



# ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. 4, Ram Krishna Enclave, Nutan Chowk, Sarkanda; Bilaspur (CG)

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Ref No. **AIACE/CENTRAL/2023 / 090**

**Dated 5.10.2023**

To  
The Chairman,  
Coal India Ltd.,  
Kolkata.

Sub: Representation by Sri A. K. Pandey, EIS-90141821 to CIL on PRP during Special Leave

Dear Sir,

Enclosed is attached an intimation to AIACE by Sri A. K. Pandey, EIS-90141821, HoD (E&T), CIL over his representation to CIL on PRP during Special Leave sanctioned for the period 16<sup>th</sup> March 2021 to 30<sup>th</sup> May, 2021.

Through this representation, Sri Pandey has pleaded that his Special leave sanctioned during Corona epidemic period in the year 2021, be excluded from the term "Authorized Leave" and be treated exclusively as Special Leave on mercy ground due to Corona epidemic.

It is requested that, as a special sympathetic consideration, this exclusion be granted for the leave availed during April, May & June 21. This will allow him entitlement to FULL PRP as sum of his other leaves availed will be below the maximum eligibility limit of leaves allowed for being considered entitled to full PRP for the year

Thanking You,

(P. K. SINGH RATHOR)  
Principal General Secretary

Cc  
Director (P&IR), CIL, Kolkata  
Director (F), CIL, Kolkata

Encl: Copy of documents related to representation of Sri A. K. Pandey

To

THE PRINCIPAL GENERAL SECRETARY (AIACE)

Sub: - Consideration of adjustment of Special Medical Leave granted to me in the calculation of PRP for the year 2021-2022.

Dear Sir,

With due respect, I would like to submit the following facts:-

i. I had suffered from a Cerebral-Stroke on 16<sup>th</sup> March 2021 and underwent intense medical treatment at INK Hospital Kolkata from 16<sup>th</sup> March 21 to 1<sup>st</sup> April 2021 (Annexure 'A').

ii. However, I joined the office w.e.f 1<sup>st</sup> July 2021 after getting medical advice (Annexure 'B')

iii. As per the provision of CIL, I had been granted Special Leave of 02 months with competent approval (Annexure 'C')

iv. Further to the above, I had regularly been attending the office duty thereafter in the year 2021-22 with no leave without pay had incurred during my sickness.

v. Now in the PRP calculation details, (attached Annexure 'D') I have observed that in the year 2021 sanctioned special medical leave has not been taken into consideration as such of which my PRP calculation has not regulated according causing substantial financial loss to me at a stage when I have had to manage lots of allied expenses with the medical expenses at my own

In view of the fact that I have been sanctioned special medical leave during the period due to an acute medical emergency so the PRP calculation during the month of April, May & June 21 may kindly be considered for revisiting and necessary correction.

Thanking you,

Encl: A/A

Yours faithfully,

ARVIND KUMAR PANDEY

General Manager(E&T)  
CIL Kolkata

**LAST REPLY GIVEN BY CIL POLICY CELL ON MY REPRESENTATION  
DTD 11<sup>TH</sup> JULY2023**

**"Clause 10(8)(xii) of 2017 pay revision guidelines states that "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-rata basis for executives who are on AUTHORIZED LEAVE / ABSENCE for more than 3 months. " There is no ambiguity in the extant provision, hence it is felt that no clarification /interpretation is required. If any point is felt to be vague or unclear, it may please be indicated."**

Annexure 'D'

Personnel No.	Payroll Period	Calendar Year	Calendar Month	Final Subsidiary	Final Grade	Notional Basic	Basic	Manual Adjustment	Net Basic	Notional 65	Notional 35	Actual 65	Actual 35
90141821	202105	2021	7	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202106	2021	8	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202107	2021	9	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202108	2021	10	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202109	2021	11	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202111	2022	1	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202112	2022	2	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202201	2022	3	CIL	E7	1,92,520.00	1,92,520.00	0.00	1,92,520.00	67,887.37	36,554.74	67,887.37	36,554.74
90141821	202110	2021	12	CIL	E7	1,92,520.00	1,92,520.00	-51,338.67	1,41,181.33	49,784.07	26,806.90	49,784.07	26,806.90
										9,12,127.75			

CR rating Very Good  
 Subsidiary rating Very Good  
 CIL average rating Very Good

80%  
 80%  
 75%

Annexure 'A'

€1 0,

Date: 01/06/2021

The Director Technical Coal India Ltd.  
Kolkata

Sub: Application for medical leave (commuted leave).

Dear sir,

With due regard I would like to submit that I was on medical leave (commuted leave) from 16/03/2021 till 04/05/2021 due to suffering from brain stroke since 16th March 2021 morning.

As per the advice of the doctor, I reported back for review on 4th May 2021 and doctor advised for rest up to 17th May 2021. Accordingly, leave was extended up to 17/05/21. Considering my application, I have been granted special leave for the commuted period from 16/03/2021 till 17/05/2021. (copy enclosed).

