

# ALL INDIA ASSOCIATION OF COAL EXECUTIVES



(Regd under The TU Act,1926,Reg no 546/2016,PAN -- AAEEA7978E)

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AIACE/CENTRAL/2017/15

Dated 16/3/2017

To

Chairman cum Managing Director  
Northern Coalfield Ltd.  
Singrauli(MP)

**Sub: Paymnet of HRA alongwith salary to Dr Rajat Kumar during study leave.**

Dear Sir,

Dr. Rajat Kumar Dy. M.S. (E-4) posted at Bina project hospital joined Northern coalfield Ltd. In July 2012. He has been sanctioned study leave for three years and presently, he is doing MD Pathology in S.N Medical College, Bagalkot, Karnataka.

The study leave is sanctioned to an executives and following provisions are applicable in this regard.

1. **Executive Leave Rule 2010 -Clause 3.4:** Gives definition of PAY as Basic Pay + DA + NPA + Personal Pay

2. **Ref. No. CIL\C5A(V)\CRC\Leave Rule\Amendment\1033 ; Dated 14 Aug.2015- Clause 7.8.2 (a):** Study Leave shall not be denied to an executive who has completed one(1) year of service conditioned that he/she has to furnish a bond to serve the company for another 5 years after completion of course.

**3. Ref. No. CIL\C5A (V)\CRC\Leave Rule\Amendment\567; Dated 22Dec.2014- Clause 7.8.4 (a):** Study Leave should be paid for two years with FULL PAY & 3rd year onward without pay.

**4. Executive Leave Rule 2010 with amendment upto 30.08.12; Clause 7.8.4 Note I:** Before granting Study Leave Executive Have to Serve Bond. House Rent Allowance (HRA) at full rate is also be admissible Subject to production of HR receipt and submission of certificate that the same accommodation was retain by him on same station from where he proceeded for on study leave and did not sublet whole of it.

It is to bring to your kind notice that Dr Rajat Kumar is not being paid HRA as per provision and personnel deptt is delaying the issue in this regard.

It is requested to direct concerned departments(Personnel and Finance) for taking needful action for payment of HRA as per rule.

Regards

P K SINGH RATHOR  
Principal General Secretary  
AIACE  
CAMP- SECL KORBA AREA  
9907434051/7587390638

CC:-- CMD/D(P)/D(F), Coal India Ltd, Kolkata.  
D(P)/D(F), NCL Singrauli.