is considered necessary that for the sake of uniformity, in each Company the cases relating to provision of employment to one dependant of deceased workers and workers disabled permanently should be considered and decided at the level of Director ( Personnel ) or in their absence, the Head of Personnel Department. It was suggested earlier under NCWA-II that a procedure must be introduced whereby the Units submit details of all such cases to the above Officers for their consideration and decision. This procedure must be followed.

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**Provision of employment to dependants  
( Clauses 9.4.1 to 9.4.3 )—Corrigendum to**

**Implementation Instruction No. 20 dt. 20-3-84.**

Reference has been made to the JBCCI office letter No. NCWA-III (I.L. No. 20/84)/1430 dated 20th March, 1984 on the above subject.

Under Clauses 9.4.2 (i), after the words "widowed daughter/widowed daughter-in-law," the words "or son-in-law" may be added.

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COAL INDIA LIMITED  
"COAL BHAVAN"  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700001

No.CIL:C-5B: *NCWA-IV/3207*

Dated, 13th September, 1994

To :

The Chairman/MD, ECL, Sanctoria.  
The Chairman/MD, BCCL, Dhanbad.  
The Chairman/MD, CCL, Ranchi.  
The Chairman/MD, WCL, Nagpur.  
The Chairman/MD, SECL, Bilaspur.  
The Chairman/MD, NCL, Singrauli.  
The Director In-Charge, MCL, Sambalpur.  
The Director In-Charge, CMPDIL, Ranchi.  
The Director In-Charge, NEC, Guwahati.

Dear Sir,

Sub: Clarification on operation  
of Clause 9.4.3 of NCWA.

You are aware that a decision was taken by all of us to impose a moratorium on operation of Clause 9.4.3 of NCWA-IV with effect from 1st April, 1994 on account of certain compelling circumstances. Subsequently, some clarifications were issued in this connection vide this office FAX Message no. CIL:C-5B:2002 dated 27.7.1994 which are reproduced below for your ready reference.

- (1) Employment be provided to the dependents of such employees already declared medically unfit prior to April, 1994 i.e. prior to imposition of moratorium on operation of clause 9.4.3.
- (2) Cases already referred to Appellate Medical Board but not processed further and not decided on account of the said moratorium on operation of Clause 9.4.3 of NCWA-IV may now be disposed of and decided.
- (3) Cases in which Medical Boards were already held but results were not declared on account of the said moratorium, should be decided immediately and further action be taken accordingly.

It has now been decided that the following cases will be treated as exception to the moratorium imposed with effect from 1.4.1994 i.e. moratorium is relaxed in respect of employees suffering from the following diseases :-

- (a) Cancer (not of primary stage) leading to permanent disability and of bad prognosis.

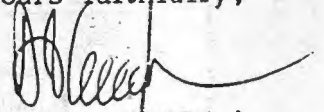


- (b) Leprosy complicating with deformities and/or loss of parts of limbs.
- (c) Paralysis of permanent nature with loss of locomotion movements and loss of co-ordination.
- (d) Heart attack leading to cardiovascular complication of permanent nature.
- (e) Total blindness of both eyes.
- (f) Kidney failure with complications.

The cases covered under (a) to (f) above which had come to our notice prior to 1.4.1994 or will be coming before us thereafter and in future will be dealt with accordingly. There will be no age bar in regard to such cases.

You are requested to kindly advise the concerned officials to adhere to the above instructions strictly.

Yours faithfully,



( R.A.P. SINGH )  
DIRECTOR(PERS & IR)

Copy to:-

Director(P), ECL/BCCL, CCL/WCL/SECL/  
Director(O), CMPDIL, Ranchi.  
GM(IR), MCL/NCL.  
All Core Group Members for information.



## कोल इण्डिया लिमिटेड

10, नेताजी सुभास रोड, कलकत्ता 1  
फोन - 033 22488099 ग्राम कोल इण्डिया  
फैक्स - 033 22435316  
ईमेल-[elecil@cal2.vsnl.net.in](mailto:elecil@cal2.vsnl.net.in)  
वेबसाइट [www.coalindia.nic.in](http://www.coalindia.nic.in)



## Coal India Limited

10, NETAJI SUBHAS ROAD KOLKATA-1  
Phone- 033 22488099 GRAM COAL INDIA  
FAX 033 22435316  
E-MAIL [elecil@cal2.vsnl.net.in](mailto:elecil@cal2.vsnl.net.in)  
WEBSITE : [www.coalindia.nic.in](http://www.coalindia.nic.in)

Ref:CIL:C-5B: JBCCI/9.43/163

25<sup>th</sup> July, 2003.

Director (Personnel) ECL Sanctoria  
Director (Personnel) BCCL Dhanbad  
Director (Personnel) CCL Ranchi  
Director (Personnel) SECL Bilaspur  
Director (Personnel) WCL Nagpur  
Director (Personnel) NCL Singrauli  
Director (Personnel) MCL Sambalpur  
Director (Operations) CMPDI Ranchi

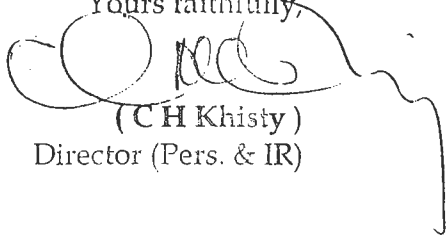
Dear Sir,

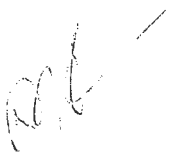
The NCWA has prescribed the age limit for appointment of eligible dependents.

The criteria for determination of age of the next of kin for appointment on compassionate ground has been discussed from time to time. This was also raised by Hon'ble Members in Consultative Committee meeting held on 13.5.2003. Replying to the question, the Hon'ble Minister has clarified that *"the age on the date of application would be reckoned for offering employment on compassionate ground so that candidates are not debarred on the ground of age at the time of appointment"*.

You may please take note of the above decision while dealing with the cases of employment on compassionate ground.

Yours faithfully,

  
(C H Khisty)  
Director (Pers. & IR)



**Social Security, Medical Facility and Welfare**

**IR/94/IMP/549**

**Dated 28-3-80**

**NCWA-II—I.I. No. 2**

**Sub : Provisions of employment to dependants of deceased employees and workers disabled permanently.**

**The National Coal Wage Agreement-II, which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-79 and which has come into operation on 1-1-1979, provides that employment would be provided to one dependant of workers disabled permanently and those who meet with death while in service. It further provides that this provision will be implemented as follows :—**

**“10-3-2 Employment of one dependant of the worker who dies while service.**

- (i) The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, younger brother/widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependant on the earnings of the deceased may be considered to be the dependant of the deceased.**
- (ii) The dependant to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit shall not apply in the case of spous.**

**10.4.3      Employment to one dependant of a worker who is permanently disabled in his Place.**

- (i)    The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned.**
- (ii)    The dependant to be considered for employment should be physically fit and suitable for employment and aged below 35 years."**

**The National Coal Wage Agreement-II also contains a provision to the effect that preference in employment will be given to dependants of the retiring employees at the time of future recruitment.**

**It is requested that action may kindly be taken to implement the above decisions. It is considered that for the sake of the uniformity in each company the cases relating to provision of employment to one dependant of deceased workers and workers disabled permanently should be considered and decided at the level of the Director (Personnel)/Director (Commercial) or in their absence, the Head of the Personnel Department. A procedure may kindly be introduced whereby the units submit details of all such cases to these officers.**

**In regard to the giving of preference in employment to the dependants of the retiring employees a procedure may kindly be introduced whereby at the time of direct recruitment the vacancies are notified in the house journal/magazine so that the interested dependants of the retiring employees may come to know about the existence of vacancies and apply for the same.**

**IMPLEMENTATION INSTRUCTION NO. 42**

**Sub : Payment of Workmen's Compensation benefits  
as per Clause 10.3.1 of N.C.W.A.—II.**

**Ref. : Implementation Instruction No. 3  
dated 27/29th August, 1979.**

1. It may be recalled that Clause 10.3.1 of NCWA-II inter alia, had provided that "if an employee is disabled due to accident, arising out of and during the course of employment, he/she will get full basic wages and dearness allowance from the date of accident till the employee is declared fit by the Company's Medical Officer.....".

2. Instances have come to notice where temporary disablement later on converted itself into permanent/partial disablement necessitating payment of lump-sum compensation as provided for in the Workmen's Compensation Act. The question of recovery or otherwise of the payment made as compensation during the period of disablement from out of the compensation payable for permanent/partial/total disablement came up for discussion earlier in the JBCCI meeting.

At the 8th meeting of the Third JBCCI held on 8th & 9th February, 1983 "it was agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in the course of employment will not be deducted from the lumpsum amount payable towards compensation for any permanent partial or total disablement resulting therefrom".

3. In view of the above agreement all concerned are hereby requested to implement the agreed decision of the JBCCI and not to recover the amount of wages paid during the period of temporary disablement from out of lumpsum compensation payable for permanent/partial/total disablement arising out of accidents. ●

**NCWA-II—I.I. No. 6**

**Sub : Retiring Gratuity-Computation of amount.**

The National Coal Wage Agreement-II which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-79 and which has come into operation on 1-1-79 provides as follows :—

**“RETIRING GRATUITY-COMPUTATION OF AMOUNT :**

10.1.1 For service beyond 30 years, gratuity shall be calculated at the rate of one month's wage (i.e. basic wage plus FDA, SDA, VDA and Underground Allowance) last drawn by the employee for every completed year of service in excess of 30 years, provided that in respect of last year of service proportionate payment of gratuity will be made even if the full year is not completed.”

The above provision will be deemed to come into force from 1-1-1979. It is requested that steps may kindly be taken to implement the above decision.

**Extract from Circular No. 18 dated 1-11-79 :**

**Medical facilities, Ambulances and expenditure on medicines :**

These matters are covered by clauses 10.5.1, 10.5.2 and 10.5.3 of NCWA-II which are reproduced below :

“10.5.1 The unanimous recommendations of the Medical Sub Committee of the JBCCI (Sub Committee-E) will be implemented. A summary of the unanimous recommendation is given in Annexure V to this agreement.



**10.5.2** It is agreed that, in principle, there should be an Ambulance in each colliery to ensure speedy movement of emergency cases to hospitals/dispensaries. However, if there are certain difficulties in providing such Ambulances immediately, the requirement could met adequately by a system of pooling in certain collieries. The method can be discussed at local levels. The management agreed to increase the number of Ambulances within two years to ensure availability of Ambulances for collieries. The matter will be reviewed by the JBCCI periodically.

**10.5.3** It is agreed that as far as Coal India and its subsidiaries are concerned, the amount to be spent on medicines per capita shall be at the same level as that obtaining in Singareni Collieries Co. Ltd. at present”.

A copy of the summary of the unanimous recommendations of the Medical Sub Committee as referred to clause 10.5.1 is also being forwarded herewith. It is requested that all these provisions may also kindly be implemented. The amount to be spent on medicines per capita in coal companies other than Singareni Collieries Co. Ltd. will be intimated to the other Companies as soon as the necessary information is received from Singareni Collieries Co. Ltd.

**IR/94/IMP/667**

**Dated 25-5-80**

**NCWA-II-I.I. No. 31**

It was provided vide clause 10.5.3 of NCWA-II that as far as the Coal India and its subsidiaries are concerned, the amount to be spent on medicines per capita shall be at the same level as that obtaining in Singareni Collieries Co. Ltd. at present. Enquiries have been made accordingly from Singareni Collieries Co. Ltd. and they have intimated that the per capita expenditure on medicines incurred by them is Rs. 47.97. Accordingly it has been decided that the amount to be spent on medicines per capita by Coal India and its subsidiaries would be Rs. 48/- per employee. All concerned are requested to take necessary action accordingly.

**F-8**

**GENERAL**

- (A) Payment of Overtime and wages for weekly day of rest.**
- (B) City Compensatory Allowance.**
- (C) Transfer.**
- (D) Washing Allowance.**
- (E) Ceiling of pay for certain purposes in case of Pre-wage Board monthly rated (erstwhile NCDC) and revised D.A. in case of employees of CIL and subsidiaries.**
- (F) Standardisation Committee's Reports.**

**Implementation Instruction No. 76 dt. 25th Apr. 1988**

**No. CIL/NCWA-III/I. I. No. 76/88/145**

**Sub : Procedure for determination/verification of the age of the employees and for resolution of disputed cases of Service Records.**

1. The procedure for determination/verification of the age of the employees as finalised by the JBCCI-II was circulated for implementation vide Implementation Instruction No. 37 dated 5th February, 1981.

2. At the 3rd meeting of the JBCCI-IV held on 19th and 20th August, 1987 the subject of completion of Service Records of the workers was further discussed. In order to examine the entire matter a Service Records Committee consisting of representatives of Management and Workers was constituted with the following terms of reference :

- a) To examine and clarify the nature of disputes pertaining to service records.
- b) To evolve guidelines, standards and procedures for resolving disputes including age.
- c) To initiate a reporting system to monitor progress in resolving disputes.

3. The Service Records Committee held several meetings and the record notes of discussions were finally placed before the JBCCI-IV at the 9th meeting held on 8th and 9th March, 1988 which were approved with certain modification.

4. Final approved decisions are given below serially for implementation. The procedure/orders outlined hereunder are in supercession of the existing procedure/orders.



## **5. Undisputed Cases :**

It was agreed that in undisputed cases, with a view to have stable record of service, the entire data in the Service Record should be computerised and a copy should be retained at the Colliery/Project/Area/Subsidiary level and at the Headquarters of Coal India. Such undisputed cases will not be reopened. It was also agreed that after the task of computerisation is over, a copy of the print out will be given to the employee concerned.

## **6. Procedure for determination/verification of the age of employee :**

The earlier Implementation Instruction No. 37 dated 5th February, 1981 has been revised and the same is enclosed as Annexure-I.

## **7. Disputes relating to qualifications :**

It was agreed that an employee raising a dispute regarding his/her qualifications shall submit his/her certificates relating to his/her qualifications to the Management and the managements after satisfying about the genuineness of the claims would insert the said qualifications in the Service Record of the employee. Original documents furnished by the employee would be returned to him/her after verification and photo copies retained, if required by the Management.

## **8. Disputes in respect of date of appointment :**

In the case of taken over employees, the date of appointment is determined with reference to the employment of the employee under the immediate past employer from where he was taken over. Relevant CMPF records relating to qualifying for membership may also be taken into account. The date of appointment may continue to be determined on this basis.

## **9. Disputes in respect of number and names of dependents :**

It was agreed that the declaration incorporating names

of dependents made in respect of CMPF, LTC records and gratuity will be taken into consideration. Where the worker concerned is residing with the family in the Company's quarter, certificate of the Welfare Officer/Manager may be taken as final for the purpose. In case of employee who is not residing with his family, certificate issued by Gram Panchayat/Notified Area Council/Municipal Corporation concerned, countersigned by the BDO/Circle Officer will be taken into consideration.

