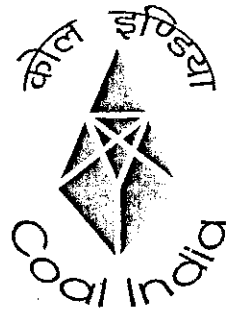


साउथ ईस्टर्न कोलफील्ड्स लिमिटेड

(कोल इण्डिया की सहायक कंपनी)

बिलासपुर (छ.ग.)



SOUTH EASTERN COALFIELDS LIMITED

(A Subsidiary of Coal India Ltd.)

BILASPUR (C.G.)

Bulletin No. 18

July 2006 to May 2007

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PER/IR/ADC/06/1197

Dt. 06/07.2006

To
The Dy. Chief Personnel Manager,
Hasdeo Area

Sub:- Regarding payment to the employees engaged by the Contractors.

Dear Sir,

Kindly refer to our letter No. SECL/BSP/IR/Contractors/05/806 dated 09.12.2005 and letter No. SECL/BSP/DPS/06/65/625 dated 23/27.06.06 of Director (P) SECL addressed to CGMs/GMs on the subject mentioned above.

You are requested to take necessary action and send us compliance report.

Yours faithfully,

Encl: As above.

Sd/-
(Radhey Shyam Singh)
General Manager (IR/L)
SECL, Bilaspur

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PER/IR/Contractors/05/806

Dt. 09.12.05

To
The CGMs/GMs,
All Areas

Attn. All Area Personnel Managers.

Dear Sir,

As per Contract Labour (R&A) Act, Rule 73, the payment is required to be made by the Contractor in presence of the authorised representative of principal employer. The Contractor is also required to maintain certain reports and records and submit the same to the Authorities and to the management. As per the Act and Rules, it is necessary that the payment is made as per the provisions of NCWA/Minimum Wages Act, as the case may be.

Many cases are being filed before ALC(C)/Regional Labour Commissioner(C), (C) about less payment to the contractor workers and labour payment certificates are being issued in a ritual manner without following the provisions of CL(R&A) Act/Rules.

At present the payment of wages certificate is being issued on a separate paper. Many a times, it is being misused against the management. To overcome this situation, following steps may be taken:

1. The principal employer must issue a letter to the contractor asking him to indicate the date, place and time of disbursement of wages so that payment is witnessed by the authorised representative on the scheduled place and time.
2. The payment is to be witnessed and certified by the authorised representative so nominated by the principal employer for payment of wages to the contractor workmen.
3. The authorised representative shall record under his signature the following Certificate on the bill:

“Certified that the amount shown in column No. _____ has been paid to the workmen concerned in my presence on _____ at _____”

The copy of wage sheet, the payment of which has been witnessed by the authorised representative must be kept with him for record.

4. While issuing the certificate of payment of wages on the body of the contractor's bill it is to be ensured that the wages paid and the attendance thereof are tabulated in a register form so that eligibility of CMPF membership is checked and contractor is asked to fill up the form for CMPF/CMPS membership.
5. Once it came to notice that contractor workers have become eligible for CMPF membership, the necessary forms for membership of CMPF and CMPS be got filled in the contractor indicating therein the registration No. of the respective unit where the contract is in execution.

You are requested to kindly ensure that the above guideline is followed in case of contractor workers without fail.

This issues with the approval of competent authority.

Yours faithfully,

Sd/-
General Manager (IR)
SECL, Bilaspur

- CC: CMD, SECL
- CC: DT(O), SECL
- CC: D(P), SECL
- CC: D(F), SECL

Copy to

1. CGM(Excv.)/GM(C)/GM(E&M)/GM(F), SECL, Bilaspur
 2. All Area Finance Managers
 3. All Area Personnel Managers
- } to ensure compliance

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/DPS/06/65/625

Dt. 23/27.06.2006

To
All CGMs/GMs,
SECL Areas

Attn. : Area Personnel Managers.

Sub:- Regarding payment to the employees engaged by the Contractors.

