

# JBCCI-X

COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 1/390

Dated: 02.11.2017

## **10<sup>TH</sup> WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 01**

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: Scope & Coverage, Revised Basic Wages, Dearness Allowance etc. of Daily Rated/Monthly Rated Workers under 10<sup>th</sup> Wage Agreement**

The 10<sup>th</sup> Wage Agreement finalized by the JBCCI-X on 10<sup>th</sup> October 2017 which has come into force w.e.f. 1<sup>st</sup> July, 2016 provides the following under **Chapter-I & II:-**

#### **1.0 Scope and Coverage (Chapter-I)**

- 1.1. The Agreement shall be called the 10<sup>th</sup> Wage Agreement for CIL & its Subsidiaries and SCCL and will be effective from 1.7.2016 to 30.6.2021.
- 1.2. This Agreement shall cover all categories of employees in CIL & its Subsidiaries and SCCL which are functioning and may be functioning under these 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, medical & other matters as contained in the different chapters of this Agreement.

#### **2.0 Component of Wage (Chapter-II)**

**2.1.0** The wage of employees 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 6117.

#### **2.2.0 Minimum wage**

- 2.2.1 The revised minimum wage for the lowest paid employee on surface in the companies covered by the Agreement shall be Rs.29394.23 per month or Rs.1130.54 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 6117. This amount includes the minimum guaranteed benefit of Rs.4899.04 per month or Rs.188.42 per day.

2.2.2 The breakup of the minimum wage of Rs.29394.23 per month or Rs.1130.54 per day as on 1<sup>st</sup> July, 2016 linked to AICPI No.6117 will be as indicated below:

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	604.33	1011.27	15712.62	26292.97
b.	Attendance Bonus @ 10% of basic wage	60.43	101.12	1571.26	2629.30
c.	Special DA	10.85	18.15	282.04	471.96
d.	Variable DA	266.51	Nil	6929.27	0.00
<b>Total</b>		942.12		24495.19	
Minimum Guaranteed Benefit(20%)		188.42		4899.04	
<b>Total:</b>		<b>1130.54</b>	<b>1130.54</b>	<b>29394.23</b>	<b>29394.23</b>

The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 6117 as on 1.7.2016, 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**.

### 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

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.26292.97 as computed would be Rs.471.96. 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**

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. 1.7.2016 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI 6117 (Base 1960 = 100) shall be “NIL” as on 1.7.2016. 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, 2016 and continued to be on the rolls on 1.7.2016 will be given a minimum guaranteed benefit @ 20% of total emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.06.2016.

### **2.8.0 Fitment of Time Rated & Monthly Rated employees**

2.8.1 The existing total emoluments of an employee, as on 30.6.2016 comprising of Basic wage, VDA, Special DA, Attendance Bonus and MGB @ 20% 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 Increment**

Date of annual increment shall not be changed and will remain the same.

### **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 and thereupon clarification Office Order Reference No.: CIL/C-5B/JBCCI/SC/604 dated 19/06/2017.

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

For the fixation of revised Basic Pay of existing employees as on 01.07.2016 from NCWA-IX to 10<sup>th</sup> Wage Agreement, the details of each employee have to be tabulated in the **Format-I** enclosed. The basic pay as on 01.07.2016 under 10<sup>th</sup> Wage Agreement may be written in the proper column. For deriving new basic as on 01.07.2016, 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 30.06.2016 and not the wages of concerned employee as on 01.07.2016.
- (b) The fixation is to be done in respect of such employees who continued to be on the rolls of the company as on 01.07.2016.



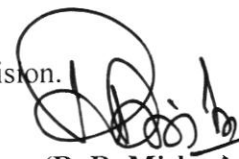
- (c) The Revised Basic fixation statement will be prepared for each pay unit and will be attested after verification of the concerned Personnel Officer/Welfare Officer or In-charge of the pay unit and also certified by nominated Finance Officer/Area Accounts Officer. The statement in the format should 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 Dept. 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 01.07.2016.  
The instruction contained in the preceding paragraph especially with regard to fixation does not apply to the employees appointed on or after 01.07.2016. 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 01.07.2016, the provisions of I.I.No.26 of NCWA-VIII circulated vide Reference No.: CIL/C-5B/JBCCI/I.I. No. 26/381 dated 01.12.2011 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, 2016.

