



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)

302, Block No. 304, Ram Krishna Enclave, Nutan Chowk, Sarkanda; Bilaspur (CG)

E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2022/ 027**

Dated 31.3.2022

To

The Chairman
Coal India Limited,
Coal Bhawan, Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub: Payment of arrears of freezed DA on Leave encashment to employees retiring between 1-10-2020 to 30-6-2021 as per guidelines and clarifications there of issued by DPE

Dear Sir,

Director, Department of Public Enterprises instructed that Dearness Allowance payable to employees of Central Public Sector Enterprises is to be frozen with effect from 1-10-2020 to 30-06-2021 as per OM No. W-02/0039/2017-DPE (WC)-GL-XVI/20 dated 19-11-2020. This was implemented vide OM No. CIL/ C5A(iv)/Freezing DA/CPSE/B-779 dated 17-12-2020 issued by General Manager (P-EE), CIL. (Copy of CIL order is enclosed as Enclosure-I).

Subsequently, Under Secretary, DPE, has clarified as per OM No. W-02/0029/2021-DPE (WC)-GL-XI/21 dated 25-10-2021 that in respect of employees retired between 1-10-2020 and 30-06-2021 the amount of DA to be taken into consideration for calculation of gratuity and cash payment in lieu of leave will be deemed to be as per the notional rates of DA indicated in the Annexure to that letter. (Copy of DPE clarification is enclosed as Enclosure-II).

The arrears of Dearness Allowance in terms of above OMs have not been paid to employees retired between 1-10-2020 and 30-06-2021. A large number of our members have represented that the arrears be paid to them.

We request you to kindly instruct the concerned officials to release the arrears of Leave Encashment and gratuity based on the above.

With Regards,

(P. K. SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)

CC

1. The Secretary, Ministry of Coal, GOI, New Delhi
2. The Secretary, Department of Public Enterprises, GOI, New Delhi
3. All Directors, CIL, Kolkata
4. All CMDs, BCCL/CCL/ECL/WCL/SECL/MCL/NCL/CMPDIL

कोल इंडिया लिमिटेड
(महाराष्ट्र कंपनी)
(भारत सरकार का उपकरण)
"कोल भवन"

प्रेमसदन नं. 04, एमएआर प्लॉट नं. ए एफ-III
एक्शन एरिया-1A, न्यू टाउन, राजरहाट
कोलकाता-700 156 (पश्चिम बंगाल)
दूरभाष नं: 033 2324 6666/2324 8888
फैक्स नं: 033 2324 8000
वेबसाइट: www.coalindia.in



Coal India Limited
(A MAHARATNA COMPANY)
A Govt. of India Enterprise
"Coal Bhawan"

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Website- www.coalindia.in

CIL/CSA(iv)/Freezing DA/CPSE's/B- 779

Dated 17.12.2020

OFFICE MEMORANDUM

Sub : Freezing of Dearness Allowance to Employees of Central Public Sector Enterprises(CPSEs) drawing pay as per 2017, 2007, 1997, 1992 & 1987 IDA pay revision guidelines at current rates till 30th June, 2021-regs

In terms of Office Memorandum No.W-02/0039/2017-DPE(WC)-GL-XVI/20 dated 19.11.2020 from Director, Department of Public Enterprises(DPE) on the above subject, the relevant part of the OM dated 19.11.2020 is as under:

"In view of the crisis arising out of COVID-19, it has been decided that additional instalments of Dearness Allowance payable to employees of Central Public Sector Enterprises (CPSEs) drawing pay as per 2017, 2007, 1997,1992, 1987, IDA pay scale guideline, due from 01.10.2020 shall not be paid. The additional installment of Dearness Allowances due from 01.01.2021 and 01.04.2021 shall also not be paid. However, Dearness Allowance at the current rate with effect from 01.07.2020 will continue to be paid.

As and when the decision to release the future installments of Dearness Allowance due from 01.07.2021 is taken by the Govt., the rate of Dearness Allowance as effective from 01.10.2020, 01.01.2021, 01.04.2021 will be restored prospectively and will be subsumed in the cumulative revised rate effective from 01.07.2021. No Arrears for the period from 01.10.2020 till 30.06.2021 shall be paid."