Kindly refer to the correspondence resting with letter No. SECL/BSP/PER/IR/Contractors/05/..... dated 09.12.2005 in which it has been specifically advised that -

- i) APM and AFM should ensure that the release of bill to the contractor should be subject to the condition that the witnessing official has given the certificate regarding disbursement of correct wages to the employees engaged by the contractor.
- ii) It was also indicated that before deciding to release the payment it should be ensured that the CMPF/Pension is deducted by the contractor and deposited with the RLC(C) through the Management along with matching share by the Contractors. It appears that inspite of lot of letter sent as detailed below on concrete initiative is taken to ensure that the advice given by the Headquarters is followed. In case of any lapses detected or occurs, then the responsibility will have to be fixed with the Officers who have been made responsible for attending such important task.

It is, further conveyed that the CMD had recently held meeting of the Ex-Serviceman and Civilians Directors and made them clear that they should follow instructions and ensure that the CMPF/Pension are being deposited with the Regional Commissioner along with their matching share and also making payment to their workers through bank.

It is, therefore conveyed that the above aspect may be taken due care and a Committee at Area Level consisting of Staff Officer (Mining), AFM and

Area Personnel Manager may be constituted to ensure that the above aspect is taken due care and compliance confirmed.

Yours faithfully,

Sd/-

(K.K. Shrivastava)
Director (Personnel)

Encl: As above.

Cc for information together with the copy of above referred papers to:

1. CMD, SECL
2. DT(O), SECL
3. D(F), SECL

Cc for compliance and follow-up to:

1. GM(P&A), SECL
2. GM(IR/L), SECL
3. TS to D(P), SECL

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/GM(P&A)2005/4 FUF/1703

Dt. 31.10.2005

To,
All Area Chief General Managers/
General Managers of SECL Areas

All Area Personnel Managers of
SECL Areas

Dear Sirs,

**SUBJECT : REGARDING COVERAGE OF CONTRACTORS EMPLOYEES
UNDER CMPF/PENSION POSITIVELY BY 31st DECEMBER, 2005**

Kindly refer to various correspondence regarding the above mentioned subject. In this connection, it is further informed that the above issue was discussed in the Director(Personnel)'s meeting held at CIL, Kolkata, on 7th September, 2005, and during which it has been decided that the Contractor workers engaged by the contractors are covered under the CMPF and Pension Scheme and the share of the employer has to be borne by the Contractor and both the shares should be deposited by the Contractor with the concerned Regional Commissioner in the prescribed format. It was also decided in the meeting that the Area Personnel Manager should be given suitable instructions and ensure that the it is complied with by the dead line given by the Director(P&IR), CIL, and confirmation is to be obtained and communicated to Coal India Limited.

In order to ensure allegations of less payment by the Contractor to the employees engaged by them necessary instructions is being issued to ensure that their payment is disbursed through the Banks and this will also avoid situation of giving payment certificate by the authorised representative of the Management on ritual basis and will also help us in dealing the objections raised from time to time by the Officers of labour machinery.

In view to the above, your are requested to take necessary action in the matter and the compliance report may be sent to this Office immediately, to

apprise the factual position to the Competent Authority. This may kindly be treated as MOST URGENT & VERY IMPORTANT.

Yours faithfully,

Sd/-
General Manager (P&A)
SECL Hqrs., Bilaspur

Cc: GM(IR), SECL Hqrs. Bilaspur
Cc: TS to D(P), SECL Hqrs. Bilaspur

REF : SECL/BSP/GM(P&A)/2005/4 FUF/2036

Dated : 2nd Dec., 2005

CONFIDENTIAL

Copy forwarded for information & necessary action to :

All Area Chief General Managers/General Managers of SECL

The desired information has not yet been received from your Office. D(P) desires to know the information immediately, which may be sent to this Office by 10th December, 2005.

Sd/-
(P.G. Jahagirdar)
General Manager (P&A)

Cc: GM(IR)/TS to D(P), SECL : for follow-up action.

साऊथ ईस्टर्न कोलफील्ड्स लिमिटेड

एसईसीएल/बीएसपी/औसं/13/1514

दिनांक 28.06.2006

प्रति,

मुख्य महाप्रबंधक/महाप्रबंधक
साऊथ ईस्टर्न कोलफील्ड्स लिमिटेड
समस्त क्षेत्र

विषय - सेवा-निवृत्ति माह के दौरान सीएमपीएफ/पेन्शन भुगतान संबंध में ।

महोदय,

श्री रघुनन्दन राय, संयुक्त आयुक्त, कोयला खान भविष्य निधि, संभाग-2, नागपुर के पत्र क्र. 65, दिनांक 06 जून, 2006 की छायाप्रति संलग्न है। पत्र के साथ एक अपील सीएमपीएफ/पेन्शन के संबंध में सुझाव सीएमपीएफ आयुक्त द्वारा दिया गया है। कृपया इस अपील को प्रत्येक कालरी के नोटिस बोर्ड में (बड़े-बड़े अक्षरों में) लगाने की व्यवस्था करें जिससे कि कर्मचारी प्रेरित होकर लाभ ले सकें जिससे कि इस पूण्य कार्य में सफल हो सकें।