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

  
(R. R. Mishra) 2/11/17

**DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X**

**Distribution:-**

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-KothagudemCollys.,Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/ES), CMPDIL, Ranchi.
8. Director (P/A&W), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
9. Director (F), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
10. Chief Vigilance Officer, CIL, Kolkata.
11. HOD, IICM, Kanke Road, Ranchi.
12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC
14. General Manager (F), CIL, Kolkata.
15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.

17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File



## Revised Pay/Wage Structure (w.e.f. 1.7.2016)

Existing Pay(NCWA-IX)			Revised Pay w.e.f 01/07/2016
I	Rs.	604.33	Rs. 1011.27
II	Rs.	617.94	Rs. 1034.04
III	Rs.	636.77	Rs. 1065.55
IV	Rs.	649.69	Rs. 1087.17
V	Rs.	676.68	Rs. 1132.33
VI	Rs.	706.26	Rs. 1181.83
<b>B. EXCAVATION</b>			
Spl.	Rs.	832.60	Rs. 1393.24
A	Rs.	792.23	Rs. 1325.69
B	Rs.	746.27	Rs. 1248.78
C	Rs.	714.58	Rs. 1195.75
D	Rs.	689.65	Rs. 1154.04
E	Rs.	644.65	Rs. 1078.74
<b>C. MONTHLY RATED</b>			
<b>Grade</b>			
A1	Rs.	28566.68	Rs. 47802.52
A	Rs.	22149.01	Rs. 37063.41
B	Rs.	20552.37	Rs. 34391.65
C	Rs.	19035.02	Rs. 31852.56
D	Rs.	17605.41	Rs. 29460.30
E	Rs.	16877.86	Rs. 28242.84
F	Rs.	16691.02	Rs. 27930.19
G	Rs.	16458.90	Rs. 27541.77
H	Rs.	16110.68	Rs. 26959.07
<b>D. CLERICAL GRADE</b>			
Spl.	Rs.	20552.37	Rs. 34391.65
I	Rs.	19035.02	Rs. 31852.56
II	Rs.	17605.41	Rs. 29460.30
III	Rs.	16877.86	Rs. 28242.84



## Revised Pay/Wage Structure for Assam (North East) Coalfields (w.e.f. 1.7.2016)

Existing Pay(NCWA-IX)		Revised Pay w.e.f 01/07/2016
I	Rs. 694.98	Rs. 1162.96
II	Rs. 710.66	Rs. 1189.19
III	Rs. 732.29	Rs. 1225.39
IV	Rs. 747.14	Rs. 1250.24
V	Rs. 778.19	Rs. 1302.20
VI	Rs. 812.19	Rs. 1359.09
<b>B. EXCAVATION</b>		
Spl.	Rs. 957.49	Rs. 1602.23
A	Rs. 911.07	Rs. 1524.55
B	Rs. 858.22	Rs. 1436.12
C	Rs. 821.76	Rs. 1375.11
D	Rs. 793.07	Rs. 1327.10
E	Rs. 741.33	Rs. 1240.52
<b>C. MONTHLY RATED</b>		
<b>Grade</b>		
A1	Rs. 32849.83	Rs. 54969.80
A	Rs. 25472.49	Rs. 42624.81
B	Rs. 23638.06	Rs. 39555.14
C	Rs. 21891.41	Rs. 36632.35
D	Rs. 20249.47	Rs. 33884.78
E	Rs. 19411.52	Rs. 32482.59
F	Rs. 19196.37	Rs. 32122.56
G	Rs. 18930.27	Rs. 31677.28
H	Rs. 18531.12	Rs. 31009.35
<b>D. CLERICAL GRADE</b>		
Spl.	Rs. 23638.06	Rs. 39555.14
I	Rs. 21891.41	Rs. 36632.35
II	Rs. 20249.47	Rs. 33884.78
III	Rs. 19411.52	Rs. 32482.59