The above OM would be applicable in case of Board level and below Board level executives under the IDA pattern whose pay has been revised w.e.f. 01.01.2017 as per DPE's OM dated 03.10.2018.

The directions in the above Office Memorandum are to be complied till further orders.

(Tripti Parag Shaw)
General Manager (P-EE)

Distribution-

1. Director (Technical)/Director(P&IR)/Director(Finance)/Director(Marketing), CIL
2. CMD, BCCL/CCL/CMPDIL/ECL/MCL/NCL/SECL/WCL
3. Director (Personnel)/Director(Finance) of all subsidiaries
4. Director(T/CRD), CMPDIL, Ranchi
5. Chief Vigilance Officer, CIL, Kolkata
6. D(PAW), SCCL, Singareni Colliery, PO. Kothagudem, AP
7. GM/TS to CMD, CIL, Kolkata
8. HOD, IICM, Ranchi
9. GM(MP&IR), CIL, Kolkata
10. GM(F), CIL, Kolkata/HOD(IA), CIL, Kolkata
11. GM, CIL, New Delhi/GM, DCC, Dankuni/GM, NEC, Margherita, Assam
12. HOD(Systems)- CIL Kolkata- With a request to upload the same on CIL website
13. GM(Legal), CIL, Kolkata
14. Chief Manager (Finance/Estb.)/(Finance/PF)/(Finance/cash), CIL Kolkata
15. All RSO's/All Divisional Heads/All Wing Heads of CSA, CIL
16. Guard File

W-02/0029/2021-DPE (WC)-GL-X/21
 Government of India
 Ministry of Finance
 Department of Public Enterprises

Public enterprises Bhawan,
 Block No. 14, CGO Complex,
 Lodhi Road, New Delhi – 110003.
 Dated, The 25 October, 2021

OFFICE MEMORANDUM

Subject :- Calculation of Gratuity and Cash payment in lieu of leave for the employees of CPSEs following IDA pattern (2017, 2007, 1997, 1992 and 1987 pay scales) retired on or after 01.10.2020 and up to 30.06.2021 – reg..

The undersigned is directed to refer to this Department's OM No. 02/0039/2014-DPE(WC) dated 19.11.2020, in regard to payment of Dearness Allowance (DA) during the freezing period from 01.10.2020 up to 30.06.2021 and to say that in terms thereof the rate of DA during the said period will continued to be paid at the rates applicable w.e.f. 01.07.2020.

2. In view of the above order calculation of Gratuity and Cash payment in lieu of leave for CPSE employees IDA pattern who retired on or after 01 October, 2020 and up to 30.06.2021 have been made as per the above order.

3. Keeping in view that gratuity and cash payment in lieu of leave are one-time retirement benefits admissible to employees on retirement, the matter has been considered sympathetically. It has been decided that in respect of CPSE employees (IDA pattern) who retired on or after 01.10.2021 and up to 30.06.2021, the amount of DA to be taken into account for calculation of gratuity and cash payment in lieu of leave will be deemed to be as per the notional DA rates indicated in the annexure(s) to the DPE OMs dated 02.08.2021 and 03.08.2021 for different pay revision. The notional DA rates for calculation purpose are given below for different pay scales.

a) 2017 pay scale

Employees retiring during the period	Notional percentage of Dearness Allowance (DA) for calculation purpose
From 01.10.2020 to 31.12.2020	20.9% of basic pay
From 01.01.2021 to 31.03.2021	23.7% of basic pay
From 01.04.2021 to 30.06.2021	23.2% of basic pay

b) 2007 pay scale

Employees retiring during the period	Notional percentage of Dearness Allowance (DA) for calculation purpose
From 01.10.2020 to 31.12.2020	165.4% of basic pay
From 01.01.2021 to 31.03.2021	171.7% of basic pay
From 01.04.2021 to 30.06.2021	170.5% of basic pay

c) 1997 pay scale

Employees retiring during the period	Notional percentage of Dearness Allowance (DA) for calculation purpose
From 01.10.2020 to 31.12.2020	348.1% of basic pay
From 01.01.2021 to 31.03.2021	358.7% of basic pay
From 01.04.2021 to 30.06.2021	356.7% of basic pay

d) For 1992 and 1987 pay scale

As per DA rates mentioned at Annx-I (1992 IDA pay scale) and Annx.-II (1987 IDA pay scale) of DPE OM No. W-02/0003/20214-DPE (WC) dated 03.08.2021.