**10. Disputes in respect of Home Address :**

It was agreed that while deciding the cases of change in home address or wrong recording of the home address, the workmen concerned will give an affidavit stating the reason as to why he wants the change or the circumstances in which his home address was wrongly recorded. He will also mention in his affidavit about the location of his property at the new place. Alongwith the affidavit, the workmen concerned will also have to submit a certificate issued by the Mukhia of the Gram Panchayat/Notified Area Council/Municipality/Corporation countersigned by the BDO/Circle Officer certifying his home address.

In case of destabilisation due to mining operations or natural calamities etc., the change of home address shall be accepted after due verification.

**11. The decision of the Age Determination Committee/Medical Board will be binding and final.**

**12. It was also agreed that age disputes pending in the case of employees superannuated on and after 1st July, 1987 will be examined in accordance with the revised procedure and all past cases will not be re-opened.**

**13. The above procedure will come into force with immediate effect and will supersede the existing procedure/orders, if any, on the subject.**

**N.C.W.A.—II—I.I, No. 37**

**Sub : Procedure for determination/verification  
of the age of the employees.**

**This matter was discussed and finalised at the 19th Meeting of the JBCCI held at Coal Bhawan, Calcutta on 16th January 1981. The procedure for determination/verification of the employees as finalised by the JBCCI is enclosed for your information and necessary action.**

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD.  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.14/15

Dated: 30<sup>th</sup> June, 2014

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.14

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 Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list and same designation in a cadre getting lower pay than their juniors as a result of Implementation of NCWA-IX. Promotion or SLP

The above mentioned subject was discussed in detail in the 7<sup>th</sup> meeting of Standardisation committee of JBCCI-IX held on 25.03.2014 at New Delhi. It was decided that implementation instruction for removal of anomalies of NCWA-IX arising as a result of revision of pay scales from 1<sup>st</sup> July 2011 under NCWA-IX. Promotion or SLP may be issued

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employees in the same seniority list and same designation in a cadre the pay of senior employee will be stepped up to the level of the pay of junior employee concerned from the date anomaly has arisen i.e., from the date the junior employee started getting higher Basic pay than the senior employee under the following cases:

- (1) When the senior employee promoted to a higher post before 1<sup>st</sup> July 2011 draws less pay in the revised pay than his/her junior who is promoted later to the higher post.
- (2) Senior employee in the same pay and covered by the same seniority list and same designation in a cadre and who has secured fixation at the same stage as his junior but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions:

.../2



:2:

- (a) both the junior and senior employee should belong to the same cadre and the post/grade/category in which they have been promoted should be covered by the same seniority list and same cadre;
- (b) the pre-revised and revised pay of lower and higher post in which they are entitled to draw pay should be identical;
- (c) the anomaly should be directly as a result of application of normal rules of fixation on such promotion in the revised pay and as a result of fixation of pay in the revised pay under NCWA-IX. The next date of increment of the senior employee will be the same as that of junior employee.

If even, in the lower post, the junior employee was drawing more pay in the pre revised pay than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies, the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1<sup>st</sup> July, 2011.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
8. Director (Finance)/Director (Technical)/Director (Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata
15. General Manager (P), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. General Manager (Telcom), CIL with a request to upload the Implementation Instruction on the website of CIL. Scanned Copy shall be emailed.
18. All Regional Sales Managers, CIL.
19. Chief Manager (IR), CIL, Kolkata
20. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.23/ 247

Dated: 24<sup>th</sup> May, 2010

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.23

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: Anomaly in pay arising during the period of NCWA-VIII.

The above mentioned subject was discussed in detail in the 2<sup>nd</sup> meeting of Standardisation committee of JBCCI-VIII held on 18.1.2010 at CIL(HQ), Kolkata. It was decided that implementation instruction for removal of anomalies arising during the period of NCWA-VIII may be issued.

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employees in the same seniority list and same designation in a cadre the pay of senior employee will be stepped up to the level of the pay of junior employee concerned from the date anomaly has arisen i.e., from the date the junior employee started getting higher Basic pay than the senior employee under the following cases :

1. When the senior employee promoted to a higher post and draws less pay than his/her junior in the revised pay in NCWA-VIII.
2. Senior employee in the same pay and covered by the same seniority list and same designation in a cadre as his junior, but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions:

.../2



:2:

- a. both the junior and senior employee should belong to the same cadre and the post/grade/category in which they have been promoted should be covered by the same seniority list and same cadre;
- b. the pre-revised and revised pay of lower and higher post in which they are entitled to draw pay should be identical;
- c. the anomaly should be directly as a result of application of normal rules of fixation on such promotion in the revised pay and as a result of fixation of pay in the revised pay under NCWA-VIII. The next date of increment of the senior employee will be the same as that of junior employee.

If even, in the lower post, the junior employee was drawing more pay in the pre-revised pay than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies, the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1<sup>st</sup> July, 2006.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

Distribution :-

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.17/ **361-413**

Dated: 3<sup>rd</sup> May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.17**

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:** Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list in a cadre getting lower pay than their juniors promoted subsequently in the identical post of same cadre during the operation of NCWA-VII.

The above mentioned subject was discussed in detail in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata and it was decided as under :

In case of senior employee promoted to next higher post drawing a lower rate of pay in that post than another employee junior to him in the lower post and promoted subsequently in the identical post of the same cadre during the operation of NCWA-VII, the pay of senior employee may be stepped up to a figure equal to the pay as fixed for the junior employee in the higher grade. The stepping up should be done with effect from the date of promotion of the junior employee and will be subject to the following conditions :

- (a) Both the junior and senior employee should belong to the same cadre and the post in which they have been promoted and covered by the same seniority list of the same cadre.
- (b) The scales of pay of lower and the higher posts in which they are entitled to draw pay should be identical.
- (c) The anomaly should be directly as a result of the application of normal rules/order.
- (d) The junior should not have been drawing more pay than the senior from time to time in the lower post.
- (e) The date of increment of senior employee will be the same as that of the junior.





- (f) However, if in the lower post the junior employee was drawing more pay than his senior by virtue of advance increment granted to him, the above provisions shall not apply to step up the pay of the senior to that of his junior.

It has to be ensured that for removal of genuine cases of anomaly the basic conditions as laid down above are fulfilled before initiating any action.

You are requested to take necessary action to implement the above decision.

( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary JBCCI-VII

**Distribution:**

All Members of *Standardisation Committee*

Chairman-MD, SCCL, PO: Kolhaqudam Collys. Dist. Khammam (A.P.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance)/ CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CVO, CIL, Kolkata

TS to Chairman, CIL, Kolkata

CGM, NEC, Guwahati

Executive Director(IICM), Kanke Road, Ranchi

CGM, CIL, New Delhi

GM(P)/CGM(F), CIL, Kolkata

FM(Bill), CIL, Kolkata

All RSMs

Sr.P.O. (AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No. 18/444-4/68

Dated: 3<sup>rd</sup> May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.18**

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: Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list and same designation in a cadre getting lower pay than their juniors as<sup>a</sup> result of implementation of <sup>1</sup> NCWA-VII.

The above mentioned subject was discussed in detail in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata. It was decided that implementation instruction for removal of anomalies arising as a result of revision of pay scales from 1<sup>st</sup> July, 2001 under NCWA-VII may be issued.

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employees in the same seniority list and same designation in a cadre the pay of senior employee will be stepped up to the level of the pay of junior employee concerned from the date anomaly has arisen i.e., from the date the junior employee started getting higher Basic pay than the senior employee under the following cases :

- (1) When the senior employee promoted to a higher post before 1<sup>st</sup> July, 2001 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1<sup>st</sup> July, 2001.
- (2) Senior employee in the same pay scale and covered by the same seniority list and same designation in a cadre and who has secured fixation at the same stage as his junior, but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions:

- 2
- (a) both the junior and senior employee should belong to the same cadre and the post in which they have been promoted should be covered by the same seniority list and same cadre;
  - (b) the pre-revised and revised scale of pay of lower and higher post in which they are entitled to draw pay should be identical;
  - (c) the anomaly should be directly as a result of application of normal rules of fixation on such promotion in the revised scale of pay and as a result of fixation of pay in the revised scale of pay under NCWA-VII. The next date of increment of the senior employee will be the same as that of junior employee.

If even, in the lower post, the junior employee was drawing more pay in the pre revised pay scale than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies, the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1<sup>st</sup> July, 2001.

You are requested to take necessary action to implement the above decision.

( Md. Salim Uddin )

Director(P&IR) &

Member Secretary JBCCI-VII

Distribution:

All Members *by Sanadisation Committee*  
 Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A P )  
 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
 Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
 Director(O), CMPDIL, Ranchi  
 Director(Finance)/ CIL, Kolkata  
 Director(Technical)/Director(Marketing), CIL, Kolkata  
 CVO, CIL, Kolkata  
 TS to Chairman, CIL, Kolkata  
 CGM, NEC, Guwahati  
 Executive Director(IICM), Kanke Road, Ranchi  
 CGM, CIL, New Delhi  
 GM(P)/CGM(F) CIL, Kolkata  
 FM(Bill), CIL, Kolkata  
 All RSMs  
 Sr.P O (AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No18/2001/ 53

Dated: 5th April, 2001

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.18**

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: Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list and same designation in a cadre getting lower pay than their juniors as result of implementation of NCWA-VI

The above mentioned subject was discussed at the meeting of Standardisation Committee of JBCCI-VI held on 22.2.2001 & 23.2.2001 at CIL(HQ), Calcutta. It was decided that implementation instruction for removal of anomalies arising as a result of revision of pay scales from 1st July, 1996 under NCWA-VI may be issued.

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employee in the same seniority list and same designation in a cadre the pay of senior employee will be stepped upto the level of the pay of junior employee concerned from the date anomaly has arisen i.e., from the date the junior employee started getting higher basic pay than the senior employee under the following cases.

- 1) When the senior employee promoted to a higher post before 1st July, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st July, 1996
- 2) Senior employee in the same pay scale and covered by the same seniority list in a cadre and who has secured fixation at the same stage as his junior, but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions:


contd.../2

- a) both the junior and senior employee should belong to the same cadre and the post in which they have been promoted should be covered by the same seniority list and same cadre.
- b) the pre-revised and revised scale of pay of lower and higher post in which they are entitled to draw pay should be identical.
- c) the anomaly should be directly as a result of application of normal rules of fixation on such promotion in the revised scale of pay and as a result of fixation of pay in the revised scale of pay under NCWA-VI. The next date of increment of the senior employee will be the same as that of the junior employee. If even, in the lower post, the junior employee was drawing more pay in the pre revised pay scale than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1st July, 1996.

Necessary action to implement the above provisions may be taken

  
(C. H. KHISTY)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI

**Distribution:**

1. All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, PO:Kothagudam Colls. Dist.: Khammam (A.P).
3. Vice President, (HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist. Burdhaman (W.B.)
5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), CIL, Calcutta
7. Director(T)/Director(Marketing), CIL, Calcutta
8. Chief Vigilance Officer, CIL, Calcutta
9. CGM, NEC, Guwahati/CGM, DCC, Dankuni
10. Executive Director(IICM), Kanke Rd., Ranchi
11. CGM, CIL, Ansal Bhawan, New Delhi
12. CGM(P)/CGM(F), CIL, Calcutta
13. All RSMs,
14. GM(F)/TS to Chairman, CIL, Calcutta
15. Dy. CME(AW), CIL, Calcutta

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
"COAL BHAWAN"  
10, NETAJI SUBHAS ROAD.  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-I.L.No.40/238

Dated: 30<sup>th</sup> March.2004

NATIONAL COAL WAGE AGREEMENT-VI  
IMPLEMENTATION INSTRUCTION NO.40

The Chairman-cum-Managing Director	ECL	Sanctona
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	CPDIL	Ranchi

Sub: Anomaly in pay arising out of senior employees in the same  
Pay scales covered by the same seniority list in a cadre getting  
lower pay than their juniors promoted subsequently in the  
identical post of same cadre during the operation of NCWA-VI.

The above mentioned subject was discussed in detail in the meeting of  
Standardisation Committee of JBCCI-VI held on 16.03.2004 at CIL(HQ), Kolkata and it was  
decided as under:

In case of senior employee promoted to next higher post drawing a lower rate of pay in  
that post than another employee junior to him in the lower post and promoted subsequently in  
the identical post of the same cadre during the operation of NCWA-VI, the pay of senior  
employee may be stepped up to a figure equal to the pay as fixed for the junior employee in the  
higher grade. The stepping up should be done with effect from the date of promotion of the  
junior employee and will be subject to the following conditions:

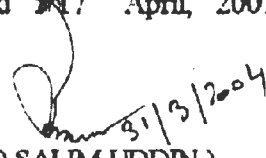
- (a) Both the junior and senior employee should belong to the same cadre and the  
post in which they have been promoted and covered by the same seniority list  
of the same cadre.



- (b) The scales of pay of lower and the higher posts in which they are entitled to draw pay should be identical.
- (c) The anomaly should be directly as a result of the application of normal rules/order.
- (d) The date of increment of the senior employee will be the same as that of the junior.
- (e) The junior should not have been drawing more pay than the senior from time to time in the lower post.
- (f) However, if in the lower post the junior employee was drawing more pay than his senior by virtue of advance increment granted to him, the above provisions shall not apply to step up the pay of the senior to that of his junior.

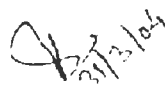
It has to be ensured that for removal of genuine cases of anomaly the basic conditions as laid down above are fulfilled before initiating any action.

The provisions as contained in LLNo.18 dated 17<sup>th</sup> April, 2001 shall remain unaltered.

  
(MD SALIM UDDIN)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI-VI

Distribution:

All Members & Alternate Members of JBCCI-VI  
Chairman-MD, SCCL, PO: Kothagudem Colls., Dist. Khammam (A.P.)  
Vice President (HRM), TISCO, Jamshedpur  
Managing Director, IISCO, Bumpur, Dist. Burdhaman (W.B.)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(F), CIL, Kolkata  
Director(T)/Director(Marketing), CIL, Kolkata  
Chief Vigilance Officer, CIL, Kolkata  
CGM, NEC, Guwahati/CGM, DCC, Dankuni  
Executive Director(IICM), Kanke Road, Ranchi  
CGM, CIL, Ansal Bhawan, New Delhi  
CGM(P)/CGM(F), CIL, Kolkata  
All RSMs  
GM(F)/TS to Chairman, CIL, Kolkata  
Sr. P.O. (AW), CIL, Kolkata.