## Illustrations for Fixation

**Example-I (For Daily Rated, Cat - I)**

	As on 30.06.2016	As on 01.07.2016
Basic Wage	604.33	1011.27
Attendance Bonus	60.43	101.127
Special D.A	10.85	18.15
Variable D.A	266.51	0.00
Total	942.12	1130.54
<b>Fitment Benefit</b>	<b>188.42</b>	
<b>Total</b>	<b>1130.54</b>	

**Example-2 (For Daily Rated, Excavation SPL)**

	As on 30.06.2016	As on 01.07.2016
Basic Wage	832.60	1393.24
Attendance Bonus	83.26	139.324
Special D.A	14.95	25.01
Variable D.A	367.18	0.00
Total	1297.98	1557.58
<b>Fitment Benefit</b>	<b>259.60</b>	
<b>Total</b>	<b>1557.58</b>	

**Example-3 (For Monthly Rated, Clerical -III)**

	As on 30.06.2016	As on 01.07.2016
Basic Wage	16877.86	28242.84
Attendance Bonus	1687.79	2824.284
Special D.A	302.96	506.96
Variable D.A	7443.14	0.00
Total	26311.74	31574.09
<b>Fitment Benefit</b>	<b>5262.35</b>	
<b>Total</b>	<b>31574.09</b>	

**Example-4 (For Monthly Rated, T&S A1)**

	As on 30.06.2016	As on 01.07.2016
Basic Wage	28566.68	47802.52
Attendance Bonus	2856.67	4780.252
Special D.A	512.77	858.06
Variable D.A	12597.91	0.00
Total	44534.03	53440.83
<b>Fitment Benefit</b>	<b>8906.81</b>	
<b>Total</b>	<b>53440.83</b>	





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

Period		AICPI Index (1960=100)	Rates of VDA(% of Basic) (Base = 6117)
From	To		
01.07.2016	31.08.2016	6117	0
01.09.2016	30.11.2016	6262	2.4
01.12.2016	28.02.2017	6353	3.9
01.03.2017	31.05.2017	6315	3.2
01.06.2017	31.08.2017	6262	2.4
01.09.2017	30.11.2017	6353	3.9

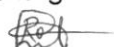


**BASIC PAY FIXATION FROM NCWA-IX to 10<sup>th</sup> WAGE AGREEMENT**  
**CLASS: DAILY RATED / MONTHLY RATED / EXCAVATION**  
**PAY UNIT: .....**

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 30.6.2016 UNDER NCWA-IX	BASIC	
		VDA	
		SDA	
		ATTENDANCE BONUS	
		TOTAL :	
		MGB (20% OF TOTAL EMOLUMENTS)	
		<b>TOTAL:</b>	
12.	PERSONAL PAY, IF ANY, AS ON 30.6.2016 UNDER NCWA-IX		
13.	LAST DATE OF INCREMENT UNDER NCWA-IX		
14.	REVISED BASIC PAY FIXED AS ON 01.07.2016 UNDER 10 <sup>TH</sup> WAGE AGREEMENT	BASIC	
		VDA	NIL
		SDA	
		ATTENDANCE BONUS	
		<b>TOTAL :</b>	
15.	REVISED DATE OF NORMAL INCREMENT UNDER 10 <sup>TH</sup> WAGE AGREEMENT		

Signature of the person  
preparing the statement

Signature of Personnel  
Officer, Welfare Officer or  
Officer-in-charge



Signature of Finance/  
Accounts Officer.

# JBCCI-X

COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 2/

Dated: 02.11.2017

## **10<sup>th</sup> WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 02**

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: Revised Wage Rates, Work Norms etc. for Piece-rated Workers under 10<sup>th</sup> Wage Agreement**

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 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, Chhattisgarh and Maharashtra Coalfields.**

**3.3.1** The existing workload for miners and loaders of Madhya Pradesh, Chhattisgarh 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, Chhattisgarh and Maharashtra Coalfields.