संलग्न : यथोपरि

भवदीय

(सही)

महा प्रबंधक (औसं/विधि)
एसईसीएल, बिलासपुर

प्रतिलिपि :-

कार्मिक प्रबंधक(पीएफ/पेन्शन), एसईसीएल बिलासपुर

कार्मिक प्रबंधक(औसं), एसईसीएल बिलासपुर

वास्ते अनुवर्ती कार्यवाही बाबत

कोयला खान भविष्य निधि संयुक्त आयुक्त का कार्यालय : संभाग : २ नागपुर क्ष ४४००१४

पत्रांक : सीपीएमफ/राभाग २/मिशन विश्वास/65

दिनांक ६ जून २००६

प्रति,

कार्मिक निदेशक

बी.सी.सी.एल, ई.सी.एल., सी.सी.एल., डब्लू.सी.एल.,
एस.ई.सी.एल., एम.सी.एल., एन.सी.एल., एन.ई.सी. मर्गरीटा,
एवं एस.सी.सी.एल. कोथागुडम

विषय - सेवा-निवृत्ति माह के दौरान सी.एम.पी.एफ./पेंशन भुगतान संबंध में

महोदय,

आपको यह जानकर खुशी हुई होगी कि कोयला खान भविष्य निधि संगठन द्वारा मिशन विश्वास अभियान के तहत कोयला कर्मियों के लाभार्थ उनके भविष्य निधि एवं पेंशन प्रकरण का निष्पादन सेवानिवृत्ति के माह के दौरान किये जाने का निर्णय लिया गया है। उक्त निर्णय को समुचित प्रतिसाद दिलाने हेतु यह आवश्यक समझा गया कि इसका कोयला कर्मियों के मध्य समुचित प्रचार-प्रसार किया जाये। कुछ माह पूर्व कोयला खान भविष्य निधि संगठन ने विभिन्न प्रचार माध्यमों द्वारा कोयला कर्मियों के मध्य इस आशय का प्रचार-प्रसार भी किया। अब कोयला कर्मियों का ध्यान विशेष रूप से अकृष्ट करने हेतु यह आवश्यक समझा जा रहा है कि इस आशय का एक मेटलिक बोर्ड बनवाकर प्रत्येक कालरी क्षेत्र में स्थायी तौर पर लगा दिया जाये। इस संबंध में कालरी प्रबंधन का सहयोग वांछनीय है।

अतः आपसे अनुरोध है कि उक्त आशय का संदेश सभी कालरी प्रबंधन को देते हुये इस पत्र के साथ संलग्न संदेश को मेटलिक बोर्ड पर लिखवाकर स्थयी तौर पर लगवान हेतु निर्देश जारी करने का प्रबन्ध करायें जिससे कि उक्त अभियान का लाभ कोयला कर्मियों को सही मायेन में मिल सके।

भवदीय

(सही)

(रघुनन्दन राय)

कोयला खान भविष्य निधि

संभाग : २ : नागपुर

संलग्न : उपरोक्तानुसार

प्रतिलिपि :- कोयला खान भविष्य निधि आयुक्त, धनबाद/नई दिल्ली को सूचनार्थ प्रेषित

(सही)

संयुक्त आयुक्त

कोयला खान भविष्य निधि

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PF & Pen/Mission Biswas/498

Dt. 26.06.2006

To

All Area Personnel Heads, SECL
Dy. Chief Sales Manager, SECL Cell, Kolkata
Personnel Manager, DCC, Koaalkata
Sr. P.Os., CWS, Korba / CEWS, Gevra

Dear Sir,

Sub:- Settlement of pension and PF during the month of retirement of employees.

