



**COAL INDIA LIMITED  
"COAL BHAWAN"  
10 NETAJI SUBHAS ROAD  
KOLKATA - 700001**

No. CIL/C-5A(PC)/CDA/58

Date : 08.09.2011

**OFFICE ORDER**


**Sub : Clause 34.3 of Coal India Executives Conduct Discipline & Appeal Rules , 1978**

The Board of Directors of CIL in their 272<sup>nd</sup> Meeting held on 12<sup>th</sup> August'2011 at Kolkata, has adopted the following resolution in connection with the Clause 34.3 of Coal India Executives Conduct Discipline & Appeal Rules,1978 for implementation :

“ RESOLVED THAT if an employee has been issued a charge sheet with the offences/misconduct on the grounds other than the cases as mentioned in Sub-section (6) of Section 4 of the Payment of Gratuity Act, 1972 & the disciplinary proceeding is pending against the employee on the date of his superannuation, his gratuity is to be released by the Competent Authority . However, if the charge sheet has been issued for the offences/misconduct as mentioned in Sub-section (6) of Section 4 of the Payment of Gratuity Act, 1972, the amount as mentioned in the charge sheet can only be withheld from the gratuity.”

Accordingly, all the pending cases and cases arising in future should be dealt as per the above resolution.

This issues with the approval of Competent Authority.

  
(M Nazaf Ali)  
General Manager (Personnel/PC)

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