	<b><u>For workload of 100 cft.</u></b>	<b><u>For workload of 118 cft.</u></b>
Existing rate	Rs. 821.89	Rs. 969.80
Revised rate w.e.f. 1.7.2016	Rs.1375.32	Rs. 1622.83

**3.3.3** The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh, Chhattisgarh 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 Wage 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 Standardization Committee 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, 2016 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.1305.16 (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 20% of total emoluments as on 30.06.2016 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 2016 to 30<sup>th</sup> June, 2016 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, 2016 is more or less the same as compared to the working norm/standard fixed before this agreement comes into force i.e. prior to 1.7.2016, 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 20% of the total emolument ( Basic + DA + SDA + Attendance Bonus) as on 30<sup>th</sup> June, 2016. 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.412.23 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.**

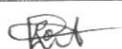
- 3.11.1** The minimum guaranteed benefit @ 20% of Basic (i.e. Group Wages + SPRA + Compensatory MGB if any) + DA + SDA + Attendance Bonus as on 30.06.2016. There will be no change in the Group Wages as fixed in terms of clause 3.2.0 (**Annexure- III E**).

#### **3.11.2 Special Piece-Rate Allowance**

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2016 and continued to be so on 1<sup>st</sup> July, 2016, 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 1.7.2016. (However, the SPRA will accrue from the anniversary date of employee concerned).

#### **S.P.R.A.**

Group	Rate of Annual SPRA (Rs. per day)	
	As per NCWA -IX	Revised Rates
	w.e.f. 1.7.2011	w.e.f. 1.7.2016
I	15.22	25.47
II	15.54	26.00
III	15.90	26.61
IV	16.01	26.79
V	19.87	33.25
VA	19.98	33.43



SPRA will be increased by 3% annually.

SPRA already drawn on and from 1<sup>st</sup> July, 2016 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.

The matter of payment of SPRA to the piece-rated employee working in MP, Chhattisgarh, Maharashtra and Assam shall be deliberated and decided in the Standardisation Committee.

**3.11.3** Piece-rated workers appointed on or after 1<sup>st</sup> July, 2016 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.24 dated 01/12/2011 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 related to SPRA will be mutually settled in the Standardisation Committee.

**3.13.0** 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.

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



**DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X**

**Distribution:-**

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/ES), CMPDIL, Ranchi.
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10. Chief Vigilance Officer, CIL, Kolkata.
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12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC

14. General Manager (F), CIL, Kolkata.
15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File



**Revised Basic Wage Rates for Piece Rated Workers  
(In Rs)**

Group	NCWA - IX Rates		Revised Rates (w.e.f. 1 <sup>st</sup> July, 2016)	
	Rate	Fall Back Wages	Rate	Fall Back Wages
I	607.68	604.33	1016.87	1011.27
II	620.71	612.85	1038.68	1025.52
III	636.87	623.36	1065.72	1043.11
IV	640.01	640.01	1070.97	1070.97
V	662.47	662.47	1108.56	1108.56
VA	665.70	665.70	1113.96	1113.96
PR Trammers	662.47	662.47	1108.56	1108.56





**Annexure-III B**  
(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, Tipping &amp; Ledo</b>			
1. Solid Cutting (Coal)	24 Cft	1207.87	50.33
2. Side Cutting (Coal)	36 Cft	1207.87	33.55
3. 3. Stone Cutting			
i) Manual	14 Cft	1207.87	86.28
ii) With Drilling and Blasting	22 Cft	1207.87	54.90
<b>B Fall Back Wages</b>		1207.87	
When employed on Hazree		1250.34	
<b>C. SPRA will be @ Rs.27.21 per day</b>			
<b>D. Jeypore/Drill Collieries</b>			
i) Composite works as agreed to in the earlier agreements.	36 Cft	1223.31	33.99
ii) Fall back wages		1223.31	
When employed on Hazree		1250.34	
iii) SPRA will be @ Rs.27.21 per day.			