We are sending herewith the minutes of meeting held on 29.4.2006 at CIL regarding "Mission Biswas" circulated by Shri B.K. Panda, CMPF Commissioner vide his letter No. CPF/12(168)/Misc/164 dtd. 15th May/9th June 2006 for your kind perusal. Commissioner, CMPF has desired that submission of CMPF and pension claims of the members must reach to the CMPF Office on or before first week of every month in which the members are retiring so as to enable them to settle their claims on the date of retirement.

To ensure submission of CMPF & Pension claims on or before first week of the month in respect of the members' retirement, it has been necessary to send a list of retiring members with CMPF A/c. from July 06 to March 2007 so that CMPF offices shall be able to up-date ledger cards for PF and connection of extracts from different Regional Offices, if so require so that claims are fully and finally settled on the date of retirement.

We are also sending herewith the minutes of meeting held on 9.3.2006 at ECL circulated by CMPF commissioner vide his letter No. CPF/12(168)/Misc/103 dtd. 15th May, 2006.

Copy of letter No. CPF/L/ND/06/05 dt 16th January 2006 form CMPF Commissioner is also enclosed herewith on the above subject.

Kindly arrange to circulate the above for wide publicity and strict

compliance on the instruction.

Yours faithfully,

Encl: 03 (three Encls) as above.

Sd/-
(S.P. Choubey)
General Manager (P&A)
SECL, Bilaspur

Copy to:- General Manager(F), Bilaspur
General Manager(System), Bilaspur
General Manager(IR), Bilaspur
TS to D(P), SECL, Bilaspur

To
The Regional Commissioner,
Coal Mines Provident Fund,

.....
.....

Dear Sir,

**Sub:- Submission of Form HH, DA & PS-3/PS-4 in respect of
Contractors' workers for the month of**

In pursuance of para 29 of Coal Mines Provident Fund Scheme, I am forwarding herewith Form HH..... of No. of employees engaged by M/s: together with DA, PS-3 & PS-4. The said returns have been checked and certified by the Contractor, M/s:

Yours faithfully,

Authorised Official of SECL

To
The Commissioner,
Coal Mines Provident Fund,
Post Box No. 58,
Dhanbad, Jharkhand

(Through : Regional Commissioner, CMPF, Jabalpur/Bilaspur/Kolkata)

Dear Sir,

Sub:- Submission of PS-5 in respect of Contractors' workers.

In pursuance of para 28 of Coal Mines Provident Fund Scheme, I am forwarding herewith DD No. dt. for Rs in favour of CMPF A/c. No. 1 IDBI, Park Street Branch, Kolkata together with PS-5 in respect of workers engaged by M/s

Yours faithfully,

Authorised Official of SECL

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PF & Pen/ALL AREAS/06/255

Dt. 21.03.2006

To
All Area Personnel Heads SECL,
Dy. Sales Manager, SECL Cell / DCC, Kolkata.
Sr. P.Os., CWS, Korba / Gevra

Dear Sir,

Sub: Implementation of Coal Mines Provident Fund & Miscellaneous Provisions Act 1948 and Schemes framed there under in respect of Contractors employed by Contractors.

The matter regarding implementation of the aforesaid Act and Scheme was discussed with appropriate authority of Coal Mines Provident Fund. Since Coal Mines Provident Fund Scheme does not allow separate Registration number to the contractors the contractors will use the Registration number of the unit concerned.

The unit authorised officer for implementation of CMPF Scheme 1948 and CMPS-1988 will forward all statutory documents of monthly/quarterly/yearly to the concerned Regional Commissioner of CMPF duly signed and certified by the Contractors superscribing in all the documents "**CONTRACTOR WORKERS**" employed by M/s: (Name of Contractor) at Unit/Offices

Proforma approved to submit the documents to CMPF are also enclosed herewith so that all units and areas under SECL follow the uniform system and procedure to avoid further confusion/irregularities. The authorised officer of the Unit/Area for implementation of CMPF 1948 and CMPS 1998 will check and ensure correctness of statutory deductions and entries made in various returns before forwarding them to CMPF Office.

The contractors shall also furnish to the employer such other documents for informations as the employer may require for the purpose of submitting returns under various Schemes and Act.

With this, it is clarified that the Unit are authorised Officer will only forward the statutory returns and he will not countersign in any documents required under CMPF Scheme 1948 and CMPS 1998.

