



**COAL INDIA LIMITED**  
**10 NETAJI SUBHAS ROAD**  
**KOLKATA – 700001**

No. CIL/C-5A(PC)/ Pay Revision/43

Date : 18.08.2011

**OFFICE MEMORANDUM**

**Sub : Pay revision of executives and Non-unionised supervisors of CPSEs  
w.e.f. 1.1.07**

Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises vide OM No.2(51)/2010-DPE(WC)GL-X/2011 dated 01.06.2011 has issued recommendations of Anomalies Committee in respect of Non Practicing Allowance (NPA). The copy of the said OM is enclosed for further necessary action.

This issues with the approval of Competent Authority.

  
(M. Nazar Ali)  
General Manager (Personnel/PC) 18/8/11

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No. 2(51)/2010-DPE(WC) G.L. - X / 2011  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhawan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110003  
Dated: 1<sup>st</sup> June, 2011

OFFICE MEMORANDUM

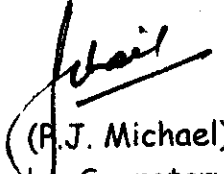
**Sub: Pay Revision of executives and Non-unionised supervisors of CPSEs  
w.e.f. 1.1.07**

The undersigned is directed to refer to DPE's O.Ms dated 26.11.08, 09.02.09 and 02.04.09 on the subject mentioned above. Some Administrative Ministries/ Departments, Ministry of Petroleum & Natural Gas in particular, had forwarded the request of their CPSEs, to DPE for keeping specific perks and allowances outside the 50% ceiling. Similarly, M/o Mines had sent a proposal received from NALCO regarding their demand to consider Non Practicing Allowance (NPA) as pay to be treated as pay for calculation of other benefits.

2. These issues were placed before the Anomalies Committee as prescribed under DPE O.M. dated 26.11.08. The Committee viewed that the pay package of employees of Central Government and CPSEs are not comparable. For CPSE executives in 2007 pay revision, concepts like keeping the perks and allowances upto 50% of Basic Pay along with 'Cafeteria Approach' keeping 04 allowances (to the extent of 62.5%) including NPA outside 50% limit, provisions of PRP upto 200% and superannuation benefits upto 30% of Basic Pay plus D.A., have been provided. The Committee also observed that neither the Chidambaram Committee favoured such changes nor was there any such provision in the 1997 pay revision. The Committee also felt that the sanctity of the Government decision on pay revision may not be disturbed by providing an exception.

3. Based on the recommendations of the Anomalies Committee, it has now been decided as follows:-

- (i) NPA will not be considered as pay for the purpose of calculating other benefits.
- (ii) No other allowance or perks will be kept outside the 50% ceiling except the 4 that have been provided in above referred DPE O.Ms.

  
(P.J. Michael)  
Under Secretary  
Tel No. 24360823


To: All Administrative Ministries/Departments

Copy to:

1. Chief Executive of CPSEs.
2. Financial Advisors in the Administrative Ministries/Departments.
3. Secretary, PESB, CGO Complex, Lodhi Road, New Delhi.
4. Secretary, Department of Expenditure, North Block, New Delhi.
5. Secretary, Department of Personnel & Training, North Block, New Delhi.
6. Comptroller & Auditor General of India (Commercial Audit Wing), 9 Deen Dayal Uadhayay Marg, New Delhi.
7. Director General, SCOPE, SCOPE Complex, New Delhi.

Copy also to:

- i. PS to Secretary (DPE).
- ii. PS to Secretary, BRPSE.
- iii. All officers of DPE.
- iv. NIC - with the request to upload this O.M. on to the DPE website.

  
(P.J. Michael)  
Under Secretary