**Annexure-III C (i)**

(Vide Clause 3.9.1)

**Lead, Lift & Tub Pushing for Miners and Loaders**

		NCWA – IX Rates (per tub of 40.5 cft) OR (1.15 cu.m) (Rs.)	Revised Rates (w.e.f. 1 <sup>st</sup> July, 2016) (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	
	51 to 100 ft.	6.75	11.30
	101 to 150 ft	19.96	33.40
	151 to 200 ft	33.72	56.43
	201 to 250 ft	48.12	80.52
	For every addl. 50 ft. beyond 250 ft	20.88	34.94
<b>2</b>	<b>Lift for Miners &amp; Loaders</b>		
	0 to 10 ft.	NIL	
	11 to 15 ft.	6.75	11.3
	16 to 20 ft.	12.69	21.24
	21 to 25 ft.	20.22/19.96	33.84/33.40
	For every addl. 5 ft. above 25 ft.	13.48	22.56
<b>3</b>	<b>Tub Pushing</b>		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	2.41	4.03



**Lead & Lift for Overburden Removal Workers**

		NCWA – IX (Rs. per 1000 Cft)	Revised Rates (w.e.f. 01.07.2016) (Rs.per 1000 Cft.)
1	<b>Lead</b>		
	First 100 ft.	NIL	NIL
	For every 50 ft. or part of 50 ft. over the first 100 ft.	177.93	297.74
2	<b>Lift</b>		
	First 10 ft.	NIL	NIL
	For every 5 ft. or part of 5 ft over the first 10 ft.	88.96	148.86



**Annexure – III C (iii)**  
**(Vide Clause 3.9.3)**

**Lead & Lift Rate for Piece Rated Workers Other than Miners & Loaders**

SN		NCWA – IX Rates	Revised Rates (w.e.f. 01.07.2016)
		(Rs.per 1000 Cft)	(Rs.per 1000 Cft.)
1	<b>Lead</b>		
	For every 50 ft. or part of 50 ft. over the first 100 ft.	15.98	26.74
2	<b>Lift</b>		
	For every 5 ft. or part of 5 ft over the first 10 ft.	3.38	5.66

*Red*

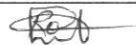
## Grouping & Workload for Piece Rated Workers

The Piece-rated workers shall be placed in six groups and their workload would be as indicated below:

		Workload
<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 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 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 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.)*  Note: Shale pickers to be paid separately *Does not include breaking of lumpy coal	4.5 tonnes

*[Signature]*

<b>Group-IV</b>		
	1. Soft Coke	3.75 tonnes (Raw Coal) (I.I.No.62 dated 8.7.86)
	2. Stone Stacker(underground)	72 Cft.
<b>Group-V</b>		
	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.
<b>Group-VA</b>		
	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 Drill Coal Miners	Unit level 61 cft.
	Note: There will be no difference between development and depillaring area.	



The Proforma of PR Workers

Particulars	As on 30.06.2016 (NCWA-IX)	Particulars	As on 01.07.2016 (10 <sup>th</sup> Wage Agreement)
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 (20% on Total)			
Gross			



FORMAT-II

BASIC PAY FIXATION FROM NCWA-IX TO 10<sup>th</sup> Wage Agreement

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-IX as on 30.6.2016	S.P.R.A. as on 30.6.2016 under NCWA-IX	Revised rate of Pay as on 1.7.2016 under 10 <sup>th</sup> Wage Agreement	S.P.R.A. as on 1.7.2016 under 10 <sup>th</sup> Wage Agreement
11	12	13	14	15

Signature of the person  
preparing the statement

Signature of Personnel  
Officer, Welfare Officer or  
Officer-in-charge

Signature of Finance/  
Accounts Officer.





**JBCCI-X**  
COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 3/392

Dated: 02.11.2017

**10<sup>th</sup> WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION NO. 03**

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: Underground Allowance (Chapter-IV of 10<sup>th</sup> Wage Agreement)**

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 provides the following in respect of Underground Allowance 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** Underground allowance shall be 9% of revised Basic as on 01/07/2016 and amount so arrived at will be frozen for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2016.

In case of Assam (North East Coalfields), Underground allowance shall be 10.5% of revised Basic as on 01/07/2016 and amount so arrived at will be frozen for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2016.