Yours faithfully,

Sd/-

(S.P. Choubey)

GM (P&A) SECL, Bilaspur

**OFFICE OF THE
COAL MINES PROVIDENT FUND COMMISSIONER**

Letter No. CPF/278(General)/107

Dt. May 17/18, 2006

To,

1. The Chairman Coal India Limited, 10, Netaji Subhas Road, Kolkata-700001 (West Bengal)	2. The Chairman-cum-Managing Director Eastern Coal Limited, Sanctoria, P.O. - Dishergarh, Distt. - Burdwan (W.B.)
3. The Chairman-cum-Managing Director Bharat Coking Coal Limited, Koyla Bhawan, Koyla Nagar, Dhanbad-826005	4. The Chairman-cum-Managing Director Central Coal Limited, Darbhanga House, Ranchi-843001
5. The Chairman-cum-Managing Director Western Coal Limited, Coal Estate, Seminary Hill, Nagpur (Maharashtra)	6. The Chairman-cum-Managing Director South Eastern Coal Limited, Seepat Road, Bilaspur (C.G.)
7. The Chairman-cum-Managing Director Northern Coal Limited, Singrauli, Distt. - Sidhi (M.P.)	8. The Chairman-cum-Managing Director Mahanadi Coal Limited, Anand Vihar, UCE-Burla, Sambalpur (Orissa)
9. The Chairman-cum-Managing Director C.M.P.D.I.L., Gondwana Place, Kanke Road, Ranchi (Jharkhand)	10. The Chairman-cum-Managing Director M/s. Singareni Collieries Company Ltd., Mehar Manzil, Khairatabad, Hyderabad (A.P.)
11. The General Manager North Eastern Coalfields Ltd., Margheritn, Distt. - Tinsu..... (Assam) Pin 781681	12. The General Manager (Collieries) Tata Steel Ltd., Jamadova Group of Collieries, Jamadova, Distt. - Dhanbad (Jharkhand)
13. The Chief Mining Engineer Steel Authority of India, Chasnala Group of Collieries, Chasnala, Dhanbad (Jharkhand)	14. The Managing Director M/s. T & K Minerals Ltd., The Bund, Sri Nagar (J&K)
15. The Superintendent of Mines D.V.C. Bermo Colliery, P.O. - Bermo, Disst. - Bokaro (Jharkhand)	16. The Divisional Manager West Bokaro Colliery, P.O. - Ghatotand, Distt. - Hazaribag (Jharkhand)

Sub.: Deposit of Provident Fund, Pension and D.L.I. contributions in respect of employees employed in Coal Mines through Contractors

Ref. This Office letter No. CPF/278(Genl.)/ dated 03rd April, 1982.

Sir,

Please refer to the above quoted letter on the subject cited above. Still there have been some instances where contractors in collieries have, in respect of employees employed in Coal Mines through them have been depositing P.F. contributions directly to this Office although the supporting 'P'/PS-5 statements are being countersigned by the concerned principal employers and submitted under the registered number of Coal Mines Concerned.

2. Paragraph 30 of the C.M.P.F. Scheme provides (that any amount recovered by contractors from their on account of members share of P.F. and Pension contributions alongwith Employer's share and administrative charges shall be paid by the contractors to the principal employer within three days from the date on which the wages to which such contributions and administrative charges relates become due for disbursement to the members under section 5 of the Payment of Wages Act, 1936.)

3. Sub-paragraph 2 of Para 30 of the CMPF Scheme further lays down that the contractors required to make any recovery of P.F. and Pension shall record all recoveries to be made and also employer's contributions payable thereon in the appropriate column in the register of Wages in Form-III appended of the payment of Wages (Mines) Rules, 1936 and shall furnish a copy of the said Form-III to the employer within three days from the date on which disbursement of the wages for that wages period becomes due under Section 5 of the Payment of Wages Act.

4. Section 10 D of the CMPF and Misc. Provisions Act, 1948 provides that the employer (meaning principal employer) shall pay contribution in respect of "employees" which expression in terms of Section 2 (d) of the said Act provides that any contribution paid or payable by an employer from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt, payable by the contractor.

5. In view of the legal provisions detailed above the practice of direct remittance by contractors should cease forthwith and the principal employer should include the contribution in respect of persons employed by or through contractors in their remittance Form PS-5 Statement. Recovery of the

contributions so paid by the principal employer from the contractor is a matter in between the principal employer and the contractor in terms of Section 10 E of the Act.

6. You are, therefore, requested kindly to ensure that the provisions explained above are strictly adhere to and all statutory returns may be furnished through principal employer.

