



Pay Structure and Allowances

Particulars	₹
Basic	51300
DA (120.3%)	61713.9*
HRA (30%)	15390**
Perks (50%)	25650
Superannuation (30%)	15390
Total Per Month	169443.9
Total Per year	2033326.8
PRP per year (100%)	615600***
Total	2648926.8

* DA varies as per the Variation of Consumer Price Index no .(AICPI Base year 2001=100)

** HRA varies from place of posting and depends on population (10% to 30%)

*** PRP – subject to approval of Govt. of India & fulfillment of conditions laid down by the Management. It also varies from place to place

Superannuation Benefit limited to 30% of basic pay plus dearness Allowance will be provided for the purpose of Contributory Provident Fund (CPF), Gratuity, Pension, Post superannuation Medical benefit and Superannuation Benefit. The allocated percentage is appointed as under:

- | | | |
|------|-------------------------------------|----------------------------|
| i. | Contributory Provident Fund (CPF) | - 12 % of Basic pay & DA |
| ii. | Gratuity | - 4.16 % of Basic pay & DA |
| iii. | Pension | - 3% of Basic pay & DA |
| iv. | Post-Superannuation Medical Benefit | - 4% of Basic pay & DA |
| v. | Superannuation Benefit | - 6.84% of Basic pay & DA |

Pay etc. of Government Officers on deputation to CIL

The Government officers on deputation shall continue to draw the salary as per their entitlement in the parent department. Those who are permanently absorbed will get the CIL Pay scale, perks and benefits.

Dearness Allowance

The existing pattern of 100% neutralization of Dearness Allowance shall continue. Thus, DA as on 1.1.2007 has been Zero with link point of AICPI base year 2001=100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months, as per the existing practice.

Present rate of DA is 120.3% of the basic.

House Rent Allowance

HRA will be paid based on the population of the places/ cities of posting of individual executives.

50 lakhs and above (Classified as "X")	30% of Basic Pay
5 to 50 lakhs (Classified as "Y")	20% of Basic pay
Less than 5 lakhs (Classified as "Z")	10% of Basic Pay

Perks & Allowances (Subject to Max-50%)

Payment of LTC/LLTC

LLTC- Once in a Block of four years which includes abroad also.

LTC - Once in every year for visiting home town. (No LTC will be admissible for the year LLTC has been availed.)

Out of the maximum ceiling of 50% of basic pay payable, the following percentage of perks & allowances shall be treated as compulsorily adjustable perks & allowances in the revised pay scales:

(a) Facilities of hospitals, colleges, schools, clubs etc.	- 1%
(b) LTC/LLTC	- 3.5%
(c) Subsidized Electricity (for those provided with company accommodation)	- 2%

After every two years the actual expenditure on (a) above will be reviewed to effect changes if need be.

Based on the actual expenditure on LTC/LLTC in a block of 4 years, the matter will be reviewed for revision, required if any.

Therefore, the perks and allowances payable in the revised pay scales shall be subject to a maximum ceiling not exceeding 45.5% or 43.5% of basic pay (in case of those executives provided with company accommodation) as the case may be of basic pay following 'Cafeteria Approach'.

PERKS UNDER CAFETERIA APPROACH

DOMESTIC & RESIDENTIAL ALLOWANCES: -

1. House Furnishing Allowance

An amount equivalent to 7% of basic pay per month for purchase, repair or replacement of household furniture and other durables.

2. House up keep Allowance

An amount equivalent to 5% of basic pay per month for purchase of curtains, wall paintings/hangings, carpets, decorative materials, cutlery and other household appliances etc.

3. Domestic Assistance Allowance

An amount equivalent to 5% of basic pay per month as Domestic Assistance Allowance. However, if the officers are provided with domestic servant by the company, 5% of basic pay will be treated as Perks.

4. Electricity Allowance

Officers residing in Houses owned by them or their family members or rented houses will be allowed Electricity Allowance limited to 3% of Basic Pay per month.

While officers residing in accommodation provided by the company will not be permitted to draw Electricity Allowance, they will continue to pay 1% of basic pay as Electricity charges apart from foregoing 2% of perks for such subsidized electricity consumption.

5. Cook Allowance

An amount equivalent to 5% of basic pay per month as Cook Allowance.

TRANSPORTATION ALLOWANCES

6. Conveyance Allowance

An officer owning a motor vehicle & not availing facility of company's car/vehicle, will be entitled to Conveyance allowance @ 5% of basic pay p.m. for a four wheeler and @ 2% of basic pay p.m. for a two wheeler.

7. Vehicle Maintenance Allowance :-

An Officer owning a motor vehicle & not availing facility of company's car/vehicle, will be allowed an amount equivalent to 10% of basic pay for a four wheeler and 4% of basic pay for a two wheeler per month for repair and maintenance (including payment of statutory Taxes and Insurance premium etc.) of a motor vehicle registered in his/her name.

8. Driver Allowance

Officers owning a four wheeler will be allowed @ 5% of basic pay per month as Driver Allowance.

9. Transport Assistance

Officers not availing Conveyance allowance, Vehicle Maintenance Allowance or the facility of Company's car as also not possessing a motor vehicle will be paid Transport Assistance @ 5% of basic pay per month. The Amount received will be treated as income for the purpose of Income tax.

EDUCATIONAL ALLOWANCES

10. Children Education Allowance

On the basis of a certificate issued from the educational Institution / College / School, Executives will be permitted to draw Children Education Allowance for maximum of two children at the following rates per child per month.