- As per the recommendation of Dr. H. Kumar, consultant neurologist, INK Hospital on 31/05/21, I have to continue to remain on medical leave till 15/06/2021. The copy of the medical certificate is enclosed here with for kind perusal.

In view of above, kindly consider my application for commuted leave from 18<sup>th</sup> May 2021 to 15<sup>th</sup> June 2021 as recommended by the doctor at INK.

Submitted for kind perusal and approval for above.

Encl.: Copy of prescription & medical certificate.

Telecom Division  
No. 191  
Date 02/06/2021

Yours faithfully

AA ndey

HoD (E&T), CIL  
EIS No. 90141821

191



**Date 31/05/2021**

To Whom It May Concern

This is to certify that Mr Arvind Kumar Pandey( PRN - 303498 ) was admitted in InStiQute of Neurosciences Kolk?ta on 16/03/2021, under me, for right Basal

Ganglia Infarct with left Hemiparesis. He is also suffering from Hypertension, Type 2 Diabetes Mellitus. He has got dischargeé on 01/04/2021. At present, he has left sided weakness , with slurring of speech, all due to his illness

Keeping his condition in mind it is recommended to extend his medical leave till 15/06/2021.

Dr Hrishikesh Kumar

**MD Arvind Kumar**  
Dr. Hrishikesh Kumar  
MD, DM (Neurology) DCN (UCL, London)  
Fellowship in Movement Disorders (UWO, Canada)  
Consultant (Neurologist)  
Movement Disorders, Post and  
Reg. No.: WB 67587  
Institute of Neurosciences Kolkata  
185/1. A. J.C Bose Road, Kolkata - 17

Kolkata

Sub: Joining in duty after Medical leave.

Dear sir,

With due regard I would like to submit that I was on medical leave (commutated leave) up to 30/06/21 due to suffering from brain stroke on 16th March 2021 morning. I was under treatment at Institute of Neurosciences, Kolkata since 16/03/21.

As per the advice of the doctor from INK on 14th June 2021, I can join duties from 1<sup>st</sup> July/21.

In view of above, I would like to submit my joining today (01/07/21) in the office

Submitted for kind perusal and approval for above.

Encl.: Copy of prescription.

Yours faithfully

ET 21 A.K dey  
HoD (E&T), CIL

EIS No. 90141821

Com Division  
In/No. 228  
Date 01/7/21

OK  
[Signature]

Patient Name : ARVIND KUMAR PANDY  
PRN/Visit : 303498/OP-3  
Consulting Dr : Dr. Hrishikesh Kumar  
Referred By :

Age/Sex : 56 Yrs/Male  
Visit Date : 14/06/2021 15:36  
Department : Neurology

## op CLINICAL RECORD

### Diagnosis

- (1) RIGHT BASAL GANGLIA INFARCT LEFT HEMIPARESIS (March, 2021)
- (2) HYPERTENSION
- (3) 2 DIABETES MELLITUS
- (4) HYPOKALEMIA --- CORRECTED DURING DISCHARGE in March, 2021
- (5) OBSTRUCTIVE SLEEP APNOEA (OSA)

### Present Medicines

1. Left leg improved but left hand is still significantly weak---improving gradually.
2. Able to walk independently up to 1 Km
3. Occasional vertigo with head down, also has vertigo with other movements of head. Starts having sweating, palpitation with BP at higher side during episodes
4. Feels uncomfortable with cpap mask, uses 2.5 liter oxygen at night
5. Mild impaired short term memory

Independent for ADLs

This 56 year old gentleman presented here with complaints of acute onset left sided weakness, associated with slurring of speech with deviation of angle of mouth since 15.03.2021.

MRI of brain with DWI suggestive of restricted diffusion in right basal ganglia suggestive of acute infarction.

The patient was managed conservatively and is now stable and being discharged with advice for follow up in OPD.

cov1D19 Virus Real Time PCR Negative.

### Medicines Adyispd

1. (Aspirin) ECOSPRIN (150 mg) 1 tablet once daily to continue.
2. (Atorvastatin) ATORVA (80 mg) 1 tablet once daily at bed time to continue.
3. Liofen 10 mg one tab twice a day
4. Cap Fludac 20 mg one capsule once a day
6. Vertin 16mg 1 tab twice a day for 15 days; then one tab SOS
7. Ginkocer Plus one tab at bed time

Other medicines continuing

1. Tablet Galvus 50mg 1-0-0
2. Injection LANTUS 10 units subcutaneously once daily at 11 pm to continue.
3. Zoryl 1mg 0-1-0
4. Tablet PAN (40 mg) 1 tablet once daily before breakfast to continue.
5. Tablet STAMLO (10 mg) 1 tablet once daily to continue.