4. All administrative Ministries / Departments of the Government of India are requested to bring the foregoing to the notice of the CPSEs under their administrative control for necessary action at their end.
5. This issues with the approval of the competent Authority.

S.Haqqe
(Samsul Haque)
Under Secretary

To
All administrative Ministries / Departments of the Government of India.

Copy to:

1. The Chief Executives of Central Public Sector Enterprises.
2. Financial Advisers in the Administrative Ministries / Departments.
3. Department of Expenditure, E-II Branch, North Block, New Delhi.
4. The Comptroller & Auditor General of India, 9 Deen Dayal Upadhayay Marg, New Delhi.
5. NIC, DPE with the request to upload this OM on the DPE website.

S.Haqqe
(Samsul Haque)
Under Secretary

Annexure I

Calculation Sheet for Executives and Non-Unionized Supervisors Following 1992 IDA Pay Scales

DUE DATE	Average of the Quarter	Link Point (Avg. AICPI of last available three months AICPI as on 01.01.1992)	Increase over Link Point	DA Rates	Remarks
01.10.2020	7654	1099	6555	596.4	Actual DA rates during the freezing of DA period is 582%. No Arrears would be allowed
01.01.2021	7834	1099	6735	612.8	
01.04.2021	7801	1099	6702	609.8	

DA Rates for various Pay Ranges w.e.f. 01.10.2020

Basic Pay per Month	DA Rates
Upto Rs.3500	596.4% of pay subject to minimum of Rs. 13110/-
Above Rs.3500 and Upto Rs.6500	447.3% of pay subject to minimum of Rs.20874/-
Above Rs.6500 and Upto Rs.9500	357.8% of pay subject to minimum of Rs.29075/-
Above Rs.9500	298.2% of pay subject to minimum of Rs.33991/-

DA Rates for various Pay Ranges w.e.f. 01.01.2021

Basic Pay per Month	DA Rates
Upto Rs.3500	612.8% of pay subject to minimum of Rs. 13470/-
Above Rs.3500 and Upto Rs.6500	459.6% of pay subject to minimum of Rs.21448/-
Above Rs.6500 and Upto Rs.9500	367.7% of pay subject to minimum of Rs.29874/-
Above Rs.9500	306.4% of pay subject to minimum of Rs.34932/-

DA Rates for various Pay Ranges w.e.f. 01.04.2021

Basic Pay per Month	DA Rates
Upto Rs.3500	609.8% of pay subject to minimum of Rs. 13404/-
Above Rs.3500 and Upto Rs.6500	457.3% of pay subject to minimum of Rs.21343/-
Above Rs.6500 and Upto Rs.9500	365.9% of pay subject to minimum of Rs.29725/-
Above Rs.9500	304.9% of pay subject to minimum of Rs.34761/-

Annexure-II

Calculation Sheet for Executives and Non-Unionized Supervisors Following 1987 IDA Pay Scales

DUE DATE	Average AICPI for the Quarter	Average AICPI of the Previous Quarter	Difference of both AICPI	Rs 2 per Point Shift	DA amount payable/due during/for previous Quarter(Rs)	Due DA Rates	Remarks
01.10.2020	7654	7495	159	318	13579.75	13897.75	Actual DA rates during the freezing of DA period (01.10.2020 to 30.06.2021) is Rs 13579.75 No Arrears would be allowed
01.01.2021	7834	7654	180	360	13897.75	14257.75	
01.04.2021	7801	7834	-(33)	-(66)	14257.75	14191.75	
