



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

No. CIL/C-5A(PC)/005/35/56

Date : 06.09.2011

OFFICE ORDER

Sub : Removal of pay anomaly arising consequent upon revision of pay scales of executives w.e.f. 01.01.2007.

Consequent upon revision of pay scales of executives w.e.f. 01.01.2007, cases have come wherein senior executives with more basic pay in the pre-revised pay scales started drawing lesser basic pay vis - a -vis a junior executive having lesser basic pay in the same pre-revised pay scales.

2. In order to remove such pay anomaly, the Anomaly Committee was constituted vide CIL's OM No. CIL:C-5A(vi):Pay Fixation Anomaly:858 dated 15/17.05.2008 to examine the nature of anomalies of pay due to fixation of pay in the revised pay scales w.e.f. 01.01.2007 and suggest measures for its removal/disposal.
3. The Committee met on various dates and have submitted its recommendations for removal/disposal of anomalies arising out of pay revision.
4. The recommendations of the Anomalies Committee have since been accepted.
5. Accordingly the basic principles of removal of anomaly as laid down in FR 22 & 23 need to be adhered and anomaly in pay removed uniformly by steeping up of such senior to the pay of his junior from such day of anomaly of pay has arisen subject to the following conditions : -
 - a) The senior officer was all along drawing higher or same basic pay than his junior prior to 01.01.2007.
 - b) Such senior and juniors are covered under the same seniority list and belong to the same grade.
 - c) The senior executive at the time of promotion was drawing same or higher basic than the juniors.
 - d) Any anomaly in pay of senior shall not be considered if his junior was granted any additional increments or any increment as incentive or reward or the pay of such senior was reduced due to any punishment.
6. The aggrieved Executive has to apply individually indicating the name of his junior who was in the same grade / scale and on promotion getting more pay than him to his respective Personnel Division. The Personnel Division shall forward the case to General Manager (P), Executive Establishment, CIL(HQ) giving complete details and with the approval of Director(P) of the respective subsidiary. In case of Executive posted under administrative control of CIL(HQ), the application will be addressed to General Manager (P), Executive Establishment CIL (HQ) . Executive Establishment at CIL(HQ) will deal such cases on the basis of above guidelines.

This issues with the approval of Competent Authority.


(M. Nazar) AM
General Manager (Personnel/PC)

Distribution:

1. CMD, ECL/BCCL/CCL/SECL/WCL/NCL/MCL/CMPDI
2. D (P&IR)/D (F)/D(T)/D (Mktg), CIL, Kolkata
3. D (P)/D (F) ECL/BCCL/CCL/SECL/WCL/NCL/MCL/CMPDI
4. D (RD&T), CMPDI, Ranchi
5. D (P&AW), SCCL, Singareni Colliery, P.O. Kathagudem Colls., Distt. Khamam (AP)
6. CVO, CIL, Kolkata
7. ED, IICM, Ranchi
8. CGM/TS to Chairman/(Administration), CIL, Kolkata
9. CGM (F), CIL, Kolkata
10. CGM(F)/Company Secretary, CIL, Kolkata
11. GM(Telecom),CIL - with a request to upload the same in CIL website intranet under Circulars / internet under info - Circulars. Soft Copy e-mailed.
12. GM (P) , Executive Establishment, CIL Kolkata
13. GM, CIL, New Delhi
14. All Regional Sales Managers, CIL
15. Guard file