Patient Name : ARVIND KUMAR PANDEY  
PRN Visit : 303498 OP 3  
Consulting Dr : Dr. Hrishikesh Kumar  
Referred By :

Age/Sex : 47/Male  
Visit Date : 14/06/2021  
Department : Neurology

## 01) CLINICAL RECORD

6. Tablet PRAZOPRESS XL (5 mg) 1-0-1
7. Tablet CARDIVAS (6.25 mg) 1 tablet twice daily to continue.

Review after 3 months

*[Handwritten signature]*

*join duties from 1st July 2021*

*[Handwritten signature]*

*for*

**Dr. Hrishikesh Kumar**  
MD,DM(Neuro),DCN (UCL London),Fellowship in Parkinson's disease and Movement disorders (UWO, Canada)  
Consultant Neurologist

Dr. Hrishikesh Kumar, DM (Neurology), UCN Vndpn) f-gllowshtpin Movement Disorders  
Consultant Neurologist and  
Movement Disorders Specialist  
Reg. 'No.: WB-67587  
institute of Neurosciences Kolkata  
185/1, Ad C Bose Road, Kolkata  
- 17

A Joint Project of the Government of West Bengal, Kolkata Municipal Corporation and Neurosciences Foundation Bengal  
185/1, A.J.C Bose Road, Kolkata-700017, Tel: (+91-33) 4030 9999, Fax : 2286 7097  
Hotline : 03366 64645 (OPN) 03366 64646 (CL)

Coal India Ltd  
Kolkata

21 MAY 2021  
11/15

The Director Technical

Sub: Application for special leave.

Dear sir,

With due regard I would like to submit that I Was on medical leave (commutated leave) from 16/03/2021 till 04/05/2021 due to suffering from brain stroke since 16th March 2021 morning.

As per the advice Of the doctor, A re-heã fé<sup>r</sup> review on 4th Ma 2021 and doctor advised for rek upto 1<sup>7</sup> May 2021 and may resume office on 18th May 2021. Accordingly, I was granted further nedical leave (commutated leave) fro•m 05/05/2021 till 17/05/2021. ✓

As recommended by Dr. Y. Kumar, senior neurologist, INK Hospital, I was supposed to join duty from li<sup>th</sup> May subject to the condition for worlâromâlome in \_\_\_\_\_ graded manner to avoid COVID infection. In -É-üée ofébove provision haye to coptinue to \_\_\_\_\_ remain on medical leave for further period till the lotl(döwn is over i.e up t080<sup>d</sup> ML2021 to avoid chances of any pandemic infection as per the advice of@octor.


f 'In view of above; kindly pnsidérny applicâtiofföiönvetting the commuted lepve availed earlier as cwellasthe leave extensioopp\$þ May 2021 "petial leave considering the diagnosis atJNK&as per the provisions ofCIL leave rule,

Submitted for kind perusal and approval for above:

Encl.: Copy of Discharge certificate & prescription.

01. Comment on 'A'  
ED(MS)  
19.05.2021

Yours faithfully

  
A.K. Pandey  
HoD (E&T), CIL  
EIS No. 90141821

GM EE kindly Examine  
on the point 'A' as mentioned  
by DTCIL. W.L.  
21.5.21.

GM EE. CIL.

Singh (P) - IV  
24/5/2021

CIL, ESB/ Med/ 2H2 M 27.5.21

As per OP clinical Record of MHI, Korkuba dated 04/05/2021, he had been advised to start work from home from 18/05/2021. But as a precaution due to Covid-19, he remained on Medical leave for which Medical treatment paper is required as per rule to avail Committed leave / Medical leave for more than 06 days.

2)

As per OP clinical Record of MHI, Korkuba dated 04/05/2021, he had been advised to start work from home from 18/05/2021. But as a precaution due to Covid-19, he remained on Medical leave for which Medical treatment paper is required as per rule to avail Committed leave / Medical leave for more than 06 days.

3)

As Sri. Pandey has suffered "Brain stroke" which is covered under clause 77 "Special leave", of CIL Leave Rules, 2010, he is entitled for Special leave for the period of Committed leave from 16/03/2021 till 07/05/2021 and the same can be converted from Committed leave to Special leave as requested subject to approval of Competent Authority.

4)

For the period from 18/05/2021 till 30/05/2021, Sri. Pandey needs to submit Medical Certificate on leave avail his leave (E.L./HPL) subject to approval of Competent Authority at submitted.

General Manager MEE, CIL - *Yashwanth* 25/5/2021

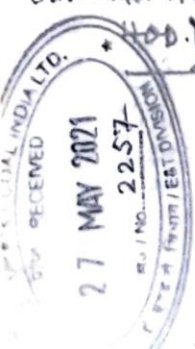
*A.K.*  
Sr. Mgr MEE  
25/05/2021

E.D., (Med Services) CIL

As per meeting of Sr Mgr (PIEE).

Mr. A.K. Pandey to follow.

26.5.21



D.(T), CIL

Submitted for kind approval of Special leave of Sri A.K. Pandey for the period of committed leave from 16/03/21 till 17/05/21 as per point no. 3 above.

For the period from 18/5/21 till 30/05/21 Sri Pandey shall be informed to submit as per point no. 4 above.

*Datta*  
27/05/21