



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)

Website: www.aiace.co.in; Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2023 / 077**

Dated 11.9.2023

To

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

Sub:- Delay in Revision of Pension Amount of retired executives consequent up on Defreezing of IDA for the Period from 01.10.2020 to 30.06.2021

Dear Sir,

Your kind attention is requested to be drawn to our letter sent to you vide our letter no. AIACE/CENTRAL/2023/044 dated 18/7/2023 on the matter of Revision of Pension Amount of retired executives consequent up on De-freezing of IDA for the Period from 01.10.2020 to 30.06.2021. The contents of the letter are being reproduced for your kind perusal and needful directives to the concerned persons to expedite the required actions at the earliest.

It is to emphasize that during the days of Covid-19 epidemic, IDA for the period 01.10.2020 to 30.06.2021 was on freeze by competent authority which was later lifted by Office Order No. W-02/0029/2021-DPE(WC)-GL-XI/21 dated 25.10.2021. (vide Annexure-I).

As such, the Office Memorandum No. CIL/C-5A(vi)/50717(Exe)/B-790 dated 13/14.10.2022 was issued from Chief Manager (P) / HOD(EE), CIL for calculation of Gratuity and Cash payment in lieu of Leave following the IDA pattern for the executives who retired on or after 01.10.2020. (Annexure-II)

The above order attached as Annexure-I was issued on the basis of recommendation attached as Annexure-III.

However, due to lack of proper directives, revision in pension amount of executives has not been done due to which, executives retiring during the period 01.10.2020 to 30.06.2021, are getting lesser pension as notional IDA has not been still allowed to them.

It is requested to look into this matter and issue direction to concerned officials for examination of this issue so that revised/re-fixation of pension amount can be done for all affected executives on the basis of notional DA for the period 01.10.2020 to 30.06.2021.

Thanking You,

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

Copy to:

Coal Secretary, Govt of India, New Delhi
CMPF commissner, Dhanabd
CMD, SCCL

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 25th 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 continue 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.Haque
(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.Haque
(Samsul Haque)
Under Secretary

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/-

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	

कोल इण्डिया लिमिटेड

महाराष्ट्र कंपनी
(भारत सरकार का एक उपक्रम),
"कोल भवन", कर्पिक विभाग, 2 तल,
पेरिसोम नं. 04 एम. ए. ब्लॉक, एस्ट नं. ए. एफ. 111,
अक्सन एरिया-1ए, विंगु टाउन, राजारहाट,
कोलकाता-700156



Coal India Limited

A Maharatna Company
(A Govt. of India Enterprise)
"COAL BHAWAN"
PERSONNEL DIVISION, 2ND FLOOR,
PREMISES NO.04 MAR, PLOT NO.AF-III,
ACTION AREA-1A, NEW TOWN,
RAJARHAT, KOLKATA - 700 156, W.B.
CIN No.L23109WB1973GOI028544

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

Ref. No. CIL/C-5A (vi)/50717 (Exe)/ **B-790**

Dated: 13.10.2022
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OFFICE MEMORANDUM

Sub: Calculation of Gratuity and Cash payment in lieu of Leave following IDA pattern retired on or after 01.10.2020 and up to 30.06.2021

The calculation of Gratuity and Cash Payment in lieu of leave to CPSE employees IDA pattern who retired on or after 01.10.2020 and upto 30.06.2021 had been made in accordance with DPE 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 upto 30.06.2021 as at the rate applicable w.e.f. 01.07.2020.

Subsequently, the Department of Public Enterprises vide OM No. W-02/0029/2021-DPE(WC)-GL-XI/21 dated 25.10.2021 has communicated that Gratuity and Cash Payment in lieu of leave are one time retirement benefits admissible to employees on retirement, thus, the employees who retired on or after 01.01.2020 and up to 30.06.2021, the amount of IDA to be taken into account for calculation of Gratuity and cash payment in lieu of leave shall deemed to be as under:-

Employees retiring during the period	Notional percentage of DA for calculation purpose
From 01.10.2020 to 31.12.2020	20.09% of Basic Pay
From 01.01.2021 to 31.03.2021	23.07% of Basic Pay
From 01.04.2021 to 30.06.2021	23.02% of Basic Pay

The above rates are applicable to employees, who have been allowed benefit of revised pay scale vide office Order No. CIL/CSA(PC)/Pay Revision 2017/2972 dated 08.08.2018 on IDA pattern of pay scales, Governed by DPE's O.M. dated 03.08.2017, 04.08.2017 & 07.09.2017.

