



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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Ref No. **AIACE/CENTRAL/2023 / 113**

Dated 5.12.2023

To
The Secretary,
Department of Public Enterprises,
160, Udyog Bhavan,
New Delhi-110011.
Email: secy-dpe@nic.in

Sub: Seeking clarity on DPE guidelines on Authorized leave/ Absence for more than 03 months during Corona epidemic for enabling full PRP Payment to Sri Arvind Kumar Pandey, GM(EC), Coal India Ltd.

Dear Sir,

I am forwarding herewith, (vide copy enclosed in Annexure-I), a reply of Coal India Ltd. to the representation dt. 11.07.2023 submitted by Mr Arvind Kumar Pandey who is presently working at Coal India Limited, Kolkata in capacity of General Manager (Electronics & Communication).

As per the representation of Sri Pandey, he had suffered Brain stroke on 16th March 2021, due to which he went on Half Pay Sick leave commuted to Full pay leave from 16th March, 2021 to 17th May, 2021. Later on, as per provisions, CIL management converted this leave into Special Leave.

Subsequently, the then prevailing Corona epidemic resulted in certain complications for Sri Pandey for which he availed further leave from 18th May, 2021 to 30th June, 2021.

Counting his absence for the entire period exceeded the permissible 3 months Authorized Leave/Absence for availing full PRP payment and pro-rata payment was done towards PRP. It is to be noted that, relevant DPE guidelines vide Clause No. 10 (8) (xii) of 2017 Pay Revision Guidelines says, ***"To be eligible for PRP, concerned executive should have worked for a minimum period of 3 months in a financial year. The PRP benefit will be limited to only pro-rate basis for executives who are on Authorized leave/ Absence for more than 03 months"***

Contention of Sri Pandey is that his Leave from 16th March, 2021 to 17th May, 2021 (2 Months) be treated as Special Leave and not as Authorized leave on mercy ground due to Corona pandemic effect. If his plea is interpreted likewise, he will become eligible for full PRP payment for that financial year.

Thereafter, Sri Pandey had submitted his representation to CIL Management but, the CIL management has expressed inability to pay his PRP genuinely due by taking his sanctioned medical leave citing the above clause of DPE.

As a result of that even as Sri Pandey is recovering from his ailment at the same time substantial financial loss to the tune of Rs. 3.5 Lacs has been inflicted on him in absence of clarity in the above clause of DPE on medical emergency ground.

In view of above it is our humble submission before DPE to kindly consider for suitable interpretation /modification in the DPE Clause as quoted above so that similar cases, like related to present case of medical emergency of Sri Pandey, are redressed suitably.

It is also requested to issue a suitable instruction to the coal ministry and Coal India Ltd for making the full payment of PRP to Sri Pandey giving consideration to his ailment.

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

कोल इंडिया लिमिटेड

(कंपनी महारत्न)

(उपक्रम का सरकार भारत)

"कोल भवन"

प्रेमाइज नं० 04, एमएआर प्लॉट नं० ए एफ-III

एक्शन एरिया ए1-, न्यू टाउन, राजारहट

कोलकाता) 156 700-पश्चिम बंगाल(

दूरभाष सं : 033 – 2324 5555/23246545

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

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

Ref No. CIL/C5A(IV)/ PRP/AKPandey/ 1364

Date: 28.11.2023

To,
Shri A K Pandey,
EIS: 90141821,
General Manager (E&T)
CIL Kolkata

Subject: Regarding representation in respect of short payment of PRP for the year 2021-22.

Dear Sir,

Please refer to your representation dated 20.11.2023 address to Director (P&IR), CIL on the above subject.

The matter was examined under the extant provision of point no 8.xii of circular of PRP vide no 280 dated 18.10.2019 under which your case is squarely covered.

Accordingly, in line with the said circular dated 18.10.2019 – "Pro rata payment is admissible in cases where the authorised leave (16.03.2021 to 30.06.2021 in your case) is more than 03 months. As such, PRP payment for the FY 2020-21 has been disbursed to you on pro rata basis.

This issues with the approval of the Competent Authority.

Yours sincerely

[Signature]
Chief Manager (P-EE)

Cc:

- (1) ED(ICT), CIL Kolkata
- (2) Chief Manager(P)/ HOD(EE), CIL Kolkata
- (3) TS to Dir(P&IR), CIL Kolkata
- (4) Dy Manager(P-EE)HRMS, CIL Kolkata