

कोल इण्डिया लिमिटेड

एक महारत्न कम्पनी
(भारत सरकार का एक उपक्रम),
नीति विभाग, "कोल भवन",
प्रेमिस न.04 एम.ए.आर., प्लॉट न.ए.एफ.III,
आक्सन एरिआ-1ए, नियु टाउन,
राजारहाट, कोलकाता-700156



Coal India Limited

A Maharatna Company
(A Govt. of India Enterprise)
CIN No.L23109WB1973GOI028844
POLICY CELL,"COAL BHAWAN"
PREMISE NO.04 MAR, PLOT NO.AF-III,
ACTION AREA-1A,NEW TOWN,
RAJARHAT, KOLKATA - 700 156.

(An ISO 9001:2015, ISO 14001:2015 & ISO 5001:2011 Certified Company)


Ref. No. CIL/C5A(PC)/Gratuity/2871

Dated 31.05.2018

OFFICE MEMORANDUM

Consequent upon the amendment of Sub-Section 3 of Section 4 of the Payment of Gratuity Act, 1972 vide the Payment of Gratuity (Amendment) Act, 2018 (No. 12 of 2018) communicated vide Office Memorandum No. W-02/0020/2018- DPE (WC)-GL-XII/18 dated 11th April, 2018 issued by Under Secretary to the Government of India, Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises, New Delhi and Office Memorandum of Ministry of Coal vide No. 49012/2/2018-CSR&W, dated 13th April, 2018 on the subject, the amount of gratuity payable to the employees in terms of the said Act shall not exceed ₹20,00,000/- (Rupees twenty lakhs) w.e.f. 29.03.2018.

This issues with the approval of the competent authority.


31/05/18
(पी.वी.के.आर.एम. राव)
महाप्रबंधक (कार्मिक /नीति)

Distribution:

1. CMD, ECL/BCCL/CCL/SECL/WCL/NCL/MCL/CMPDI
2. D(F)/ D(T)/ D(M)/ D(P&IR) – CIL, Kolkata
3. D (P)/ D (F) - ECL/BCCL/CCL/SECL/WCL/NCL/MCL
4. Director (T/ES), CMPDI, Ranchi
5. CVO, CIL, Kolkata
6. GM, IICM, Ranchi
7. GM/TS to Chairman, CIL
8. All HODs of CIL
9. GM, NEC
10. GM(P/EE)/ GM(P/IR)/ GM(Finance) - ECL/BCCL/CCL/SECL/WCL/NCL/MCL
11. GM(Systems), CIL, Kolkata - with a request to upload in CIL website under Info Circulars under the heading “ Revised maximum ceiling limit of gratuity as per payment of Gratuity (Amendment) Act, 2018 (No. 12 of 2018)”.
12. GM, CIL, New Delhi
13. All RSMs, CIL