  
31/3/04

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD  
ALCUTTA-700 001

No. CIL/C-5B/JBCCI-V/I.I.No.18/96/639 Dated: 18th Sept, 1996

NATIONAL COAL WAGE AGREEMENT - V

IMPLEMENTATION INSTRUCTION NO. 18

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: Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list and same designation in a cadre getting lower pay than their juniors as result of implementation of NCWA-V.

The above mentioned subject was discussed at the meeting of Standardisation Committee of JBCCI-V held on 21.8.96 at CIL(HQ), Calcutta. It was decided that implementation instruction for removal of anomalies arising as a result of revision of pay scales from 1st July, 1991 under NCWA-V may be issued.

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employee in the same seniority list and same designation in a cadre the pay of senior employee will be stepped up to the level of the pay of junior employee concerned from the date the anomaly has arisen i.e., from the date the junior employee started getting higher basic pay than the senior employee under the following cases :-

- 1) When the senior employee promoted to a higher post before 1st July, 1991 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st July, 1991.
- 2) Senior employee in the same pay scale and covered by the same seniority list in a cadre and who has secured fixation at the same stage as his junior, but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions.:

2



- (a) both the junior and senior employee should belong to the same cadre and the post in which they have been promoted should be covered by the same seniority list and same cadre.
- (b) the pre-revised and revised scale of pay of lower and higher post in which they are entitled to draw pay should be identical.
- (c) the anomaly could be directly as a result of application of normal rules of fixation on such promotion in the revised scale of pay and as a result of fixation of pay in the revised scale of pay under NCWA-V. The next date of increment of the senior employee will be the same as that of the junior employee. If even in the lower post, the junior employee was drawing more pay in the pre-revised pay scale than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1st July, 1991.

You are requested to take necessary action to implement the above decision.

( C. H. KHISTY )  
MEMBER SECRETARY  
JBCCI -V

Distribution:

1. Director(Personnel),  
SECL/BCCL/CCL/WCL/ECL/NCL
2. Director(T), MCL, Sambalpur
3. Director(O), CMPDIL, Ranchi
4. Director(T)/Director(F), CIL, Calcutta/Director(F), ECL, BCCL,  
CCL, SECL, WCL, MCL, NCL
5. CGM(F), CIL, Calcutta.
6. Exe.Dir.(P), SCCL, PO:Kotagudam, Dist.Khammam, Andhra Pradesh
7. Vice President, HRM, TISCO, Jamshedpur
8. GM(P), IISCO/SAIL, 10, Camac Street, Calcutta.
9. General Manager, Dankuni Coal Complex, Dankuni (W.B.)
10. Chief General Manager, NEC, Guwahati, Assam
11. Chief Personnel Manager(IR), CIL, Calcutta
12. Supdt.of Mines(AW), CIL, Calcutta.

13. Exe. Director, IICM, Kanke Road, Ranchi
  14. Chief of Marketing, CIL, 15, Park Street, Calcutta.
  15. Shri Rajendra Prasad Singh, MLA (INTUC),  
Genl. Secretary, INMWF, 5, Chhajubagh, Patna.
  16. Sri S. Dasgupta, Working President, INMW, Rajendrapath, Dhanbad
  17. Shri SQ Zama, Jt. Genl. Secretary, INMWF, Behind Giripeth,  
Nagpur-440010
  18. Shri PK Pradhan, INTUC, OCMS, PO: Balanda, Dist. Angul (Orissa)
  19. Shri Shafique Khan, Jt. General Secretary, IMWF,  
PO: Jaridih Bazar, Area No. IV, Bermo, Distt. Bokaro (Bihar)
  20. Shri Sunil Sen, AITUC, Chellydanga, Near Municipality  
Market, G.T. Road, Asansol (W.B.)
  21. Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel,  
2. Md. Hussain Street, Asansol, Dist. Burdwan (W.B.)
  22. Shri Nathulal Pandey, Genl. Secretary, MPKS, HMS, South  
Jhagarkhand Colly., Dist. Surguja (M.P.)-through Dir(P), SECL
  23. Dr. MK Pandhe, General Secretary, CITU,  
15, Talkatora Road, New Delhi
  24. Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad.
  25. Dr. BK Rai, President, ABKMS, BMS,  
Jatashankar Flat, Plot No. 5, Shivaji Nagar,  
Nagpur-440010
  26. Shri MA Rawal, Genl. Secretary, ABKMS,  
Jatashankar Flat, Plot No. 5, Shivaji Nagar,  
Nagpur-440010
  27. T.S. to Chairman, CIL, Calcutta
  28. CGM (P&IR), CIL, Calcutta.
  29. Exe. Secretary to Director (P&IR), CIL, Calcutta.
  30. All Regional Sales Managers, CIL
  31. All Alternate Members of JBCCI-V
- 



**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY,  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD, CALCUTTA -700 001**

No. CIL/C-5B/JBCCI/II No. 30 /98/ 10.15

March 6 , 1998

**NATIONAL COAL WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION No. 30**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chariman-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.
The Director-in-Charge,	NEC	Guwahati

**Sub :- Grant of one Additional SPRA to Underground Piece Rated workers who have remained in the same group for a period of seven years or more and eight years or more in respect of Surface Piece Rated workers as on 1.1.96**

Your kind attention is invited to the provision of Para 3.12.0 of NCWA - V.

In the Standardisation Committee Meeting of JBCCI held on 14.1.98 and Core Group meeting held on 15.1.98 it was decided that one additional SPRA will be granted to Piece Rated workers who have remained in the same Group for more than seven years in case of Underground Piece-rated workers and eight years in case of Surface Piece-rated workers, in the following manner .

**(1) Underground Piece-rated workers**

The Underground Piece-rated workers who have remained in the same Group for a period of seven years or more as on 1.1.96 will be granted one additional **SPRA**.

**(2) Surface Piece-rated workers**

The Surface Piece rated workers who have remained in the same Group for a period of eight years or more as on 1.1.96 will be given one additional **SPRA**.

The grant of such additional SPRA after completion of seven years/eight years in the same Group as mentioned at (1) & (2) above will be notionally considered as on 1.1.96 but the actual financial benefit will accrue w.e.f. 1.1.97.

9

The Arrear payment w.e.f. 1.1.97 to the date of implementation of this Scheme will be decided by the Subsidiary Companies ..

You are requested to take necessary action to implement the above decision

  
( C H Khisty )  
Member Secretary, JBCCI  
& Director (P&IR)

**Distribution :**

1. Director (Personnel), ECL, BCCL, CCL, SECL, MCL, NCL, WCL.
2. Director (Fin.) SECL, BCCL, ECL, CCL, WCL, NCL
3. Director (O) CMPDIL, Ranchi.
4. Director (T)/Director (F) CIL, Calcutta.
5. Exe. Director, IICM, Kanke Road, Ranchi.
6. GM(Fin.), CIL, Calcutta.
7. Shri Rajendra Prasad Singh, MLA, President, INMF (INTUC),  
5, Chhajju Bag, Patna - 800 001.
8. Shri S. Dasgupta, Advisor, INMWF,  
Rajendra path, Dhanbad, Bihar.
9. Shri S.Q. Zama, General Secy. INMWF,  
Plot No. 604 Opposite RTO Office, Giripath, Nagpur- 440 010
10. Shri PK Pradhan, General Secy, Collieries Mazdoor Sangh,  
P.O. Balanda, Dist. Angul, Orissa
11. Shri Provat Goswami, Vice President, Colliery Mazdoor Union,  
27, GT Road, Bastin Bazar, Asansol, Dist. Burdawan, WB
12. Shri OP Lal, MLA, Vice President, INMF,  
At Punchgarhi Bazar, P.O. Katras, Pin - 828 114 Dhanbad ( Bihar )
13. Shri Sunil Sen, AITUC,  
Chellydanga, Near Municipality market, GT Road, Asansol.
14. Shri Shafique Khan, AITUC,  
AT/PO- Jaridih Bazar, Area No. 4, Bermo, Dist. Bokaro, Bihar.
15. Shri Y. Gattiah, GS, SCWU(AITUC),  
Kothagudam, Andhra Pradesh, thg. SCCL
16. Shri Jayanta Pater, Genl. Secy. HMS  
Bengal Hotel, 2 Md. Hussain Street, Asansol.
17. Shri Nathulal Pandey, Genl. Secy. MPKS (HMS),  
South Jharkhand Colly Dist. Surguja, (MP) Through :- D(P), SECL, Bilaspur
18. Shri AC Patra, General Secy. OCMLF ( HMS )  
At PO Dera Colliery, Dist. Angul, Orissa. Pin - 759 103
19. Dr. MK Pandhe, Genl. Secy., CITU,  
15, Talkatra Road, New Delhi.
20. Shri SK Bakshi, CITU, BCKU,  
Poddar Para, Dhanbad.
21. Shri Mihir Chowdhury, Vice President, AICWF, CITU, NCEO, CCL  
Dharbhanga House, Ranchi - 834 001.
22. Dr. BK Rai, Genl. Secy. ABKMS (BMS),  
Manhar Bhai Mehta Bhawan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dibrantoli, Nagpur -  
440 012.

23. Shri MA Rawal, President, ABKMS (BMS),  
Manhar Bhai Mehta Bhwan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dhamoli, Nagpur -  
440 012.
24. Shri Kumar Arjun Singh, AGS ABKMS ( BMS), Dhanbad.
25. Shri HL Samaria, Director (PA&W), SCCL,  
PO Kothagudem, Dist. Khammam, AP
26. Shri S. Pandey, Vice President, HRM,  
TISCO, Jamshedpur, Bihar.
27. Shri G. Ojha, GM(P&A), SAIL (IISCO)  
Industry House, 10, Cammac Street, Calcutta, Pin - 700 017
28. Chief of Marketing, CIL, 15 Park Street, Calcutta - 16
29. General Manager, Dankuni Coal Complex., Dankuni (WB)
30. Chief General Manager, NEC, Guwahati.
31. Dy. CPM (IR), CIL, Calcutta.
32. Dy. CME (AW), CIL, Calcutta.
33. GM (MP&IR), CIL, Calcutta.
34. TS to D(P&IR), CIL, Calcutta.
35. Exe. Secy. to D(P&IR).
36. TS to Chairman, CIL, Calcutta.
37. All Regional Sales Manager, CIL.

## **IMPLEMENTATION INSTRUCTION NO. 18**

**No. CIL/JBCCI-IV/IMP/I.I. No. 18/89/1815 dt. 28th Dec., 1989**

**Sub : Anomalies in fixation of pay arising out of senior employees in the same pay scales covered by the same seniority list in a cadre getting lower pay than their juniors.**

The above mentioned subject was discussed at the Standardisation Committee meetings held on 14th & 15th December, 1989 and it was decided that implementation instruction for the removal of anomalies arising out of senior employees getting lower pay than their juniors arising out of implementation of NCWA-IV must be issued as was done under NCWA-III.

2. It has been pointed out that in some cases, employees who are senior in the same pay scales and covered by the same seniority list in a cadre have secured fixation at a lower stage than their juniors in the same cadre who were promoted after 1-1-1987 ( after implementation of NCWA-IV ) even though the said senior employees were getting prior to their promotion the same pay or higher pay in NCWA-III pay scales as their juniors in question. It has been decided that such individual cases will be checked up and where such an anomaly has occurred, the pay of senior employees in the individual cases will be stepped up to the level of the pay of junior employees concerned from the date the anomaly has arisen ( i. e. ) after 1-1-1987 and from the date the junior was promoted giving rise to the anomaly in question. It has to be ensured that for the removal of the anomalies, the basic conditions stipulated above would have to be fulfilled before initiating any action.

3. Managements have been requested to take necessary action to implement the above decision.

Existing Grade	Monthly basic pay	Upgraded grade	Monthly basic pay to be fixed on 1-7-89
Clerical	2204	Tech. & Sup.	2217
Spl. Gr.	2278	Grade	2297
	2252		2377

Existing category	Daily basic pay as on 30-6-89	Basic pay to be fixed on 1-7-89 after granting one increment.
Excavation	91.26	94.34
Special	94.34	97.42
	97.42	100.80

Existing Grade	Monthly basic pay as on 30-6-89	Monthly basic pay as on 1-7-89
Tech. & Sup.	2297	2377
Grade-A	2377	2457
	2457	2537
	2537	2617

Note : Increment after upgradation is to be granted on the normal date due to the employees.

vii) Managements have been requested to take necessary action to implement the above decisions.

## **2. STANDARDISATION COMMITTEE**

**Implementation Instruction No. 42 dt. 19-3-1985**

### **E. Anomalies in fixation of pay arising out of senior employees.**

The above mentioned matter was considered by the Standardisation Committee of III JBCCI at its meeting held on 14th March, 1985. The decision taken by the Committee is attached as ANNEXURE-A.

Managements have been requested to take necessary action to implement the above decision.

#### **Annexure—A**

**Sub : Anomalies in fixation of pay arising out of senior employees in the same pay scales, covered by the same seniority list in a cadre getting lower pay than their juniors.**

The above mentioned matter was considered by the Standardisation Committee at its meeting held on 14.3.1985. It was noticed that in some cases, employees who are senior in the same pay scales and covered by the same seniority list in a cadre have secured fixation at a lower stage than their juniors in the same cadre who were promoted after 1-1-1983 ( after implementation of NCWA-III ) even through the said senior employees were getting prior to their promotion the same pay or higher pay in NCWA-II pay scale as their juniors in question. It has been decided that such individual cases will be checked up and where such an anomaly has occurred the pay of the senior employees in the individual cases will be stepped up to the level of the pay of the junior employees concerned from the date the anomaly has arisen (i.e.) after 1-1-1983 and from the date the junior was promoted giving rise to the anomaly in question. It has to be ensured that for the removal of the anomalies, the basic conditions stipulated above would have to be fulfilled before initiating any action.



**I.I. No. 26 NCWA-I**

**Sub : Anomalies in fixation of pay arising out of senior employees in the same pay scales, same designations and covered by same seniority list in a cadre getting lower pay than their juniors as a result of implementation of NCWA-II under such circumstances.**

The above mentioned matter was considered by the Standardisation Committee of JBCCI at its meeting held on 26-2-1980. It was noticed that in some cases employees who are senior in the same pay scales and with the same designations and covered by the same seniority list in a cadre have secured fixation at a lower stage than their juniors in the same cadre who were promoted after 1-1-1979 (after implementation of NCWA-II) even though the said senior employees were getting prior to their promotion the same pay or higher pay in the NCWA-I pay scale as their juniors in question. It has been decided that such individual cases will be checked up and where such an anomaly has occurred the pay of the senior employees in the individual cases will be stepped up to the level of the pay of the junior employees concerned from the date the anomaly has arisen i. e. after 1-1-1979 and from the date the junior was promoted giving rise to the anomaly in question. It has to be ensured that for the removal of the anomalies the basic conditions stipulated above would have to be fulfilled before initiating any action.

