

**कोल इण्डिया लिमिटेड**

(भारत सरकार का उपक्रम)

**COAL INDIA LIMITED**

(A Govt. of India Enterprise)

**कोल भवन "COAL BHAWAN"**

PREMISE NO: 04, MAR, PLOT NO: AF-III

ACTION AREA-1A, NEW TOWN, RAJHARHAT

KOLKATA-700156 (WB)



**एक महारत्नकंपनी**  
**A Maharatna Company**



**PERSONNEL DIVISION**

**POLICY CELL**

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WEBSITE: www.coalindia.in

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

Ref : CIL/C5A (PC)/Pay Revision/ ३४

Date: 05.02.2019

**OFFICE MEMORANDUM**

**Sub: Income Tax liability on "Non-monetary perquisite" regarding Company owned accommodation provided to Executives under CIL Executive Pay Revision 2017**

The Clause No. VIII (iii) of CIL Executive Pay Revision 2017 OM No. CIL/C5A(PC)/Pay Revision 2017/2972 dated 08.08.2018 states as under:

*"As regards, Company owned accommodation provided to Executives, CIL would bear Income Tax liability on the 'non-monetary perquisite' of which 50% shall be loaded within the ceiling of 35% of Basic Pay of Perks & Allowances."*

To operationalize the above clause, the following modalities are hereby communicated in pursuance to the proposal of CIL Finance Department for kind information and necessary compliance by all the concerned:

1. The 50% share of tax liability due to non-monetary perquisite which has to be borne by CIL shall be refunded to the concerned Executive through salary.
2. The other 50% share shall be deemed as paid, as it shall constitute the part of 35% of Basic Pay of Perks & Allowances.
3. The entire amount of tax on 'Non-Monetary Perquisite' shall be exempt from tax under section 10(10CC) of Income Tax Act, 1961.
4. Tax due to housing perquisite shall be calculated as a difference of 'Tax on Income including Housing Perquisite' and 'Tax on Income excluding Housing Perquisite'.
5. The loading of housing perquisite in Income of respective Executives and related reimbursement shall be carried out on an annual basis for FY 2018-19 and shall be done on quarterly basis from the FY 2019-20 onwards.
6. The whole expenditure as incurred in Sl.No (1) and (2) above shall be booked under separate expenditure code 001641.

  
↓ General Manager (P/PC)

**Distribution through e-Mail:**

1. D (P&IR)/ D (F)/ D (T)/ D (M), CIL
2. CMD, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
3. CVO, CIL
4. GM/TS to Chairman, CIL
5. GM(F), CIL – in reference to Finance Department's Note No. 10190136 dated 29/30.01.2019.
6. GM/ HoD (P/EE)/ (Finance), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
7. GM, New Delhi Office/ GM/ HoD(IICM), Ranchi/ GM, NEC, Margherita
8. GM (System), CIL – with a request to please upload the same in CIL website for information to all concerned for implementation.