Yours faithfully,

Sd/-
(B.K. Panda)
CMPF COMMISSIONER

Encl.: As above.

Copy to:-

1. Joint Commissioner, Division-I and II, CMPF, Dhanbad/Nagpur.
2. All R.C./A.C.-(I) Incharge of Regional Office, CMPF They are requested to hand over this circular to all P.F. Inspector for strict compliance.
3. All Officers of Hqrs. Office, Dhanbad
4. All CMPF Inspector.

Sd/-
(B.K. Panda)
CMPF COMMISSIONER

**OFFICE OF THE
COAL MINES PROVIDENT FUND COMMISSIONER**

No. CPF/Misc/JBP/SAP master data

Dt. 19 June 2006

To,
The Director (Personnel)
SECL, Seepat Road,
Bilaspur (C.G.)

Subject : Digital information of employees working in various areas of SECL,

Sir

As your are aware CMPF Organisation is in process of implementing SAP software for CMPF work.

This Office is in process of implementing software required personal data of employees working in various areas like Johilla, Sohagpur, Hasdeo, Jamuna & Kotma, Baikunthpur, Bistrampur, Chirimiri and Bhatgaon. The supplied current data will be up loaded in the system for beneficial of updated version of information of CMPF member. The required details are enclosed in the list.

It is therefore requested to kindly direct the concerned areas personnel to supplied data in softcopy only. If required, we will depute our employees to collect information from Area in CD to avoid and delay.

This may be accorded PRIORITY.

Enclosure : List of details

Sd/-
(A.K. Keshava)
Regional Commissioner

1. **CMPF Account No.**
2. **Member's Name**
 - (i) **First Name**
 - (ii) **Middle Name**
 - (iii) **Last Name**
3. **Sex (M/F)**
4. **Religion**
5. **Marital Status**
6. **Date of Birth (DD/MM/YYYY)**
7. **Father/Husband Details**
 - (i) **First Name**
 - (ii) **Middle Name**
 - (iii) **Last Name**
8. **Permanent Address**
 - (i) **Quarter No./Street Name/Village**
 - (ii) **Post Office**
 - (iii) **City/District**
 - (iv) **State**
 - (v) **Pin Code**
 - (vi) **Police Station**
9. **Present Address**
 - (i) **Quarter No./Street Name/Village**
 - (ii) **Post Office**
 - (iii) **City/District**
 - (iv) **State**
 - (v) **Pin Code**
 - (vi) **Police Station**
10. **Employment Details**
 - (i) **Employee ID**
 - (ii) **Date of Appointment**

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/GM(F)C&B/682

Dt. 12.07.2006

To,
The Area Finance Manager,
Korba/Kusmunda/Gevra/Dipka/Raigarh/J&K/Sohagpur/Johilla/
Chirimiri/Hasdeo/Baikunthpur/Bishrampur/Bhatgaon/
CWS-CS, Korba/CESE-Gevra

Dear Sir,

Sub: Overtime Allowance.

A copy of Delegation of Power to CGM/GM/SAMs in respect of sanction of Overtime Allowance is e
me Allowance beyond the stipulated limit requires approval of concerned Director/CGM/GM.

You are requested to please confirm per return that the payment of Overtime Allowance is regulated in accordance with the Delegation of Power.

Yours faithfully,

Sd/-
(S.K. Rawat)
General Manager (F)
SECL, Bilaspur

Encl: As above.

Cc: CMD, SECL, Bilaspur

Cc: The Director(F)/D(P)/DT (P&P)/DT(O), SECL Hqrs., Bilaspur for kind information

Cc: General Manager(Systems), SECL Hqrs., -- He may please arrange for requisite check in the system to ensure that OT payment is regulated as per DOP.

