

**कोल इण्डिया लिमिटेड**

(भारत सरकार का उपक्रम)

**COAL INDIA LIMITED**

(A Govt. of India Enterprise)

**कोल भवन "COAL BHAWAN"**

PREMISE NO: 04, MAR, PLOT NO: AF-III

ACTION AREA-1A, NEW TOWN, RAJHARHAT

KOLKATA-700156 (WB)

**एक महारत्नकंपनी****A Maharatna Company****PERSONNEL DIVISION****POLICY CELL**

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

संदर्भ सं: CIL/C5A (PC)/Superannuation/ 34

दिनांक: 01.01.2020

**कार्यालय जापन****विषय: Re-appropriation of Contribution towards Superannuation Benefit Funds and subsequent amendments in CPRMSE**CIL Board in its 396<sup>th</sup> meeting held on 19.12.2019 approved the following:

1. Revised allocation of Employer contribution towards Superannuation Benefit Funds w.e.f 01.10.2017 as under:

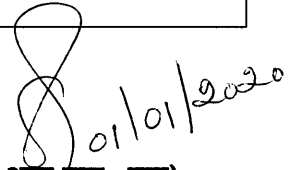
Sl. No.	Superannuation Benefit	Existing Contribution		Revised Contribution w.e.f 01.10.2017
		Before 01.10.2017	From 01.10.2017	
1	Contributory Provident Fund (CMPF)	10.84% of Basic & DA	12% of Basic & DA	12% of Basic & DA
2	Coal Mines Pension Scheme (CMPS)	1.16% of Basic & DA	7% of Basic & DA	7% of Basic & DA
3	Gratuity	4.16 % of Basic & DA	4.16% of Basic & DA	2.01% of Basic & DA
4	Post Superannuation Medical Benefit (CPRMSE)	4 % of Basic & DA	4% of Basic & DA	2.0% of Basic & DA
5	Superannuation Pension Benefit (CIL EDCPS 2007)	9.84% of Basic & DA	2.84% of Basic & DA	6.99% of Basic & DA
Total		30% of Basic & DA		

2. Contribution of additional ₹121.11 Crores to the centralized corpus for benefit of the Executives retired before 01.01.2007.
3. Subsequent amendments under Contributory Post Retirement Medicare Scheme for Executives of CIL & its Subsidiaries (CPRMSE) w.e.f. 01.01.2020 as under:

Cl. No	Existing provision	Amended provision
3.2.1 (c)	<p>The maximum amount reimbursable during the entire life for the retired executives and spouse taken together would be ₹25 lakhs and in case of single membership the limit would be ₹12.5 lakhs. This limit should be applicable in respect of General Diseases only i.e., other than the diseases for which the upper limit is not applicable.</p> <p>Cost of the treatment in OPD of empaneled hospitals would also be permitted and the same will be adjusted against the maximum applicable limit of ₹25 lakhs or ₹12.50 lakhs as the case may be.</p>	<p>The maximum amount reimbursable during the entire life for the retired Executives and spouse would be ₹25 lakhs jointly and/or severally on floater basis i.e., any member of the couple can avail the combined amount of ₹25 lakhs irrespective of single or couple membership. This limit should be applicable in respect of General Diseases only i.e., other than the diseases for which the upper limit is not applicable.</p> <p>Cost of the treatment in OPD of empaneled hospitals would also be permitted and the same will be adjusted against the maximum applicable limit of ₹25 lakhs.</p>
3.2.2	<p><b>Outpatient/ Domiciliary Treatment</b></p> <p>The amount payable per year for Outpatient/ Domiciliary treatment would be ₹15000/- (Rupees fifteen thousand) for all the retired executives irrespective of their date of retirement for couple membership i.e., taken together retired executive &amp; spouse and for single membership i.e., either retired executive or spouse, the amount payable per year will be ₹7500/- (Rupees seven thousand five hundred) irrespective of date of retirement. Further, in case of Couple membership, in the event of death of the retired executive or spouse, the amount payable per year will be reduced to ₹7500/- and for the half year in which the death of the retired executive or spouse occurs, payment shall be made on prorata basis in respect of the deceased.</p>	<p><b>Outpatient/ Domiciliary Treatment</b></p> <p>The amount payable per year for Outpatient/ Domiciliary treatment would be ₹36000/- (Rupees Thirty six thousand) for all the retired Executives irrespective of their date of retirement for couple/ single membership.</p>
6.1 (2 <sup>nd</sup> para)	<p><b>Payment of Outpatient/ Domiciliary Treatment</b></p> <p>The first half-yearly claim on prorata basis of the amount so fixed shall be submitted by the retired executive/</p>	<p><b>Payment of Outpatient/ Domiciliary Treatment</b></p> <p>The first half-yearly claim of the amount shall be submitted by the retired executive/ spouse as the case may be in <b>Annexure-B1</b></p>

<p>spouse as the case may be in <b>Annexure-B1</b> Form to Chief of Medical Department of concerned subsidiary/ CIL Hqrs./ NEC as the case may be who would process the same for payment through Finance department. The subsequent half-yearly payments for Outpatient/ Domiciliary Treatment i.e., 50% of ₹15000/- (Rupees fifteen thousand) or ₹7500/- (Rupees seven thousand five hundred) as the case may be, shall be released directly by Finance department and the amount shall be credited to the Savings Bank Account of the retired executive and or spouse as per their declaration.</p>	<p>Form to Chief of Medical Department of concerned subsidiary/ CIL Hqrs./ NEC as the case may be who would process the same for payment through Finance department. The subsequent half-yearly payments for Outpatient/ Domiciliary Treatment i.e., 50% of the amount as per the Policy shall be released directly by Finance department and the amount shall be credited to the Savings Bank Account of the retired Executive and/ or spouse as per their declaration.</p>
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This is for information and compliance by all concerned.

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

**ई-मेल के माध्यम से वितरण:**

1. D(T)/ D (P&IR)/ D (F)/ D(M), CIL
2. CMD, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
3. CVO, CIL
4. D(P)/D(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
5. D(T/ES), CMPDIL
6. CVO, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
7. GM/TS to Chairman, CIL
8. GM/ HoD (P/EE), CIL/ BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
9. GM/ HoD (Finance), CIL/ BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
10. Company Secretary, CIL – this is issued in reference to letter No. CIL/XI(D)/04112/2019/24384 dated 31.12.2019.
11. GM, NEC
12. GM, NDLO
13. GM/ HoD, IICM
14. DGM/TS to D(P&IR), CIL
15. HoD (System), CIL – with a request to please upload the same in CIL website for information and compliance by all concerned.