

कोल इण्डिया लिमिटेड
महारत्न कम्पनी
(भारत सरकार का एक उपक्रम),
"कोल भवन", कर्मिक विभाग, 2 तल,
प्रेमिसेस न.04 एम.ए.आर., प्लॉट
न.ए.एफ.111,
आक्सन एरिआ-1ए, नियु टाउन, राजारहाट,
कोलकाता-700156



Coal India Limited
A Maharatna Company
(A Govt. of India Enterprise)
"COAL BHAWAN"
PERSONNEL DIVISION, 2ND FLOOR,
PREMISES NO.04 MAR, PLOT NO.AF-III,
ACTION AREA-1A, NEW TOWN,
RAJARHAT, KOLKATA - 700 156, W.B.
CIN No.L23109WB1973GOI028844

Ref.No.CIL/C5A(v)/ E1/E2/279

Dated: 10.09.2016

OFFICE MEMORANDUM

Sub : Anomalous situation in fixation of pay on promotion from Non-Executive to Executive cadre after implementation of NCWA-IX

Representations/references have been received through various quarters stating that Executives promoted in E1/E2 grade after qualifying through written examination and interview or only interview, as the case may be (but not applicable for non-executives upgraded as Sub-ordinate Engineers in E1 Grade), after implementation of NCWA-IX are getting more Basic Pay than the Basic Pay of Executives who were promoted earlier from Non-Executive to Executive cadre during the period of NCWA-VIII, which has resulted into anomalous situation.

The matter was placed in the 157th Meeting of Functional Directors of CIL held on 23rd August, 2016 wherein after deliberations, it has been decided that the cases fulfilling the following conditions, be considered as anomalous situation: -

- i) The affected executive is senior (i.e promoted from non-executive cadre to executive cadre with NCWA-VIII pay scale) to the executive who has been promoted later in the executive cadre after the implementation of NCWA – IX and the both should be of the same discipline.
- ii) The affected executive promoted earlier (from Non-executive cadre with NCWA-VIII pay scale) and the junior executive (promoted from non-executive cadre later i.e. after implementation of NCWA – IX) being compared with, had the same channel of promotion when both of them were serving in non-executive cadre and were in the same grade and same subsidiary.

To minimize the difference in Basic Pay of the executives promoted during the period of NCWA-VIII and subsequently in NCWA-IX, the following methodology has been decided:

- a) The executive promoted from Non-executive cadre earlier with NCWA-VIII pay scale and drawing less Salary (Basic+DA) than his junior who entered in Executive Grade later i.e. after implementation of NCWA – IX, in the same discipline and grade, the Salary (Basic+DA) of the affected senior executive promoted from Non-executive cadre earlier with NCWA-VIII pay scale, be made equal to the Salary (Basic+DA) of the junior executive who entered in Executive Grade later i.e. after the implementation of NCWA – IX .
- b) Accordingly, the difference between the Salary (Basic+DA) of the junior executive (who entered in Executive Grade later i.e. after the implementation of NCWA – IX) and the affected executive promoted from Non-executive cadre earlier with NCWA-VIII pay scale, shall be granted (an additional amount) to senior executive as

Difference of Pay i.e DP. The said amount (DP) once fixed shall not undergo any subsequent upward revision.

- c) Similarly, in case of junior executive (who entered in Executive Grade later i.e. after the implementation of NCWA – IX) with whom the case is compared, his basic would also be grouped as Basic + Difference of Pay, what has been granted to the Senior Executive as per Sl.No.(b). The example is given below :

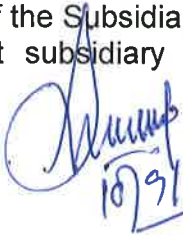
Particulars		Senior Executive	Junior executive
1. Basic as on 1.4.2016		Rs.22,000/-	Rs.32000/-
2. After grant of DP.	Basic	Rs.22,000/-	Rs.22000/-
	Difference of pay	Rs.10,000/-	Rs.10,000/-

- d) The additional fixed amount of DP shall be shown separately **w.e.f 01.04.2016**. The said amount shall be counted for all purpose viz. DA, CMPF, Leave encashment, Pension, Annual Increment etc.. till implementation of next executive pay revision wherein it will be absorbed in the fitment benefit.

The procedure to deal with the subject is mentioned as below :

- All the applications should be submitted to the respective Personnel Department functioning at Unit/Area/Subsidiary/CIL(HQ) by **15.10.2016**.
- Applicant should mention his name and EIS No. and the Name and EIS No. of the executive with whom anomalous comparison is claimed.
- Once an application containing anomalous comparison with another executive, has been submitted by the senior executive (promoted earlier), no subsequent application claiming anomalous comparison with any other executive will be entertained.
- The applications received at Unit/Area should be consolidated Area wise and sent to the Head of the Executive Establishment Division of the Subsidiary.
- Action for disposal of such cases would be taken at subsidiary level in accordance with the above decision.

This issues with the approval of the Competent Authority.



10/9/16

(Bijay Swaroop)
General Manager (Personnel)

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- The Chairman, CIL.
- The Director(P&IR)/ Director(T)/ Director(F)/ Director(M), CIL, Kolkata.
- The CMDs, CCL/BCCL/ECL/WCL/NCL/SECL/MCL/CMPDIL.
- The CVO, CIL, Kolkata.
- The Director(F)/(P)/(T), CCL/BCCL/ECL/WCL/NCL/SECL/MCL.
- The Director (T/ES), CMPDIL, Ranchi.
- ALL HODs, CIL, Kolkata.
- The GM(Fin.), CIL Kolkata.
- The GM/Dy.GM/HOD(P/EE), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL.
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