EXTENT OF POWERS OF

Sl.No.	NATURE OF POWER	CGM/CG OF AREA PRODUCING LESS THAN 4.00 MT OF COAL PER YEAR	CGM/CG OF AREA PRODUCING LESS THAN 4.00 MT AND ABOVE OF COAL PER YEAR	SUB-AREA MANAGER/ PROJECT OFFICER OF UNIT PRODUCING LESS THAN 2.00 MT OF COAL PER YEAR	SUB-AREA MANAGER/ PROJECT OFFICER OF UNIT PRODUCING 2.00 MT AND ABOVE COAL PER YEAR	COLLIERY MANAGER	REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
G20	To accept cancellation charges in rail/air tickets in case of journeys on tour/LTC/Transfer.	Full power	Full power	Full power	Full power	Nil	The acceptance of cancellation charges on tickets in case of LTC/LLTC shall be at the instance of the company
G21	To reimburse medical expenditure/davance for medical expenses	Full power as per Medical Attendance Rules	Full power as per Medical Attendance Rules	Full power of Wage Board employees working under him as per MAR	Full power of Wage Board employees working under him as per MAR	Nil	
G22	To sanction overtime allowance	Full power within approved Revenue Budget and in no case sanction of OT to individual employee shall exceed 25% of basic pay. Note : Sanction of OT beyond limit specified above shall require approval of concerned Director.	Full power within approved Revenue Budget and in no case sanction of OT to individual employee shall exceed 25% of basic pay. Note : Sanction of OT beyond limit specified above shall require approval of concerned Director.	Full power upto 50% of OT Manshifts provided in unit Revenue Budget and in no case sanction of OT to individual employee shall exceed 20% of basic pay. Note : Sanction of OT beyond limit specified above shall require approval of General Manager	Full power upto 50% of OT Manshifts provided in unit Revenue Budget and in no case sanction of OT to individual employee shall exceed 20% of basic pay. Note : Sanction of OT beyond limit specified above shall require approval of General Manager	Nil	
G23	To sanction Children's Education allowance, Tuition fee, Festival advance and Cycle Advance	Full power as per rules	Full power as per rules	Nil	Nil	Nil	
G24	To sanction House Rent allowance and any other allowance as per rules.	Full power as per rules	Full power as per rules	Nil	Nil	Nil	
G25	To sanction subsistence allowance	Full power as per rules	Full power as per rules	Full power for employees for whom he is disciplinary authority	Full power for employees for whom he is disciplinary authority	Full power for employees for whom he is disciplinary authority	
G26	To sanction conveyance reimbursement	Full power as per rules	Full power as per rules	Nil	Nil	Nil	Nil

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/IR/Cont.PF/06/1304

Dt. 27.07.2006

Subject : Coverage of Contractor Workers PF & Pension.

Letter No. CPF/278(General)/107 dt. 17/18.05-06 of Director(Coal)/Commissioner, CMPF relating to coverage to Contractor Workers and payment of contribution to the CMPF authorities is enclosed. CMPF Commissioner vide the above letter has suggested the following course of action:

1. The Contractor will recover PF and Pension contribution from their workers added with Employer's share with administrative charges shall be paid to Principal employer within 3 days of disbursement.
2. That the employer (Principal Employer) shall pay contribution in respect of all employees along with workers engaged through Contractors in PS-5.
3. That the present practice of direct remittance by Contractor will be ceased forthwith and principal employer should include contribution of persons employed by or through Contractors in their remittance in prescribed form PS-5 statement.

He further advised that the contribution of the employees and contractor workers be sent in the PS-5 by the Principal Employer in respect of contractors also.

Vide the above letter he has also enclosed letter No. CPF/278(Genl) dt. 3.4.1982 in which similar instructions were issued. Earlier the matter was discussed and we has issued instructions vide No. SECL/BSP/PF&Pen/All Areas/06/255 dt. 21.03.2006. According to which it was directed that we should only forward the PS-5 of the contractors to CMPF Authorities. As per the instruction of CMPF Authorities are not accepting the PS-5 being submitted by the Contractors directly.

It is understood that the above matter is also in the Board of Trustees Meeting held in the first week of July, 2006. After deduction of the CMPF contribution, delay in sending the same may attract penalty. It is therefore proposed to follow the following course of action.

1. PS-5 which are being submitted in respect of the employees be sent in the similar was as is being sent at present.

2. We may send PS-5 of the contractor workers separately which will be submitted by the contractors to us and the same will be countersigned by the Nodal Officer of the CMPF and be forwarded to the CMPF authorities.

The above modification may be made in the instruction issued vide No. 255 dated 21.03.06.

Submitted for kind approval.