**NCWA-II—I.I. No. 32**

**Sub : Implementation of certain decisions of Standardisation Committee taken at its meeting held from June 18 to 20, 1980 as ratified by the JBCCI at its meeting held on 21st June, 1980.**

I am forwarding herewith the following records notes of decisions taken by the Standardisation Committee at its meeting held from June 18 to 20, 1980, which were ratified by the JBCCI at its meeting held on June 20, 1980. These decisions are self-explanatory. You are requested to take action to implement the same.

1. Note containing decision taken in respect of treatment of personal pay/special pay being drawn by the employees during the period when NCWA-I was in force, on their fitment under NCWA-II (Annexure 'A')
2. Note containing decisions relating to dates of increment under NCWA-II (Annexure-'B'). It will be seen that this decision will also eliminate anomalies which some of the employees have been pointing out that on account of fixed dates of increments for employees, for a certain part of the year the seniors would be getting less pay than the juniors in the same cadre.

You are also requested to specially advice your officers to take note of the decision regarding postponement of increments for employees in time scales of pay to some extent in the event of their being Absent from duty in an unauthorised manner. A system may please be introduced whereby in each case of absence of employees, the merits are examined and a decision is taken and notified to the employees as to whether their absence is authorised or unauthorised. The decision taken also lays down that,

subject to certain adjustments, the annual increments would be drawn from the first of the month, i.e. the current month in which it falls due or the following month.

3. Note containing the decision regarding payment of City Compensatory Allowance to a section of employees stationed at Calcutta and Delhi, who were getting the same prior to 1-1-79 at 8% of basic pay, subject to a maximum of Rs. 46/- per month (Annexure—'C')
4. Note containing decision taken in respect of admissibility of LTC benefit where both husband and wife are employed in a coal company (Annexure—'D')
5. Note containing decision taken by the Standardisation Committee in respect of anomalies arising out of senior employees promoted prior to 1-1-75 getting lower pay than their juniors promoted after 1-1-75 in NCWA-I pay scales. both seniors and juniors being in the same pay scales, same designations and covered by the seniority list in a cadre and the anomalies still persisting even after introduction of NCWA Pay scales with effect from 1-1-79 (Annexure—'E')
6. Note containing decision taken by the Standardisation Committee relating to payment of overtime allowance to Confidential and Supervisory Staff employed in the establishments covered by the Mines Act and the Factories Act (Annexure—'F')

#### **ANNEXURE—'A'**

#### **DECISION TAKEN BY THE STANDARDISATION COMMITTEE AT ITS MEETING HELD AT CALCUTTA ON 20-6-80**

The workers' representatives referred to some cases where during the period when NCWA-I was in operation some individual employees were allowed personal pay/special pay on

account of special consideration or on account of certain arrangements made by the management in regard to work etc. It is also stated that in some cases the payment of this personal pay/special pay was stopped after the implementation of NCWA-II. It is agreed that the personal pay/special pay which was in existence during the period when NCWA-I was in operation will continue to be paid to the individual employees concerned, provided the conditions subject to fulfilment of which personal pay/special pay was being paid still continue to be in existence.

**ANNEXURE—'B'**

**DECISION TAKEN BY THE STANDARDISATION  
COMMITTEE AT ITS MEETING HELD AT  
CALCUTTA OF 19-6-1980**

**Sub : Dates of increments in the NCWA-II pay scales.**

This issue was considered by the Standardisation Committee at its meeting held on 23-1-80 Implementation Instruction No. 23 dated 13-2-80 was issued incorporating the decision of the Standardisation Committee which was ratified by the JBCCI at its meeting held on 12-2-80. The matter was further considered by the Standardisation Committee at its meeting held on 19-6-80 and the following decisions have been taken :

- 1) The next dates of increments of the employees after fitment in the NCWA-II pay scale will remain as laid down in the clause 4.3.2 of NCWA-II.
- 2) The decision taken by the Standardisation Committee at its meeting held on 23-1-80 in regard to fixation of pay of the employees promoted from one time scale to a higher time rates scale according to the principle laid down in para 50 of Chapter XII of Coal Wage Board Report will continue to be in operation.



- 3) In regard to employees who secured increment on 1-3-79 or 1-9-79 or on 1-3-80 as laid down in clause 4.3.2 of NCWA-II, they will earn their next annual increment in the prescribed time scale on 1-3-80, 1-9-80 or 1-3-81 respectively as the case may be, provided they remain in the same time scale. Similarly their subsequent increments will also fall due on the anniversary of the said dates if they remain in the same pay scale.
- 4) In the event of employees appointed on or after 1-1-79 and placed in a time scale, their next increments will fall due on the anniversary of the date of their appointment. Similarly their subsequent increments will fall due on the anniversary of their last increments, provided they remain in the same time scale.
- 5) In the case of employees promoted or after 1-1-79 to higher posts in a time scale, their next annual increments will fall due on the anniversary of the date on which their promotion is given effect to. The subsequent annual increments will fall due on the anniversary of the last increments if they remain in the same time scale.
- (6) Notwithstanding what has been provided for in sub-para (3) to (5) above, the annual increments are liable to be postponed by the period of unauthorised absence from duty in excess of a total of 52 working days in a year, provided that this will not interfere with the rights of the Management or workmen.
- 7) Where on account of the above decisions the annual increment falls due on any date between first and 15th of the month in the case of any employee it will be given effect to from 1st of that month. Where, however, such annual increment falls due between 16th to last date of a calendar month in the case of any employee the same will be given effect to from the 1st of the following month.

**DECISION TAKEN BY THE STANDARDISATION  
COMMITTEE AT THE MEETING HELD AT  
CALCUTTA ON 18-6-1980**

1. **Payment of City Compensatory Allowances, to a section of employees stationed at Calcutta and Delhi who are getting the same prior to 1-1-79 @ 8% of basic pay subject to maximum of Rs. 46/- per month.**

This issue was discussed with reference to the provision of clause 11.5.1 of NCWA-II. The worker's representatives at Calcutta and Delhi (A Class City) were getting prior to 1-1-79 City Compensatory Allowance @ 8% of their basic pay subject to maximum of Rs. 46/- per month, they should be given protection of the higher rate while implementing Clause 11.5.1 of NCWA-II. It is agreed that such of these employees as referred to above who were previously in NCWA-I pay scales, and who are now in NCWA-II pay scales will be allowed City Compensatory Allowance with effect from 1-1-79 in NCWA-II Pay scales as indicated below :

1. **8% of basic pay of the employees drawing basic pay upto Rs. 575/- per month in NCWA-II pay scale.**
2. **For basic pay in excess of Rs. 575/- per month the employees concerned will get City Compensatory Allowance @ 6% of the basic pay for the excess pay.**
3. **The ceiling of CCA of Rs. 75/- per month will apply in their cases.**
4. **If in any case, a different basis of payment of CCA was followed after 1-1-79, necessary adjustment will be made as per this agreement.**

### **Illustration :**

An employee getting basic pay of Rs. 900/- in NCWA-II pay scale will get CCA as follows :

(a)	@ 8% of basic pay for the first Rs. 575/-	Rs. 46-00
(b)	for the balance Rs. 325/- @ 6% of basic	Rs. 19-50
	<b>Total :</b>	<b>Rs. 65-50</b>

Under no circumstances, the City Compensatory Allowance will exceed in any case Rs. 75/- per month.

### **ANNEXURE—'D'**

#### **DECISION TAKEN BY THE STANDARDISATION COMMITTEE AT ITS MEETING HELD AT CALCUTTA ON 18-6-1980**

#### **Admissibility of LTC benefit where both wife and husband are employed in a Coal Company**

The question as to whether both wife and husband will be separately entitled to LTC benefit even when they are employed in the same company and the number of family members who would be entitled to avail of the benefit was discussed and the following agreement was reached :

- a) Where both wife and husband are employed in the same coal company they will be jointly entitled to LTC benefit subject to a maximum of 5.5 adults or actual number of family members of the workmen concerned whichever is less, falling within the scope of the family as laid down in the LTC Rule of the Central Government, instead of 3.5 adults.

- b) The wife and husband may avail of the LTC benefit at the same time or separately subject to the total number of members availing of benefit not exceeding 5.5 adults.
- c) Where LTC benefit is availed of jointly by the wife and the husband the application will be made jointly by them indicating as to whether the entitlement to class of travel will be according to pay of wife or husband.
- d) Where the LTC benefit is availed of jointly the management shall grant the minimum leave of 7 days with wages which may be due to the other spouse on such occasions. Where the other spouse does not have to his/her credit leave with wages, leave without pay shall be granted to the extent necessary for the purpose of availing of LTC.
- e) In case of spouses, who have availed of the LTC benefit before this decision is implemented restricting the benefit of 3.5 adults only in such cases during the current four year period they will be allowed to avail of the benefit for the balance number of members making up a total of 5.5 adults during the remaining part of the four year period.

It has been stated that before the LTC scheme was received in collieries in April, 1980 some employees have availed of the entire quantum of Annual/Earned leave due to them during 1980 and some of them are due to entire in 1980 itself. In consequence they will be deprived of the benefit of LTC. It is agreed that in such cases where employees are due to retire in 1980 and where they have availed of the entire quantum of Annual/Earned leave before the end of April, 1980, they will be granted the LTC benefit subject to their availing of the 7 days casual leave due to them, or if no such casual leave



is due to them, subject to their availing of a minimum of 7 days leave without pay. This will be a special decision in view of the peculiar circumstances of the case of the employee concerned.

#### **ANNEXURE—'E'**

#### **DECISION TAKEN BY THE STANDARDISATION COMMITTEE AT ITS MEETING HELD ON 18-6-80 AT CALCUTTA**

Anomalies arising out of Senior employees promoted prior to 1-1-1975 (when NCWA-I was implemented) getting lower pay than their juniors promoted after 1-1-1975, both the seniors and juniors being in the same pay scales, same designation and covered by the same seniority list in a cadre was taken up for discussion. It was noted that this issue was not settled even though it was taken up for consideration during the period when NCWA-I was in force. It was suggested that since such anomalies have been agreed to be rectified as per the decision taken up by the Standardisation Committee on 26-2-80 and as incorporated in I.I. No. 26 dated 6-3-80 it is agreed that such anomalies would be rectified if they are still persisting between the seniors and juniors in the same pay scale, with the same designation and covered by the same seniority list in a cadre as on 1-1-79. However, the rectification in such cases will be done only with effect from 1-1-79 and no arrears will be payable to the employees concerned for the period prior to 1-1-79. That is to say, such individual cases will be checked up and where such an anomaly had occurred and was still persisting as on 1-1-79 the pay of the senior employees in the individual cases will be stepped up to the level of junior employees concerned with effect from 1-1-79. This decision will however, apply only to (a) daily rated employees promoted to monthly rated employee and (b) monthly rated employee promoted to higher monthly rated posts in a cadre and covered by the same seniority list.

**DECISION TAKEN BY THE STANDARDISATION  
COMMITTEE AT ITS MEETING HELD AT  
CALCUTTA ON 19-6-1980**

NCWA-II vide clause 11.3.1 and 11.4.1 provides as follows in respect of payment of overtime allowance and payment of wages for work on weekly day of rest :

**11.3.1 Payment of Overtime :** It is agreed that all the categories of workers who were entitled to receive overtime payment will continue to get the payment of overtime work in different establishments, units and offices. .

**11.4.1 Wages for weekly day of rest :** Worker in mines and establishments governed by Mines Act or Factory Act called upon to work on the weekly day of rest of the colliery / establishments shall be allowed twice the normal wages where the payment is at a lesser rate.

The question as to whether confidential and supervisory staff working in establishments covered by Mines Act and Factories act would come within the scope of the above provisions was discussed by the Standardisation Committee at several meetings. At the meeting held on 25-10-79, it was decided that all employees who were getting overtime allowance on 31-12-78 would continue to get overtime allowance irrespective of increase in their day due to wage revision under NCWA-II till further instructions. This was an interim decision pending final disposal of the matter. The issue was further discussed at subsequent meetings of the Standardisation Committee and its meeting held on 19-6-80 at Calcutta and the following agreement is reached :

- a) All employees including confidential and supervisory staff governed by NCWA-II employed in establishment covered by the Mines Act and Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages regardless of their basic pay/wages.

- b) Confidential and supervisory staff drawing basic pay upto and including of Rs. 815/- p. m. would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to the fulfilment of the provisions of these Acts.
- c) Confidential and supervisory staff drawing a basic pay more than Rs. 815/- p. m. and detailed for duty for overtime work on normal working days in the collieries/ establishments governed by the Factories Act or Mines Act would be entitled to overtime Allowance as provided in Mines Act or Factories Act subject to fulfilment of the provisions of these Acts by taking their basic pay as Rs. 815/- p. m. only and making calculations on that basis.
- d) Confidential and supervisory staff drawing basic pay of more than Rs. 815/- p. m., who might have been receiving overtime allowance for work in the collieries/ establishments governed by the Factories Act and Mines Act, even though their basic has exceed Rs. 815/- p. m. will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employees concerned cease to be non-executive.
- e) Confidential and supervisory staff drawing basic pay of more than Rs. 815/- p. m. who may have received overtime allowance or additional payment for work on weekly rest day at double the normal rates on account of operation of the interim decision of the Standardisation Committee as referred to above will be brought in line with the decisions as referred to in sub-paras (a), (b) and (c) above as the case may be.

The decision referred to above other than that in clause (d) will come into force from 1-1-80.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No. 12./2013/ 607

Dated: 21<sup>st</sup> June, 2013

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO. 12

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: Payment of Overtime and wages for weekly day of rest**

**Ref: Chapter XII, Clause 12.1.3 & 12.2.0 of NCWA - IX**

The National Coal Wage Agreement- IX finalized by the Joint Bipartite Committee for the Coal Industry on 31.01.2012 provides the following :

**12.1.3 Payment of Overtime Wages**

It is agreed that all categories of workers who were entitled to receive the overtime payment will continue to get the payment of overtime in different establishments, units and offices.

**12.2.0 Wages for Weekly Day of Rest.**

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages.

The matter regarding fixing basic pay for eligibility of overtime in respect of Confidential & Supervisory Staff in terms of Clause 12.1.3 & 12.2.0 of NCWA-IX was discussed in Standardisation Committee meeting held on 29<sup>th</sup> May, 2013. It was agreed that earlier limit of Basic pay of Rs.12,576.78 per month will be raised to the Basic pay of Rs.23,638.06 per month and other conditions will remain the same as contained in I.I.No.09 dated 22.07.2009 of NCWA-VIII. Accordingly, the contents of I.I.No.09 dated 22.07.2009 of NCWA-VIII are suitably modified and reproduced below :

- (a) All employees including Confidential & Supervisory Staff governed by NCWA-IX employed in establishments covered by Mines Act or Factories Act called upon to work on the weekly days of rest of the collieries/establishments shall be allowed twice the normal wages regardless of their Basic pay/wages.