For Study in Schools	@ 2% of Basic Pay
For post school /Study in College	@ 3% of Basic Pay
For UG or PG Study in Professional Institutions /University	@10% of Basic Pay

11. Hostel Allowance

Officers whose children are studying at an out station & residing in Hostels / Own arranged accommodation for their education may be allowed for maximum of two children @ 5% of basic pay per child per month.

12. Professional Development Allowance

Executives will be allowed an amount equivalent to 2% of their basic pay per month for purchase of any number of professional books, encyclopedia, Manuals, Journals, Audio / Visual aid for enrichment of their professional knowledge.

13. Internet Allowance

An amount equivalent to 1% of basic pay per month will be payable for the use of Internet by the officers.

14. Re-imbusement of Professional membership Fees

An amount equivalent to 2% of basic pay per month for expenditures on membership subscription, attending conference, Seminars, workshops etc. organized by professional institutions. The existing scheme notified vide circular No.CIL/C-5A(vi)/Pay Perks/978 dated 21/25.11.2008 stands withdrawn.

PERSONAL ALLOWANCES

15. Entertainment Allowance

An amount equivalent to 10% of the basic pay per month will be allowed to officers for expenditures on entertainment of guests and visitors at his residence.

16. Kit/Dress Allowance

The officers will be allowed an amount equivalent to 5% of the basic pay per month as Kit/Dress Allowance.

17. Laundry/Washing Allowance

For washing and maintenance of the Personal Clothing an amount equivalent to 3% of the basic pay per month will be allowed.

18. Mobile/Telephone Allowance

For expenditure on telephone/mobile, fax etc. an amount equivalent to 5% of basic pay per month will be allowed to officers of all grades.\

19. Interest Subsidy

The officers will be allowed interest subsidy to the extent of 15% of their basic pay per month for repayment of the interest of the HB Loans, Motor car loans, Personal loans, education loans for children, Computer/Laptop Loans taken from a bank or a financial institution. However, depending on situation the percentage may be less than 15%. In that case the actual percentage utilized only will be counted against the ceiling of 50%.

20. Gardener Allowance

Officers residing in their own houses or rented houses will be permitted an allowance limited to 3% of the basic pay per month.

21. Coal Industry Allowance

All executives irrespective of their places of posting can claim Coal Industry Allowance 20% of basic pay.

SPECIAL ALLOWANCES

PART (A)

a. North East Allowance

Executives posted in Assam Coalfields or any of North East States of the Country shall be entitled to North East Allowance @12.5% of basic pay per month.

b. Underground Allowance

Executive required to work in underground shall be paid Underground Allowance @12.5% in case of executive posted in unit and 5% of basic pay in case of executive posted in area and required to inspect underground mine subject to fulfillment of conditions laid down in office Memorandum No. CIL/C-A(iii)/52010/1507 dated 7.2.1991.

c. Non practicing Allowance

Medical Executives are paid NPA @17.5% of the basic

PART (B)

a. Coalfields Allowance

Executive posted in Coalfield Areas shall be paid Coalfields Allowance @7% of the basic pay per months.

b. Charge Allowance

Executive holding statutory post shall be paid Charge Allowance @3% of the basic pay per months.

c. Exploration Camp Allowance

Executive posted in Exploration Camp shall be paid Exploration Camp Allowance @3% of the basic pay per months.

d. Rescue Station Allowance

Executive posted in Rescue Station upto level E-8 grade shall be paid Rescue Allowance @7% of the basic pay per months.

e. Expert Allowance

Executive posted in CMPDIL and engaged in assignment demanding expertise skill shall be paid Expert Allowance @3% of the basic pay per months as per company guideline.

(NOTE: - Total admissibility under clause Sl.No. B - (a) to (e) will be limited to 10% of basic pay per month.)

OTHER BENEFITS

- **Reimbursement of Medical Treatment**
Unlimited re-imburement of medical expenses for the treatment taken from the company's empaneled hospitals, as per extent Medical Attendance Rule of CIL.
- **Schooling Facility**
In the event of posting in coalfields, good / reputed schools are available with subsidized transport facility for the school children.
- **Gratuity**
The ceiling of gratuity stands at Rs.20 (Twenty) lakhs w.e.f. 01.01.2016. The gratuity of executives payable will be calculated at the rate of 15 days wages (Basic pay + DA) for every completed year of service rendered up to 30 years and one month pay (Basic + DA) for every completed year of service rendered beyond 30 years. (Calculation of Gratuity is Subject to Gratuity Act-1972)
- **CMPF**
12% contribution with equal share of employee and employer.
- **Pension**
On retirement due to attaining the age of superannuation and completion of 30 years services of the company pension shall be payable @25% of the basic + DA.
- **Post-Retirement Medical Benefit**
On retirement, Rs.5 lakhs will be covered for Medical Treatment of the executive and his/her spouse besides payment of Rs.10,000/- per year (payable in two instalments) for the purchase of medicine without production of any document. The upper limit of Rs.5 lakhs in respect of indoor treatment has also been relaxed in case of certain specified diseases e.g. heart disease involving surgical intervention, Cancer, renal diseases, paralysis etc.
- **Ex-Gratia Payment for Accidental Death / Permanent Total Disablement**
One-time payment of Rs.5 Lakhs as an ex-gratia in addition to other statutory payment