This is issues with the approval of the Competent Authority.

Karavanshi
14/10/22
(Surapureddi V. Ravindranath)
Chief Manager(P)/HOD(EE)

Distribution: Through e-Office

- Chairman-cum-Managing Director, CIL, Kolkata
- Director(Finance)/ Director (P&IR)/Director (Technical)/ Director (Marketing)/ Director(BD), CIL, Kolkata
- Chief Vigilance Officer, CIL, Kolkata
- CMDs SECL/ECL/CCL/BCCL/WCL/MCL/CMPDIL/ NCL
- Director (Personnel)/Director (Finance) of all subsidiaries.
- Director (T/CRD), CMPDIL, Ranchi.
- Director(PAW), SCCL, Singareni Colliery, P.O. Kothagudem, AP
- ED (Co-ordination)/TS to CMD, CIL, Kolkata.
- ED(Finance), CIL, Kolkata
- ED(Personnel), CIL, Kolkata
- Executive Director, IICM, Ranchi.
- GM(ERP), CIL, Kolkata
- CIL, Kolkata/GM (IA), CIL, Kolkata.
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- GM (System), CIL, Kolkata with a request to upload the same in CIL Website.
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- CM(P)/TS to D(P&IR), CIL, Kolkata
- HOD(Policy Cell), CIL, Kolkata
- Chief Manager (Fin/Estb.) CIL Kolkata
- Chief Manager(P-EE)/C5A(IV), CIL, Kolkata
- All RSOs/All Divisional Heads/All Wing Heads of C5A, CIL.
- Dy. Manager (Secretarial) to Director (P&IR), CIL, Kolkata.
- Guard file.

Shiva Gopal Mishra
Secretary

Ph.: 23382286
National Council (Staff Side)
Joint Consultative Machinery
for Central Government Employees
13-C, Ferozshah Road, New Delhi - 110001
E-Mail : nc.jcm.np@gmail.com

No.NC-JCM-2022/CS(PM)

Dated: August 18, 2022

The Cabinet Secretary,
(Government of India)
&
Chairman, National Council(JCM)
Rashtrapati Bhawan,
New Delhi

Dear Sir,

Sub: Payment of Dearness Allowance/Dearness Relief w.e.f. 01.01.2020, 01.07.2020 and 01.01.2021 with the arrears

Ref.:(i) Secretary, National Council(JCM)'s letter No.NC-JCM-2021/CS/PM/(DA) dated 17.07.2021 followed by reminder dated 27.12.2021
(ii) NC-JCM Item No.NC-48/6/2021.

This issue of payment of Dearness Allowance/ Dearness Relief, w.e.f. 01.01.2020, 01.07.2020 and 01.01.2021, with the arrears, had been discussed in detail, and it was pointed out that the Hon'ble Supreme Court, vide judgment dated 08.02.2021 in Civil Appeal No.399 of 2021 (arising out of SLP(C) No.12553 of 2020), had decided that the Salaries and Pension constitute rightful entitlement of the employees and are payable in accordance with the law.

Legitimate payment of Dearness Allowance arrears for 18 months need to be considered sympathetically as all the Central Government Employees were on duty during the COVID-19 Pandemic and financial situation has also improved post COVID era, hence you are requested to take necessary action and issue necessary instructions for payment of arrears of Dearness Allowance for 18 months.

Staff Side is ready to discuss about the mode of arrears payment.

Thanking you,

Yours faithfully,



(Shiva Gopal Mishra)
Secretary

- √Copy to: Secretary, DoP&T, North Block, New Delhi – For necessary action.
- √Copy to: Addl. Secretary(Pers.), Deptt. of Expenditure, North Block, New Delhi – For necessary action
- √Copy to: Dy. Secretary(JCA), DoP&T, New Delhi – For necessary action.
- √Copy to: All Constitutes of the NC/JCM(Staff Side) – For information.