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- (b) Confidential & Supervisory Staff drawing Basic pay upto and including Rs.23,638.06 per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts.
- (c) Confidential & Supervisory Staff drawing Basic pay more than Rs.23,638.06 per month and detained for duty for overtime work on normal working days in the collieries/establishments covered by Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts by taking their Basic pay as Rs.23,638.06 per month only and making calculation on that basic.
- (d) Confidential & Supervisory Staff drawing Basic pay more than Rs.23,638.06 per month who might have been receiving overtime allowance for work in the collieries/establishments covered by the Mines Act or Factories Act even though their Basic pay has exceeded Rs.23,638.06 per month will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employee concerned cease to be non-executive.
- (e) Confidential & Supervisory Staff drawing Basic pay more than Rs.23,638.06 per month who may have received overtime allowance or additional payment for work on weekly day of rest at the double of normal rates will be brought in line with the decisions referred to in Sub paras (a), (b) & (c) above, as the case may be.

You are requested to take necessary action to implement the above provisions.

  
(R. MOHAN DAS)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution :-

- 1) All members & Alternate members of JBCCI-IX.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Executive Director, IICM, Kanke Road, Ranchi.
- 11) CGM/TS to Chairman, CIL, Kolkata.
- 12) Chief General Manager, NEC
- 13) General Manager (F), CIL, Kolkata.
- 14) General Manager (MP&IR), CIL, Kolkata
- 15) General Manager (P), CIL, Kolkata.
- 16) General Manager, CIL, New Delhi.
- 17) General Manager (Telcom), CIL with a request to upload the Implementation Instruction on the website of CIL. Scanned copy shall be emailed
- 18) All Regional Sales Managers, CIL.
- 19) Chief Manager (IR), CIL, Kolkata
- 20) Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No. 9./2009/167

Dated: 22-7-09

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO. 9

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: Payment of Overtime and wages for weekly day of rest**

**Ref: Chapter XII, Clause 12.1.3 & 12.2.0 of NCWA - VIII**

The National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 provides the following :

**12.1.3 Payment of Overtime Wages**

It is agreed that all categories of workers who were entitled to receive the overtime payment will continue to get the payment of overtime in different establishments, units and offices.

**12.2.0 Wages for Weekly Day of Rest.**

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages.

The matter regarding fixing basic pay for eligibility of overtime in respect of Confidential & Supervisory Staff in terms of Clause 12.1.3 & 12.2.0 of NCWA-VIII was discussed in Standardisation Committee meeting held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009. It was agreed that earlier limit of Basic pay of Rs.8350/- per month will be raised to the Basic pay of Rs.12,576.78 per month and other conditions will remain the same as contained in I.I.No.12 dated 16.11.2005 of NCWA-VII. Accordingly, the contents of I.I.No.12 dated 16.11.2005 of NCWA-VII are suitably modified and reproduced below :

- (a) All employees including Confidential & Supervisory Staff governed by NCWA-VIII employed in establishments covered by Mines Act or Factories Act called upon to work on the weekly days of rest of the collieries/establishments shall be allowed twice the normal wages regardless of their Basic pay/wages.






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- (b) Confidential & Supervisory Staff drawing Basic pay upto and including Rs.12,576.78 per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts.
- (c) Confidential & Supervisory Staff drawing Basic pay more than Rs.12,576.78 per month and detained for duty for overtime work on normal working days in the collieries/establishments covered by Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts by taking their Basic pay as Rs.12,576.78 per month only and making calculation on that basic.
- (d) Confidential & Supervisory Staff drawing Basic pay more than Rs.12,576.78 per month who might have been receiving overtime allowance for work in the collieries/establishments covered by the Mines Act or Factories Act even though their Basic pay has exceeded Rs.12,576.78 per month will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employee concerned cease to be non-executive.
- (e) Confidential & Supervisory Staff drawing Basic pay more than Rs.12,576.78 per month who may have received overtime allowance or additional payment for work on weekly day of rest at the double of normal rates will be brought in line with the decisions referred to in Sub paras (a), (b) & (c) above, as the case may be.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

- 1) All members & Alternate members of JBCCI-VIII.
- 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
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- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.12/2005/91

Dated: 16<sup>th</sup> November, 2005

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.12**

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: Payment of Overtime and wages  
for weekly day of rest.

Ref : Chapter XII, Clause 12.1.3 & 12.2.0  
of NCWA-VII

The National Coal Wage Agreement dated 15.7.2005 provides the following :

**12.1.3 Payment of overtime**

"It is agreed that all the categories of workers who were entitled to receive the overtime payment, will continue to get the payment of overtime in different establishments, units and offices.

**12.2.0 Wages for weekly day of rest.**

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages."


The matter regarding fixing basic pay for eligibility of overtime in respect of Confidential & Supervisory Staff in terms of Clause 12.1.3 & 12.2.0 of NCWA-VII was discussed in Standardisation committee meeting held on 6.9.2005. It was agreed that earlier limit of Basic pay of Rs.5092/- per month will be raised to the Basic pay of Rs.8350/- per month and other conditions will remain the same as contained in I.I.No.13 dated 27.02/8.3.2001 of NCWA-VI. Accordingly, the contents of I.I.No.13 dated 27.02/8.3.2001 of NCWA-VI are suitably modified and reproduced below:



:2:

- (a) All employees including Confidential & Supervisory Staff governed by NCWA-VII employed in establishments covered by Mines Act or Factories Act called upon to work on the weekly days of rest of the collieries/establishments shall be allowed twice the normal wages regardless of their Basic pay/wages.
- (b) Confidential & Supervisory Staff drawing Basic pay upto and including Rs.8350/- per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts.
- (c) Confidential & Supervisory Staff drawing Basic pay more than Rs.8350/- per month and detained for duty for overtime work on normal working days in the collieries/establishments covered by the Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts by taking their Basic pay as Rs.8350/- per month only and making calculation on that basic.
- (d) Confidential & Supervisory Staff drawing Basic pay more than Rs.8350/- per month who might have been receiving overtime allowance for work in the collieries/establishments covered by the Mines Act or Factories Act even though their Basic pay has exceeded Rs.8350/- per month will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employee concerned ceases to be non-executive.
- (e) Confidential & Supervisory Staff drawing Basic pay more than Rs.8350/- per month who may have received overtime allowance or additional payment for work on weekly day of rest at the double of normal rates will be brought in line with the decisions referred to in Sub paras (a), (b) & (c) above, as the case may be.

You are requested to take necessary action to implement the above decisions.

  
( Md. Salim Uddin )  
Director(P&IR) &  
Member Secretary, JBCCI-VII

Distribution:

1. All Members & Alternate Members of JBCCI-VII
2. Chairman-MD, SCCL, PO: Kothagudam Colls. Dist. Khammam (A.P)
3. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

contd...3

4. Director(O), CMPDIL, Ranchi
5. Director(Finance) CIL, Kolkata
6. Director(Technical)/Director(Marketing), CIL, Kolkata
7. Chief Vigilance Officer, CIL, Kolkata
8. CGM, NEC,Guwahati/CGM, DCC, Dankuni
9. Executive Director(IICM) Kanke Road, Ranchi
10. CGM, CIL, New Delhi
11. GM(P)/GM(F), CIL, Kolkata
12. All RSMs
13. GM(F)/TS to Chairman, CIL, Kolkata
14. Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No13/2001/ 46

Dated 27th February, 2001

8th March

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.13**

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: Payment of overtime and wages  
for weekly day of rest.

Ref: Chapter XII, Clause 12.2.1 &  
12.3.0 of NCWA-VI

The National Coal Wage Agreement dated 23.12.2000 provides the following

12.2.1 Payment of overtime

"It is agreed that all the categories of workers who were entitled to receive the overtime payment, will continue to get the payment of overtime in different establishments, units and offices.

12.3.0 Wages for weekly day of rest.

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages."

2. The matter regarding fixing basic pay for eligibility of overtime in respect of Confidential & Supervisory Staff in terms of Clause 12.2.1 & 12.3.0 of NCWA-VI, was discussed in Standardisation Committee meeting held on 22nd & 23rd February, 2001. It was agreed that earlier limit of Basic pay of Rs.2654/- per month will be raised to the Basic pay of Rs 5092/- per month and other conditions will remain the same as contained in I.I.No.14 dated 7.8.1996 of NCWA-V

3. Accordingly, the contents of I.I.No 14 dated 7.8.1996 are suitably modified and reproduced below

- (a) All employees including Confidential and Supervisory Staff governed by NCWA-VI employed in establishments covered by the Mines Act and the Factories Act called upon to work on the weekly days of rest of the colliery/establishment shall be allowed twice the normal wages regardless of their Basic pay/Wages

- (b) Confidential and Supervisory Staff drawing Basic pay upto and including Rs 5092/- per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfillment of the provisions of these Acts
- (c) Confidential and Supervisory Staff drawing Basic pay more than Rs.5092/- per month and detained for duty for overtime work on normal working days in the collieries/establishments covered by the Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines act or Factories act subject to fulfillment of the provisions of these Acts by taking their basic pay as Rs.5092/- per month only and making calculation on that basis.
- (d) Confidential and Supervisory Staff drawing Basic pay more than Rs.5092/- per month who might have been receiving overtime allowance for work in the collieries/establishments covered by the Mines Act or Factories Act even though their basic pay has exceeded Rs.5092/- per month will continue to receive overtime allowance This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employee concerned ceases to be non-executive.
- (e) Confidential and Supervisory Staff drawing Basic pay more than Rs.5092/- per month who may have received overtime allowance or additional payment for work on weekly day of rest at the double of normal rates will be brought in line with the decisions referred to in Sub paras (a), (b) & (c) above, as the case may be.

You are requested to take necessary action to implement the above decisions

(C. H. KHISTY)

DIRECTOR(P&IR) &  
MEMBER SECRETARY JBCCI-VI

**Distribution:**

- 1 All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD, SCCL, PO:Kothagudem Collys. Dist: Khammam (A.P)
- 3 Vice President, (HRM), TISCO, Jamshedpur
- 4 Managing Director, IISCO, Burnpur, Dist. Burdhaman (W B.)
- 5 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6 Director(F),CIL, Calcutta
- 7 Director(T)/Director(Marketing),CIL, Calcutta
- 8 Chief Vigilance Officer, CIL, Calcutta
- 9 CGM, NEC, Guwahati/CGM, DCC, Dankuni
- 10 Executive Director(IICM), Kanke Rd., Ranchi
- 11 CGM, CIL, Ansal Bhawan, New Delhi
- 12 CGM(Py/CGM(F), CIL, Calcutta
- 13 All RSMs,
- 14 GM(F)/TS to Chairman, CIL, Calcutta
- 15 Dy. CME(AW), CIL, Calcutta

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/VI No.28/2001/ 608

Dated: 14th September, 2001

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.28**

The Chairman-cum-Managing Director,	ECL	Sanctona
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	CMPDL	Ranchi

Sub: **Payment of Overtime Allowance under Mines Act to  
Confidential and Supervisory staff.**

The report of Sub-Committee to review the list of Confidential and Supervisory staff for the purpose of payment of Overtime Allowance to Supervisory & Confidential staff under Mines Act was discussed in the meeting of Standardisation Committee of JBCCI-VI held on 22.5.2001 and approved.

The modified list of Confidential and Supervisory Staff for the purpose of payment of Overtime Allowance under Mines Act as finalised by the Sub-Committee is enclosed at Annexure-'A'.

The Ceiling limit of Rs.5092/- and other provisions as contained in II.No.13 dated 8th March, 2001 shall remain same.

It is further clarified that the Confidential & Supervisory staff governed by NCWA and employed in establishments covered by the Mines Act and the Factories Act called upon to work on the weekly days of rest of the Colliery/Establishment shall be allowed twice the normal wages regardless of their Basic pay/wages.

Encl. As above.

  
(C. H. KHISTY)  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI-VI

**Distribution:**

1. All Members & Alternate Members of JBCCI-VI
2. Chairman-MD, SCCL, PO:Kothagudem Colls. Dist. Khammam (A.P.)
3. Vice President, (HRM), TISCO, Jamshedpur
4. Managing Director, IISCO, Burnpur, Dist. Burdhaman (W.B.)
5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F),CIL, Calcutta
7. Director(T)/Director(Marketing),CIL, Calcutta
8. Chief Vigilance Officer, CIL, Calcutta
9. CGM, NEC, Guwahati/CGM, DCC, Dankuni
10. Executive Director(IICM), Kanke Rd., Ranchi

11. CGM, CIL, Ansal Bhawan, New Delhi
12. CGM(P)/CGM(F), CIL, Calcutta
13. All RSMs,
14. GM(F)/TS to Chairman, CIL, Calcutta
15. Dy. CME(AW), CIL, Calcutta

**Modified List of Confidential & Supervisory  
Staff for payment of O.T. allowance only.**

<u>Sl. No.</u>	<u>Deptt.</u>	<u>Designation</u>	<u>Grade</u>
<b>1</b>	<b>Mining</b>	1 Sr. Overman	T&S Gr. A
		2 Sr. Production-cum-Safety Asstt.	T&S Gr. A
		3 Prodn.-cum-Safety Asstt.	T&S Gr. B
		4 Overman	T&S Gr. B
		5 Mining Sirdar	T&S Gr. C
<b>2</b>	<b>Survey</b>	1 Surveyor	T&S Gr. A
		2 Dy. Surveyor	T&S Gr. B
		3 Asstt. Surveyor	T&S Gr. C
<b>3</b>	<b>E &amp; M</b>	1 Foreman Incharge(Elect/Mech.)	T&S Gr. A
		2 Chief Draftsman (Mech.)	T&S Gr. A
		3 Electrical Supervisor	T&S Gr. A
		4 Foreman (Electrical & Mech.)	T&S Gr. B
<b>4</b>	<b>Medical</b>	1 Chief Pharmacist	T&S Gr. A
		2 Sister Incharge/Matron	T&S Gr. A
		3 Chief Technician ECG	T&S Gr. A
		4 Chief Technician EEG	T&S Gr. A
		5 Chief Psychotherapist	T&S Gr. A
		6 Chief Audiometry Technician	T&S Gr. A
		7 Chief Technician Refraction/ Optometry	T&S Gr. A
		8 Chief Technician Dental	T&S Gr. A
		9 Sanitary Inspector Incharge	T&S Gr. A
		10 Sr. Sanitary Inspector	T&S Gr. B
<b>5</b>	<b>Security</b>	1 Sr. Security Inspector	T&S Gr. A
		2 Security Inspector	T&S Gr. B
<b>6</b>	<b>Civil Engg.</b>	1 Engg. Assistant	T&S Gr. A
		2 Chief Estimator	T&S Gr. A
		3 Chief Draftsman (Civil)	T&S Gr. A
		4 Dy. Design Asstt.	T&S Gr. A
		5 Chief Structural Draftsman	T&S Gr. A
		6 Head Surveyor	T&S Gr. A
		7 Sr. Overseer	T&S Gr. B
		8 Surveyor (Civil)	T&S Gr. B