- 4.3.0** The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
- i. Calculation of Earned Leave/Annual Leave wages
  - ii. Payment of National/Festival holidays.
  - iii. Sick leave/Casual leave with wages
  - iv. Overtime allowance
  - v. Gratuity and Post Retirement Benefit Scheme
  - vi. Contribution towards CMPF/other contributory Provident Fund
  - vii. Injury on Duty



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

  
(R. R. Mishra) 21/11/17

**DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X**

**Distribution:-**

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
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8. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khammam (AP).
9. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khammam (AP).
10. Chief Vigilance Officer, CIL, Kolkata.
11. HOD, IICM, Kanke Road, Ranchi.
12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC
14. General Manager (F), CIL, Kolkata.
15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File

**JBCCI-X**  
COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 4/393

Dated: 02.11.2017

**10<sup>th</sup> WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION NO. 04**

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: Allowances (Chapter-V of 10<sup>th</sup> Wage Agreement)**

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 provides the following in respect of Allowances under Chapter-V:-

**5.1.0 Special Allowance**

It will be paid @ of 4% of revised Basic as on 01/07/2016 and frozen in absolute amount for the entire period of this agreement. This revised Special allowance will be paid w.e.f 01/07/2016

**5.2.0 Other allowances: (To be paid w.e.f.01/10/2017)**

**5.2.1. Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs 150/- per head per month. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.175/- per head per month. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.2 Transport Subsidy**

**5.2.2.1** 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. 23/- per day of actual attendance.

**5.2.2.2** 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.23/- per day of actual attendance as long as he is required to report the old place of work.

**5.2.3 Additional Transport Subsidy**

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.35/- 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.



#### **5.2.4 Conveyance Reimbursement**

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.50/- 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.

#### **5.2.5 Nursing Allowance**

Nursing staff will be paid Rs.400/- per month as Nursing Allowance.

#### **5.2.6 Difficulty Allowance**

**5.2.6.1 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.

**5.2.6.2 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.

**5.2.6.3 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.10/- 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.20/- 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.

#### **5.2.6.4 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.



### 5.2.7 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed in lieu of free supply of Coal

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

  
(R. R. Mishra) 2/11/17  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X  


#### Distribution:-

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distt. Khammam (AP)
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6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
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**JBCCI-X**  
COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 5/394

Dated: 02.11.2017

**10<sup>th</sup> WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION NO. 05**

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: House Rent Allowance(Chapter-VIII of 10<sup>th</sup> Wage Agreement)**

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 provides the following in respect of House Rent Allowance under **Chapter-VIII:-**

**8.1.0 HOUSE RENT ALLOWANCE (Other than Urban Areas)**

**8.1.1** House Rent Allowance shall be fixed @ 2% of revised Notional Basic as on 01/07/2016 and frozen in absolute amount for the entire period of this agreement to those employees who have not been provided with residential accommodation. The revised HRA will be paid w.e.f. 01/10/2017.

**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.
- (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.**

It shall be applicable from 01/10/2017 on the revised basic, as per Central Government's Notifications/guidelines.

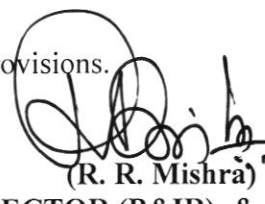
#### **8.2.0 House Rent Recovery**

- 8.2.1 No recovery will be made as house rent from employees who have been provided with residential accommodation
- 8.2.2 Eligibility/entitlement for allotment of different type of quarters will be decided by Standardisation committee

#### **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% of the monthly basic wage.

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

  
(R. R. Mishra) 2/11/17

**DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X**

#### **Distribution:-**

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-KothagudemCollys.,Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/ES), CMPDIL, Ranchi.
8. Director (P/A&W), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
9. Director (F), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
10. Chief Vigilance Officer, CIL, Kolkata.
11. HOD, IICM, Kanke Road, Ranchi.
12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC
14. General Manager (F), CIL, Kolkata.

15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File