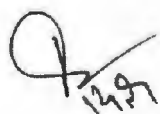
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12/12

<u>Sl No.</u>	<u>Deptt.</u>	<u>Designation</u>	<u>Grade</u>
7	Quality Control	1 Sr. Chemist	T&S Gr. A
		2 Sr. Technical Inspector	T&S Gr. A
		3 Chemist	T&S Gr. B
		4 Technical Inspector	T&S Gr. B
8	Ministrial / General Cadre	1 Office Supdt.	T&S Gr. A
		2 Chief Store Keeper	T&S Gr. A
		3 Sr. Personnel Assistant	T&S Gr. A
		4 Loading Supdt.	T&S Gr. A
		5 Sr. Loading Inspector	T&S Gr. A
		6 Sr. Horticulturist	T&S Gr. A
		7 Guest House Supervisor/ Incharge	T&S Gr. A
		8 Loading Inspector	T&S Gr. B
		9 Canteen Manager	T&S Gr. C
9	Accounts/Finance	1 Accountant	T&S Gr. A
		2 Cost Accountant	T&S Gr. A
		3 Stock Verifier	T&S Gr. A
		4 Chief Cashier	T&S Gr. A
10	Data Processing	1 Shift Supervisor	T&S Gr. A
		2 Data Entry Supervisor	T&S Gr. A
		3 Console Operator	T&S Gr. A
		4 Input/Output Control Supv.	T&S Gr. A
		5 Machine Supervisor	T&S Gr. A
11	Telecom	1 Supervisor (Telecom)	T&S Gr. A
		2 Foreman Incharge (E&T)	T&S Gr. A
		3 Sr. Wireless Opnr., Gr. I	T&S Gr. B
		4 Foreman (E&T)	T&S Gr. B
12	Geology	1 Sr. Asstt. Driller	T&S Gr. A
13	Coal Washery	1 Yard Master/Foreman/IC Yard	T&S Gr. A
		2 Foreman Incharge	T&S Gr. A
		3 B. G. Diesel Loco Supv.	T&S Gr. A
		4 Sr. Chemist	T&S Gr. A
		5 Foreman	T&S Gr. B
		6 Chemist	T&S Gr. B

*[Signature]*  
12.9



<u>Sl. No.</u>	<u>Deptt.</u>		<u>Designation</u>	<u>Grade</u>
14	Press	1	Sr. Estimator	T&S Gr. A
		2	Foreman Incharge	T&S Gr. A
		3	Foreman	T&S Gr. B
15	Excavation	1	Foreman Incharge (Excv.)	T&S Gr. A
		2	Tyre Inspector	T&S Gr. B
		3	Sr. Rigger	T&S Gr. B
		4	Foreman (Excv.)	T&S Gr. B
16	Revenue	1	Sr. Revenue Inspector	T&S Gr. A
		2	Revenue Inspector	T&S Gr. B
17	Library	1	Sr. Librarian	T&S Gr. A
18	Public Relation	1	P. R. Asstt. Photographer	T&S Gr. A
19	Statistics	1	Sr. Statistical Asstt.	T&S Gr. A
		2	Statistical Asstt.	T&S Gr. B
20	Industrial Engg.	1	Industrial Engg. Asstt.	T&S Gr. A
		2	Rate Fixer	T&S Gr. B
21	O & M	1	Sr. O & M Asstt.	T&S Gr. A
22	Training	1	Sr. Programme Asstt.	T&S Gr. A
23	Legal	1	Legal Inspector	T&S Gr. A
		2	Asstt. Legal Inspector	T&S Gr. B
24	Sales & Marketing	1	Sr. Sales Asstt.	T&S Gr. A
		2	Inspector of Sales	T&S Gr. A
		3	Sales Asstt.	T&S Gr. B
		4	Jr. Inspector of Sales	T&S Gr. B
25	Materials	1	Chief Store Keeper	T&S Gr. A
		2	Inspector of Store	T&S Gr. A
		3	Sr. Codification Asstt.	T&S Gr. A
		4	Sr. Indenting Asstt.	T&S Gr. B
		5	Sr. Store Keeper	T&S Gr. B
		6	Sr. Record Keeper	T&S Gr. B
		7	Indenting Asstt.	T&S Gr. B

  
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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY,  
COAL INDIA LIMITED,  
10, NETAJI SUBHAS ROAD  
CALCUTTA

No.CIL/C-5B-JBCCI-V-IMP/LLNo.14-96/437

Dated: 7th August, 1996

NATIONAL COAL WAGE AGREEMENT-V  
IMPLEMENTATION INSTRUCTION NO.14

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: Payment of overtime and wages  
for weekly day of rest.

Ref: Chapter XII, Clause 12.3.0 &  
12.4.0 of NCWA - V.

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The National Coal Wage Agreement dated 19.1.96 provides the following :

12.3.0 Payment of overtime

"It is agreed that all the categories of workers who were entitled to receive overtime payment, will continue to get the payment of overtime work in different establishments, units and offices.

12.4.0 Wages for weekly day of rest.

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery establishment shall be allowed twice the normal wages."

2. The matter regarding fixing basic pay for eligibility of overtime in respect of Confidential and Supervisory Staff in terms of clause 12.3.0 & 12.4.0 of NCWA-V, was discussed in Standardisation Committee meeting held on 3.7.96. It was agreed that earlier limit of Basic pay of Rs. 1,630/- per month will be raised to the Basic pay of Rs. 2,654/- per month and other conditions will remain the same as continued in I.I.No.14 dated 28.9.89 of NCWA-IV.

3. Accordingly, the contents of L.L.No.14 dated 28th September, 1989 are suitably modified and reproduced below:

( a ) All employees including Confidential and Supervisory Staff governed by NCWA-V employed in establishments covered by the Mines Act and the Factories Act called upon to work on the weekly days of rest of the colliery establishment shall be allowed twice the normal wages regardless of their Basic pay/Wages.


(b) Confidential and Supervisory Staff drawing Basic pay upto and including Rs. 2,654 - per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfilment of the provisions of these Acts.

(c) Confidential and Supervisory staff drawing basic pay more than Rs. 2,654/- per month and detained for duty for overtime work on normal working days in the collieries establishments covered by the Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines Act or Factories Act subject to fulfilment of the provisions of these Acts by taking their basic pay as Rs. 2,654 - per month only and making calculation on that basis.

d) Confidential and Supervisory staff drawing basic pay more than Rs. 2,654/- per month who might have been receiving overtime allowance for work in the collieries establishments covered by the Mines Act or Factories Act even though their basic pay has exceeded Rs. 2,654 - per month will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employees concerned cease to be non- executive.

e) Confidential and Supervisory staff drawing basic pay more than Rs. 2,654/- per month who may have received overtime allowance or additional payment for work on weekly day of rest at the double of normal rates will be brought in line with the decisions referred to in Sub paras ( a ), ( b ) & ( c ) above, as the case may be.

You are requested to take necessary action to implement the above decisions.

  
( B.N. JHA )

CHIEF GENERAL MANAGER ( P&IR )

for

MEMBER SECRETARY, JBCCL-V

Distribution:

- 1) Director(Pers),  
SECL BCC/L/CCL/WCL/ECL/NCL



- 2) Director(T), MCL, Sambalpur
- 3) Director(O), CMPDIL, Ranchi
- 4) Director(T) Director(F), CIL, Calcutta.
- 5) CGM(F), CIL, Calcutta.
- 6) Exe.Director(P), SCCL, PO: Kothagudam, Dist.Khammam, Andhra Pradesh.
- 7) Vice President, HRM, TISCO, Jamshedpur
- 8) GM(P), IISCO SAIL, Industry House, 10, Camac Street, Calcutta.
- 9) General Manager, Dankuni Coal Complex, Dankuni (W.B.)
- 10) Chief General Manager, NEC, Guwahati, Assam
- 11) Chief Personnel Manager(IR), CIL, Calcutta.
- 12) Dy.Chief Personnel Manager(AW), CIL, Calcutta.
- 13) Exe.Director, IICM, Kanke Road, Ranchi
- 14) Executive Secretary to Director(P&IR), CIL, Calcutta.
- 15) Shri Rajendra Prasad Singh, MLA(INTUC),  
General Secretary INMWF, 5, Chhajubagh, Patna.
- 16) Shri S. Dasgupta, Working President, INMWF, Rajendra Path, Dhanbad.
- 17) Shri S.Q. Zama, Jt.General Secretary,  
INMWF, Behind Giripeth, Nagpur-440 010
- 18) Shri PK Pradhan, INTUC, OCMS PO: Balanda, Dist.Angul (Orissa)
- 19) Shri Shalique Khan, Jt.General Secretary,  
IMWF, PO: Jaridih Bazar, Area No.IV,  
PO: Berino, Distt.Bokaro (Bihar)
- 20) Shri Sunil Sen, AITUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol
- 21) Shri Jayanta Poddar, Vice President, IDMS,  
Bengal Hotel, 2.Md.Hussain Street,  
Asansol, Dist.Burdwan (W.B.)
- 22) Shri Nathulal Pandey, Gen.Secy., MPKS, HMS, South Jhagarkhand Colly.,  
Dist.Surguja (M.P.)- through Director(P) WCL

- 23) Dr. M.K. Pandhe, General Secretary, CITU,  
15, Talkatora Road, New Delhi.
- 24) Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad
- 25) Dr. B.K. Rai, President, ABKMS, BMS,  
Jatashankar Flat, Plot No.5, Shivaji Nagar,  
Nagpur-440 010
- 26) Shri MA Rawal, Genl.Secretary, ABKMS, Nagpur  
Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 27) TS to Chairman, CIL, Calcutta
- 28) CGM(P&IR), CIL, Calcutta
- 29) Chief of Marketing, CIL, 15, Park Street, Calcutta.
- (30) All Regional Sales Managers CIL.



**IMPLEMENTATION INSTRUCTION NO. 14**

**No. CIL/JBCCI-IV/IMP/I.I No. 14/89/1215 dt. 28th Sept. 1989**

**Sub : Payment of Overtime and Wages for weekly day of rest.**

**The National Coal Wage Agreement IV dated 27th July, 1986 provides the following :**

**"11.3 Payment of Overtime**

**It is agreed that all the categories of workers who were entitled to receive Overtime payment will continue to get the payment for Overtime work in different establishments, units and officers.**

**11.4 Wages for weekly day of rest**

**Workers in the mines and establishments governed by the Mines Act or the Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages."**

- 2. The question of fixing the basic pay for eligibility of Overtime in respect of Confidential and Supervisory staff in terms of Clause 11.3 of NCWA-IV was discussed by the Standardisation committee of JBCCI-IV in the meeting held on 26th Sept. .89. It was agreed that the earlier limit of basic pay of Rs. 1086/- per month will be raised to the basic pay of Rs. 1630/- per month and other conditions will remain the same as contained in I.I. No. 27/84/254 dated 25th April, 1984.**
- 3. Accordingly, the contents of I.I. No. 27/84/254 dated 25th April, 1984 are suitably modified and reproduced below :**
  - a) All employees including Confidential and Supervisory staff governed by NCWA-IV employed in establishment covered by the Mines Act and the Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages regardless of their basic pay/wages.**

- b) Confidential and Supervisory staff drawing basic pay upto and including Rs. 1630/- per month would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act of Factories Act subject to fulfilment of the provisions of these Acts.
  - c) Confidential and Supervisory staff drawing a basic pay more than Rs. 1630/- per month and detailed for duty for overtime work on normal working days in the collieries/establishments covered by the Mines Act or Factories Act would be entitled to overtime allowance as provided in the Mines Act or Factories Act subject to fulfilment of the provisions of these Acts by taking their basic pay as Rs. 1630/- per month only and making calculations on that basis.
  - d) Confidential and Supervisory staff drawing basic pay of more than Rs. 1630/- per month who might have been receiving overtime allowance for work in the collieries/establishments governed by the Mines Act or Factories Act even though their basic pay has exceeded Rs. 1630/- per month, will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employees concerned cease to be non executives.
  - e) Confidential and Supervisory staff drawing basic pay or more than Rs. 1630/- per month who may have received overtime allowance or additional payment for work on weekly day of rest at double the normal rates, will be brought in line with the decisions referred to in sub paras (a), (b) and (c) above as the case may be.
- 4. The decisions referred to above will come into force with effect from 1-1-87.
  - 5. Necessary action to implement the above decisions may be taken.

## **CHAPTER—XI**

### **GENERAL**

#### **A. Payment of Overtime and Wages for Weekly day of rest**

**Implementation Instruction No. 27 dt. 25-4-1984**

The National Coal Wage Agreement-III which was finalised on 11-11-83 and which has come into force with effect from 1-1-83 provides as follows :—

##### **“11.3.1 Payment of overtime :—**

It is agreed that all the categories of workers who were entitled to receive overtime payments, will continue to get the payment for overtime work in different establishments, units and offices.

##### **11.4.1 Wages for weekly day of rest :**

Workers in mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages”.

2. The question of fixing the basic pay for eligibility of overtime in respect of Confidential and Supervisory staff in terms of clause 11.3.1 NCWA-III was discussed by the Standardisation Committee of JBCCI-III in different meetings and it was agreed at the meetings held on 12th and 13th April, 1984 that the earlier limit of basic pay of Rs. 815/- per month will be raised to the basic pay of Rs. 1086/- per month and other conditions will remain the same as contained in I. L. No. 32 dated 22-6-1980.

3. Accordingly the contents of I. L. No. 32 dated 22-6-80 are suitably modified and reproduced below :

- (a) All employees including confidential and supervisory staff governed by NCWA-III employed in



establishment covered by the Mines Act and Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages regardless of their basic pay/wages.

(b) Confidential and supervisory staff drawing basic pay upto and including of Rs. 1086/- p.m. would be entitled to overtime allowance for overtime work on normal working days as provided in the Mines Act or Factories Act subject to fulfilment of the provisions of these acts.

(c) Confidential and supervisory staff drawing a basic pay more than Rs. 1086/- p.m. and detained for duty for overtime work on normal working days in the collieries / establishments governed by the Factories Act or Mines Act would be entitled to overtime allowance as provided in Mines Act or Factories Act subject to fulfilment of the provisions of these Acts by taking their basic pay as Rs 1086/- p.m. only and making calculations on that basis.

(d) Confidential and supervisory staff drawing basic pay of more than Rs. 1086/- p.m., who might have been receiving overtime allowance for work in the collieries/establishments governed by the Factories Act and Mines Act, even though their basic has exceeded Rs. 1086/- p.m. will continue to receive overtime allowance. This will be a personal benefit to the employees concerned only and it will cease to be in existence after the employees concerned cease to be non-executive.

(e) Confidential and supervisory staff drawing basic pay of more than Rs. 1086/- p.m. who may have received overtime allowance or additional payment for work on weekly rest day at double the normal rates, will be brought in line with the decisions as

referred to in sub-paras (a), (b) and (c) above as the case may be.

4. The decisions referred to above will come into force with effect from 1-4-1984.

**B. Payment of Overtime and Wages for Weekly day of rest**

**Implementation Instruction No. 29 dt. 7-6-1984.**

**Ref: JBCCI office letter No. NCWA-III ( I.I. No. 27/84 )/ 254 dated 25th April, 1984.**

Attention is invited to Implementation Instruction No. 27 dated 25th April, 84 on the above subject.

2. The matter was further discussed at the Standardisation Committee meetings held on 17th and 18th May, 84 and the following decision was taken :—

**"5. Overtime Allowance :**

It was pointed out by the representatives of the workmen that the Implementation Instruction No. 27 dated 25-4-84 regarding payment of overtime has indicated that the date of implementation will be with effect from 1-4-1984 and that this had not been discussed. It was explained by the representatives of the management that this decision was taken at the meeting held on 12th and 13th April '84 and therefore it was made applicable from 1-4-84. It was confirmed that the Confidential and Supervisory staff who were already drawing overtime prior to 1-1-83 will continue to get overtime from 1-1-83 as per Implementation Instruction No.27 dated 25-4-84."

### **C. Abolition of Contract Labour**

**Implementation Instruction No. 35 dt. 17-7-1984**

The National Coal Wage Agreement-III which was finalised by JBCCI on 11-11-1983 provides as follows :—

#### **\*11.5 Abolition of Contract Labour :**

**11.5.1 Industry shall not employ labour through Contractor or engage contractors' labour on jobs of permanent and perennial nature.**

**11.5.2 Jobs of permanent and perennial nature which are at present being done departmentally will continue to be done by regular employees.**

**11.5.3 Implementation of this Clause and the progress made thereon will be reviewed by the JBCCI periodically.**

**11.5.4 The Management, as a principal employer, shall continue to monitor and supervise the implementation of the various provisions of Labour Laws as applicable to Contract labour through the Contract Labour Cell.**

**2. It is requested that action may be taken to implement the above provisions ( i.e. ) 11.5.1, 11.5.2 and 11.5.4.**

**3. In order to review the progress made in the implementation of these provisions, monthly progress report may be sent to the JBCCI office.**

**B. Payment of Overtime and Wages for  
Weekly day of rest**

**Implementation Instruction No. 29 dt. 7-6-1984.**

**Ref: JBCCI office letter No. NCWA-III ( I.I. No. 27/84 )/  
254 dated 25th April, 1984.**

**Attention is invited to Implementation Instruction No. 27  
dated 25th April, 84 on the above subject.**

**2. The matter was further discussed at the Standardisation  
Committee meetings held on 17th and 18th May, 84 and the  
following decision was taken :—**

**“5. Overtime Allowance :**

**It was pointed out by the representatives of the workmen  
that the Implementation Instruction No. 27 dated 25-4-84  
regarding payment of overtime has indicated that the date of  
implementation will be with effect from 1-4-1984 and that this  
had not been discussed. It was explained by the representa-  
tives of the management that this decision was taken at the  
meeting held on 12th and 13th April '84 and therefore it was  
made applicable from 1-4-84. It was confirmed that the  
Confidential and Supervisory staff who were already drawing  
overtime prior to 1-1-83 will continue to get overtime from  
1-1-83 as per Implementation Instruction No.27 dated 25-4-84.”**

No. IR/94/IMP

Dated 27-8-1979

**NCWA-II—I.I. No. 8**

**Sub : Payment of Overtime Allowance and payment of wages for weekly day of rest.**

The National Coal Wage Agreement which was finalised by the JBCCI on 11-8-79 and which has come into operation on 1-1-1979 provides as follows :—

**“11.3.1 Payment of Overtime :**

It is agreed that all the categories of workers who were entitled to receive overtime payments will continue to get the payment of overtime work in different establishments, units and offices.

**11.4.1 Wages for weekly day of rest :**

Workers in mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages where the payment is at a lesser rate.”

You are requested to kindly take necessary action to implement the above provisions of the National Coal Wage Agreement-II. The provisions will be deemed to have come into force w.e.f. 1-1-1979. The employees concerned will be entitled to overtime allowance subject to their actually putting in overtime work, as indicated above.



## NCWA-II—I.I. No. 19

In the non-mining establishment of some of the Subsidiaries of Coal India, the office staff are being paid overtime allowance as at the rates and subjects to the conditions applicable to employees of the Central Government in the Central Secretariat at New Delhi vide O.O. No. O.E. III-8 (O.T.)—477 dated 11-3-74, copy attached. The question of Introduction of revised slabs taking into account revision of pay-scales under NCWA-II has been considered. It is felt that the fixation of slabs would require consideration by the Standardisation Sub-committee. In view of this, the employees concerned will be paid overtime allowance at the same rate as applicable to them on 31-12-78 until further advice is issued by me.

**OFFICE OF THE ACCOUNTANT GENERAL:  
BIHAR : RANCHI**

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O.O. NO. OE. III-8 (O.T.)—477

Dated the 11-3-1974

Sub : Overtime allowance

A copy of Govt. of India, Ministry of Finance (Deptt. of Expenditure) O.M. No. F-6 (18)—E. II (B)/73 dated 19-2-74, received with Comptroller & Auditor General's endorsement No. 301-Audit/26-74 dated 23-2-74, is circulated for information and guidance.

(S. PRASAD)

Accounts Officer, Bihar.

To

All concerned

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(ii) The upper pay limit beyond which overtime allowance will not be admissible will be raised from Rs. 620 to Rs. 750 in respect of those drawing pay in the revised scales of pay.

(iii) In the case of those employees who have opted to remain on the pre-revised scales of pay, the term 'emoluments' will also include interim relief admissible to them.

2. These orders will take effect from 1-2-1974. Claims for overtime allowance for the period prior to 1-2-74 will be regulated under the orders then existing on the basis of pay in the pre-revised scales and other items of 'emoluments' admissible in conjunction therewith. Claims for the period prior to 1-2-74, where already admitted otherwise then in accordance with these orders should be re-adjusted according to these orders and arrears paid or recoveries effected, as the case may be.

3. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issued in consultation with the Comptroller and Auditor General of India.

4. Hindi version of this office Memorandum will be issued separately.

**NCWA-II—I.I. No. 17**

**Sub : Raising of ceiling limit for payment of overtime allowance under NCWA-II—I.I. No. 9.**

This has further reference to NCWA-II—I.I. No. 13 on the above subject issued by the Chief of Personnel Division, Coal India Ltd., Calcutta. This matter was considered by the JBCCI at its meeting held on 25-10-1979 as also by the Standardisation Committee at its meeting on 26-10-1979. It was unanimously decided by the Standardisation Committee that implementation instruction No. 13 as referred to above will be cancelled and a fresh circular will be issued in terms of clause 11.3.1 of NCWA-II laying down that all employees who were getting overtime allowance on 31-12-1978 will continue to get overtime allowance irrespective of the increase in their pay due to wage revision under NCWA-II till further instructions are issued. This circular is being issued accordingly.



As and when a fresh decision in this respect is taken by the Standardisation Committee or the JBCCI a further circular will be issued.

No. IR/94/IMP/253

Dated 3-10-1979

**NCWA-II-I.I. No. 13**

**Sub : Raising of ceiling limit of pay for payment of OT Allowance under the Mines Act.**

**When the NCWA-I was in force, it was stipulated that the confidential and supervisory staff drawing a basic pay of**

[ 123

**Rs. 650/- p. m. and below only will be entitled to OT Allowance. Now that the pay-scales of the employees of the Coal Industry have been revised w.e.f. 1-1-1979, that ceiling in question is raised to Rs. 780/- under NCWA-II. This means that the confidential and supervisory staff drawing a basic pay of exceeding Rs. 780/- p. m. in the NCWA-II pay scales will not be entitled to OT Allowance.**

**This will apply to all the employees in the Collieries, Coal Washeries, Workshops etc. where overtime allowance is being paid as per Mines Act/Factories Act. In the establishments status quo will be maintained.**

**It is requested that steps may please be taken to implement this.**

**NCWA-II-I.I. No. 34**

**No. JBCCI/IR/94/IMP 986**

**November 6, 1980**

**Sub : 1. Sand Pontoon**

**2. Payment for work on Sunday  
( weekly rest day. )**

I am forwarding herewith the record note of decisions taken by the Standardisation Committee, on the above subjects, at its meeting held on 23rd July 1980 which were ratified by the JBCCI at its meeting held on 3rd and 4th November 1980. These decisions are self-explanatory.

Managements have been requested to take action to implement the same.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10 NETAJI SUBHAS ROAD  
KOLKATA-700001

No.: CIL/C-5B/JBCCI/I.I. NO. 15/103

Dated: 18<sup>th</sup> May 2015

**NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO. 15**

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

**Sub: Enhancement of Uniform Allowance Paid to the Metron/Nurses in lieu of Uniform ( to Purchase Dress Materials) w.e.f 01.04.15**

**Ref: Implementation Instruction No.22 of NCWA-VIII dated 11.05.2010**

Under the reference mentioned above, the subject matter was discussed in the 7th Meeting of Standardization Committee of JBCCI-IX held on 15.05.2014 at New Delhi.

Accordingly, the Board of Directors of Coal India Limited in its 313th Meeting held on 29.03.2015 at Kolkata approved as under:

"The Uniform Allowance being paid to Metron/Nurses @ 3000/- (three thousand) only in lieu of Uniform (Dress Materials) in terms of I.I. No.35 dated 20th March, 2003 of NCWA-VI shall be enhanced to Rs. 4500/- (Rupees Four Thousand Five Hundred only) per year".

This will be effective from 01.04.2015.

It is requested to take necessary action to implement the above provisions.

  
(R. Mohan Das)  
Director (P&IR) &

Member Secretary, JBCCI-IX

**Distribution:**

- 1) All members and alternate members of JBCCI-IX
- 2) Chairman-MD, SCCL, P.O. Kothagudem Colls., Distts. Khamam (AP)
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director (F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi
- 6) Director (P/A&W), SCCL, P.O. Kothagudem Colls., Distts. Khamam (AP)
- 7) Director (F), SCCL, SCCL, P.O. Kothagudem Colls., Distts. Khamam (AP)
- 8) Director (Finance)/Director (Technical)/Director (Marketing), CIL, Kolkata
- 9) Chief Vigilance Officer, CIL, Kolkata
- 10) Executive Director, IICM, Kanke Road, Ranchi
- 11) CGM/TS to Chairman, CIL, Kolkata
- 12) General Manager, NEC, Assam
- 13) General Manager (Finance), CIL, Kolkata
- 14) General Manager (MP&IR), CIL, Kolkata
- 15) General Manager (P), CIL, Kolkata
- 16) General Manager, CIL, New Delhi
- 17) General Manager (Telecom), CIL, Kolkata with a request to kindly upload the Implementation Instruction on the website of CIL
- 18) All Regional Sales Managers, CIL, Kolkata
- 19) Chief Manager (P/IR), CIL, Kolkata
- 20) Dy. Manager (P/AW)/FM (Estt./Bill), CIL, Kolkata

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.22/241

Dated: 11 May, 2010

**NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.22**

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: Enhancement of Uniform Allowance paid to the Metron/Nurses in lieu of Uniform (Dress Materials) provided to them.**

The subject matter was discussed in the 2<sup>nd</sup> meeting of Standardisation Committee of JBCCI-VIII held on 18<sup>th</sup> January, 2010 at CIL(HQ), Kolkata. It was agreed as under :

“ The Uniform Allowance payable to Metron/Nurses @ Rs.2,000/- (Rupees two thousand) only in lieu of Uniform (Dress Materials) in terms of I.I.No.35 dated 20<sup>th</sup> March, 2003 of NCWA-VI shall be enhanced to Rs. 3,000/- (Rupees three thousand) only.”

This will be effective from 01.01.2010.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )

**DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII**

**Distribution :-**

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.

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10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

**Date : 23-10-89**

**Sub : Uniform allowance for Nursing Staff.**

The subject of supply of uniforms or uniform allowance in lieu thereof to nursing staff was discussed in detail at the 8th Meeting of the Standardisation Committee held on 20th September, 1988. It was agreed that the Coal Companies will provide uniform to nurses wherever possible. In case where it is not possible for the Coal Companies to do so, it was decided that the concerned nurse should be paid an amount of Rs. 650/- ( Rupees six hundred fifty only ) per annum as Uniform allowance. It was also decided that the above decision will be effective from 1st January, 1988.

Managements have been requested to take necessary action to implement the above decision.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
"COAL BHAWAN"  
10, NETAJI SUBHAS ROAD  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/II.No.35/2003/125

Dated: 20<sup>th</sup> March, 2003

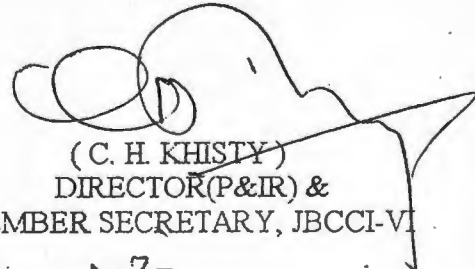
**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.35**

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

The Standardisation Committee of JBCCI-VI in its meeting held on 12.12.2002, has approved the recommendations of Sub-Committee on TA/DA/MAR & DRESS REGULATIONS as mentioned in the Annexure.

You are requested to take necessary action to implement the enclosed Dress Regulations.

Encl: as above.

  
( C. H. KHISTY )  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI-VI

Distribution:

All Members & Alternate Members of JBCCI-VI  
Chairman-MD, SCCL, PO: Kothagudem Collys. Dist.Khammam (A.P.)  
Vice President (HRM), TISCO, Jamshedpur  
Managing Director, IISCO, Burnpur, Dist.Burddhaman (W.B.)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.25/380

Dated: 01.12.2011

**NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.25**

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 : **DATE OF ANNUAL INCREMENT**

A Sub-Committee of Joint Bi-partite Committee for the Coal Industry (JBCCI-VIII) under clause 13.5.1 of NCWA-VIII was constituted to examine and submit the recommendation on the following issue :-

- a) Grant of four promotions during the service span of 30 years;
- b) Date of Annual Increment;
- c) Incremental benefit on promotion.

Six meetings of the above Sub-Committee have been convened but no unanimous consensus arrived at. Therefore, the above issues were placed before Standardization Committee of JBCCI-VIII in its 5<sup>th</sup> meeting held at New Delhi on 19<sup>th</sup> August, 2011 and finally placed before the first meeting of JBCCI-IX held at New Delhi on 20<sup>th</sup> & 21<sup>st</sup> August, 2011 for deliberation. After detailed deliberation on the above subject matter, a scheme was mutually agreed and signed by the Management Representatives as well as CTUs Representatives as under :-

- a) There shall be only one date of increment for the non-executive cadre employees. The date and its applicability will be **1<sup>st</sup> of April every year.**
- b) The date of increment so fixed shall not be changed consequent upon promotion, placement, up-gradation, selection, regularization, change of designation etc.
- c) First annual increment for new incumbents/recruitees will be allowed after successful completion of one year service in the company and the date of increment will be same as a regular employee i.e., 1<sup>st</sup> of April every year.
- d) In case of Piece Rated employees, their Annual SPRA will be effective from 1<sup>st</sup> April every year.

- e) The above provision shall be applicable to those employees who are on the roll of the company on or after 01/04/2011 i.e., next increment date will be 01/04/2012. For the employees whose normal date of increment falls between 01/04/2011 and 01/04/2012 an amount equivalent to incremental amount from the due date of increment till 31-03-2012 shall be paid as one time arrangement.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )

DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

1. All members & Alternate members of JBCCI-VIII.
2. Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
7. Director(F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Chief General Manager, NEC/DCC.
11. Chief General Manager (F), CIL, Kolkata.
12. Chief General Manager (MP&IR), CIL, Kolkata
13. General Manager (P), CIL, Kolkata.
14. Executive Director, IICM, Kanke Road, Ranchi.
15. Chief General Manager, CIL, New Delhi.
16. CGM/TS to Chairman, CIL, Kolkata.
17. All Regional Sales Managers, CIL.
18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

## NCWA II—I.I. No 23

**Sub : Clarification regarding dates of increment under NCWA-II.**

The above matter was considered by the Standardisation Committee of the JBCCI at its meeting held on 11-2-80. The decision taken by the Standardisation Committee is embodied in the accompanying note. This was retified by the JBCCI at its meeting held on 12-2-80. All concerned are requested to implement the same.

At the meeting of the Standardisation Committee it was decided that specific illustrations should be given to indicate the manner in which the pay of the daily rated and monthly rated employees would be fixed on promotion on the basis of the principles laid down in para 50 of Chapter XII of the Coal Wage Board Report. Such illustrations are given below :

<b>Daily Rated Category-II</b>	<b>Daily rated Category-III</b>
<b>Rs. 15.40-0.34-19.48</b>	<b>Rs. 16.35-0.42-21.39</b>
<b>Pay fixation on promotion from Category-II post to Category-III post</b>	
<b>Stage in Category-II</b>	<b>Corresponding stage of fixation of pay in Category-III on promotion</b>
15.40	16.35
15.74	16.35
16.08	16.77
16.42	17.19

(F)  
JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.10/2012/ 474.

Dated: 17<sup>th</sup> August, 2012

NATIONAL COAL WAGE AGREEMENT-IX  
IMPLEMENTATION INSTRUCTION NO.10


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      Transport Subsidy payable to  
         Physically Handicapped employees**

The subject matter was discussed in the meeting of Standardisation Committee held on 2<sup>nd</sup> June, 2012 and it was agreed as under:-

"The Transport Subsidy payable to Physically Handicapped employees @ Rs.15.75 per day of actual attendance under NCWA-VIII shall be revised to Rs.29.60 per day of actual attendance under NCWA-IX. This will be effective from 01.02.2012."

You are requested to take necessary action to implement the above provisions.

  
(R. MOHAN DAS)  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - IX

Distribution:-

1. All members & Alternate members of JBCCI-IX.
2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khamam (AP).
3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (RD&T), CMPDIL, Ranchi.
6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
9. Chief Vigilance Officer, CIL, Kolkata.
10. Executive Director, IICM, Kanke Road, Ranchi.
11. CGM/TS to Chairman, CIL, Kolkata.
12. Chief General Manager, NEC
13. General Manager (F), CIL, Kolkata.
14. General Manager (MP&IR), CIL, Kolkata

.../2

-:2:-

15. General Manager (P), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (IR), CIL, Kolkata
19. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10,NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.11./2009/169

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO.11

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 Transport Subsidy payable to  
Physically Handicapped employees**

The subject matter was discussed in the meeting of Standardisation committee of JBCCI-VIII held on 30<sup>th</sup> June & 1<sup>st</sup> July, 2009. at CIL(HQ), Kolkata. It was agreed as under :

"The Transport Subsidy payable to Physically Handicapped employees @ Rs.10.50 per day of actual attendance under NCWA-VII shall be revised to Rs.15.75 per day of actual attendance under NCWA-VIII."


This will be effective from 01.01.2009.

You are requested to take necessary action to implement the above provisions.

  
( R. MOHAN DAS )  
DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

**Distribution :-**

- 
- 1) All members & Alternate members of JBCCI-VIII.
  - 2) Chairman-MD, SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
  - 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
  - 5) Director (RD&T), CMPDIL, Ranchi.
  - 6) Director (P/A&W), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
  - 7) Director(F), SCCL, P.O.-Kothagudem Colls., Distts. Khamam (AP).
  - 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
  - 9) Chief Vigilance Officer, CIL, Kolkata.
  - 10) Chief General Manager, NEC/DCC.

:2:

- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No: CIL/C-5B/JBCCI/I.I.No. 16/ **308-60**

Dated: 3<sup>rd</sup> May, 2007

NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO. 16

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 Transport Subsidy payable to  
Physically Handicapped employees

The following report of Sub-committee of JBCCI-VII constituted vide notification No.CIL/C-5B/JBCCI/SC/97 dated 6<sup>th</sup> December, 2005 was discussed in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ). Kolkata:

"Clause (vii) Transport Subsidy payable to Physically Handicapped employees needs revision as has been done in respect of general employees."

It was therefore agreed that Transport Subsidy to Physically Handicapped employees may be increased by 50% of Transport Subsidy as increased in NCWA-VI.

Accordingly, Transport Subsidy for Handicapped employees will be payable @ Rs. 10.50 per day of actual attendance

This will be effective from 01.12.2006.

You are requested to take necessary action to implement the above decision.

  
( Md. Salim Uddin )  
Director(P&IR) &

Member Secretary JBCCI-VII

Distribution:

All Members of *Standardisation Committee.*

Chairman-MD, SCCL. PO: Kothagudam Colls. Dist. Khammam (A.P.)

Director(Personnel) ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance) ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(O) CMPDIL, Ranchi  
Director(Finance) CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CVO, CIL, Kolkata  
TS to Chairman, CIL, Kolkata  
CGM, NEC, Guwahati  
Executive Director(IICM), Kanke Road, Ranchi  
CGM, CIL, New Delhi  
GM(P)/CGM(F), CIL, Kolkata  
FM(Bill), CIL, Kolkata  
All RSMs  
Sr P O (AW) CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA - 700 001

No.CIL/C-5B/JBCCI/I.I.No.33/2002/

Dated, 21<sup>st</sup> May, 2002

**NATIONAL COAL WAGE AGREEMENT - VI  
IMPLEMENTATION INSTRUCTION NO.33**

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: Transport subsidy to the Blind and Orthopaedically handicapped employees governed under NCWA scales of pay in lieu of conveyance allowance as per CIL's OM No. CIL/C-5A(vi) 50773/232 dated 22.08.84.

The physically handicapped employees governed under NCWA scales of pay are being paid 'conveyance allowance' @10% of basic pay subject to a maximum of Rs.75/- per month as per CIL's OM dated 22.08.84 referred to above in lieu of 'transport subsidy' for general category of employees. The matter for revision of the same was discussed in the meeting of Standardisation Committee of JBCCI-VI held on 18<sup>th</sup> April, 2002, and it was decided as under:-

- (1) The conveyance allowance for the Blind and Orthopaedically handicapped employees will be paid at the rate of Rs.7.50 per day of actual attendance with effect from 01.04.02. in lieu of transport subsidy as hitherto paid.

You are requested to take necessary action to implement the above decision.

  
( C. H. KHISTY )  
DIRECTOR(P&IR) &  
MEMBER SECRETARY, JBCCI - VI

Distribution :-

- (1) All members & Alternate members of JBCCI-VI.
- (2) Chairman-MD, SCCL, P.O.-Kothagudam Collys., Distts. Khamam (AP).
- (3) Vice President(HRM), TISCO, Jamshedpur.

- (4) Managing Director, IISCO, Bumpur, Dist. Burddhaman (W.B.).
- (5) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- (6) Director(Operation), CMPDIL, Ranchi.
- (7) Director(Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- (8) Chief Vigilance Officer, CIL, Kolkata.
- (9) Chief General Manager, NEC/DCC.
- (10) Chief General Manager(F)/General Manager(F), CIL, Kolkata.
- (11) Chief General Manager(P), CIL, Kolkata.
- (12) Executive Director, IICM, Kanke Road, Ranchi.
- (13) Chief General Manager, CIL, Ansal Bhawan, New Delhi.
- (14) TS to Chairman, CIL, Kolkata.
- (15) All Regional Sales Managers, CIL.
- (16) Dy.CME(AW)/FM(Estt./Bill), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
"COAL BAHWAN"  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-VIII/SC-1/I.I. No. 8/ 160

Dated: 15<sup>th</sup> July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII  
IMPLEMENTATION INSTRUCTION NO. 8

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

Dear Sir,


During the meeting of Standardization Committee held on 30<sup>th</sup> June and 1<sup>st</sup> July, 2009 the issue relating to payment of arrears arising out of implementation of NCWA-VIII was discussed and it was agreed as follows:-

1. All employees separated on and after 01.07.2006 would be paid the arrears within two months, i.e. by 30<sup>th</sup> August, 2009;
2. Pending decision regarding payment of arrears to the existing employees, the employees separating henceforth will be paid arrears as they go.

The above payment of arrears shall be subject to adjustment of recoverable advance/Interim Relief paid and deduction of statutory dues like contribution towards CMPF/PF, Pension Fund, Income Tax etc.

You are, therefore, requested to take necessary action to implement the above decision and send the compliance report to CIL.

Yours faithfully,

  
( R. MOHAN DAS )  
DIRECTOR (P&IR) &  
Member Secretary, JBCCI-VIII

Copy to:-

All members & Alternate members of JBCCI-VIII.  
Chairman-MD, SCCL, P.O.-Kothagudam Colls., Distt. Khamam (AP).  
Director (F), CIL, Kolkata  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(RD&T), CMPDIL, Ranchi.  
Director (F) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Chief Vigilance Officer, CIL, Kolkata.  
ED, IICM, Ranchi  
CGM/TS to Chairman, CIL, Kolkata  
CGM(MP&IR)/GM(P), CIL, Kolkata  
Chief General Manager, NEC/CIL, New Delhi  
Chief General Manager(F), CIL, Kolkata  
General Manager(F), CMPDIL, Ranchi  
All Regional Sales Managers, CIL  
Dy. CPM(IR)/Sr. PO(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No. CIL/C-5B/JBCCI/I.I.No.13/2005/96

Dated: 6<sup>th</sup> December, 2005

**NATIONAL COAL WAGE AGREEMENT-VII  
IMPLEMENTATION INSTRUCTION NO.13**

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: Payment of arrears as a result of revision of wages under NCWA-VII to employees who have separated or shall separate from services of CIL and its Subsidiary companies**

The subject matter was discussed in the meeting of Standardisation Committee of JBCCI-VII held on 15.11.2005 and it was decided that the following provision as contained in 1<sup>st</sup> Para of Clause 12.6.4 of NCWA-VII shall be implemented :

"12.6.4 - It is agreed that payment of arrears of NCWA-VII shall be made to those employees who have already separated or shall separate on any account ."

The payment of arrears shall be subject to adjustment of Interim Relief paid w.e.f 1.1.2004 and contribution towards CMPF/PF Pension Fund, Income tax etc.

You are requested to take necessary action to implement the above decision.

Encl: as stated

**Distribution:**

All Members & Alternate Members of JBCCI-VII  
Chairman-MD, SCCL, PO: Kothagudam Colls. Dist. Khammam (A.P)  
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL  
Director(O), CMPDIL, Ranchi  
Director(Finance) CIL, Kolkata  
Director(Technical)/Director(Marketing), CIL, Kolkata  
CVO, CIL, Kolkata  
TS to Chairman, CIL, Kolkata  
CGM, NEC, Guwahati  
Executive Director(IICM) Kanke Road, Ranchi  
CGM, CIL, New Delhi  
GM(P)/GM(F), CIL, Kolkata  
FM(Bill), CIL, Kolkata  
All RSMs  
Dy.PM(AW), CIL, Kolkata

( Md. Salim Uddin )  
Director(P&IR) &  
Member Secretary, JBCCI-VII

**No. IR/94/IMP**

**Dated 1-11-1979**

**NOVA-II—LI. No. 13**

- Sub : (a) Casual leave**
- (b) Return railway fare facility**
- (c) Free issue of coal**
- (d) Recovery of electricity charges**
- (e) Medical facilities, Ambulances and expenditure on medicines**
- (f) Payment of arrears**

**(f) Payment of arrears**

This matter was earlier dealt with vide paras 26 and 27 of L.I. No. 9. The issue was reviewed by the JBCCI at its meeting held on 25-10-1979 and the following decision was taken :—

“Payments as per revised wage structure would be made to the employees from 1-11-79 i.e. for the month of October or part thereof depending on the wage period fixed for each colliery/establishment by the respective Coal Companies. The full arrears due to the employees for the earlier period (from 1-1-1979 till the date when wages at the revised rates have been paid) would be paid by the end of December, 1979. A status report would be placed before the JBCCI at the next meeting.”



No JBCCI/IR/IMP/500

4-3-1980

**NCWA-II—I.I. No. 24**

**Sub : Payment of arrears to the employees covered by NCWA-II in terms of the provisions thereof.**

At the 13th meeting of the JBCCI held at Calcutta on 11-2-1980, it was mentioned by the representatives of some of the Unions that although by and large arrears arising out of the revision of pay scale have been paid to the employees with effect from 1-1-1979, in many cases, the arrears relating to Attendance Bonus, Ex-gratia payment in lieu of profit sharing bonus, Transfer Allowance etc., have not been paid. It was decided that payment in this respect should be made as quickly as possible and the job should be completed by 31-3-1980. You are, accordingly, requested to ensure that the above decision of the JBCCI is implemented by the due date.