Sd/-
GM(IR/L)

D(P), SECL

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PER/IR/cont.wor.PF/06/1295

Dt. 04.08.2006

To,

1. The Chief of Security, SECL
2. The Area Personnel Manager, All Areas
3. Dy. Chief Sales Manager, SECL Cell, Kolkata
4. General Manager, Dankuni Coal Complex
5. Sr. P.O., CWS, Korba/CEWS, Gevra
6. Personnel Manager (PF/Pen.) SECL, Bilaspur

Sub.: Implementation of Coal Mines Provident Fund & Miscellaneous Provisions Act, 1948 and Schemes framed there under in respect of Contractors employed by Contractors.

Dear Sir,

Kindly refer to letter No. SECL/BSP/PF&Pen./All Areas/06/255 dt. 21.03.06 of General Manager(P&A) SECL, Bilaspur on the subject mentioned above. After issuance of the above instructions advice was received vide CMPF Commissioner's letter No. CPF/278(GenI)/107 dt. 17/18.05.06 addressed to Chairman, CIL and CMDs of CIL. The matter was placed before the competent authority and it was decided that instructions issued for submission of PS-5 of the contractor workers be modified as under:-

1. PS-5 of our own employees will be sent as usual in the normal manner.
2. PS-5 of the contractor workers will be prepared by contractors and submitted to the Nodal Officer of CMPF in the Area. He will countersign on the PS-5 form submitted by the Contractor and be forwarded to the CMPF authorities by the Nodal Officer of CMPF.

You are requested to take necessary action accordingly.

Yours faithfully,

Sd/-
(Radhey Shyam Singh)
GM(IR/L), SECL Bilaspur

- CC: Area Finance Managers, All Areas
2. Area Security Officers, All Areas

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
OFFICE OF THE REGIONAL LABOUR COMMISSIONER (CENTRAL),
1/7, SECTOR-1, (EXTN.) AVANTI VIHAR
RAIPUR-492 006 (C.G.)**

No. RLCCCJ/(1)/2005

August 21, 2006

CIRCULAR

Sub: MW Act, 1948- Importance of ensuring Payment of Minimum Wages in Public Sector Establishments.

Dear Sir,

The instance of non payment of minimum wages in public sector estts, of Central Govt. to the employees employed directly by the estts as well as through the contractors have been viewed with serious concern by the Government.

As you know, minimum wage by concept is the level of wages necessary for bare sustenance of the worker and his family and denial of the same amounts to exploitation. As observed by the Hon'ble Supreme Court of India "Exaction of labour and services against payment of less than the minimum wages amounts to forced labour and violation of Article 23." The Hon'ble Supreme Court have also ruled that the minimum wage is the first charge on the industry. In so far as bare minimum wage is concerned, no industry has the right to exist unless it is able to pay to workers at least a bare minimum wage {Lipton Ltd. v/s their employees-(1959-I-LLJ-431-SC) Wenger v/s their workmen 1963-II-LLC-403-SC; Unichoy v/s State of Kerala 1961-I-LLJ-631-SC}. In this context the importance of ensuring payment of minimum wages to the employees of Public Sector hardly needs to be emphasized especially in view of the fact that the Public Sector are expected to be model employers.

I therefore take this opportunity to appeal to you to ensure, through all appropriate administrative and legal measures at your command, payment of minimum wages to the employees, employed directly as well as through contractors at your estt.

Should such a need be felt at your end in this behalf, the Assistant Labour Commissioner (Central) of your area or this office may please be

contacted for assistance/guidance.

A line in reply indicating the action taken at your end will be appreciated.

Yours faithfully,

Sd/-
(Gyanendra Singh)
Regional Labour Commissioner (C)
Raipur (C.G.)

All Heads of Public Sector estts.
in Central Sphere in the State of Chhattisgarh

Copy to:-

- 1) The Chief Labour Commissioner (Central), New Delhi (By name)
- 2) The Deputy Chief Labour Commissioner (Central), Jabalpur

Regional Labour Commissioner (C)
Raipur (C.G.)

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/GM(P&A)/2006/30/1487

Dt. 20/27.09.2006

SUBJECT : REGARDING BOOKING OF HOLIDAY HOMES OF COAL INDIA LIMITED.

Copy forwarded for information & necessary action to :-

- (1) All Area Chief General Managers/General Managers of SECL Areas.
- (2) All Area Personnel Managers of SECL Areas.
- (3) The General Managers of CWS, Korba/Gevra, General Manager (Stores), Central Stores, Korba.
- (4) GM, DCC, Dhankuni/Resident Executives of SECL Cell, Kokatta/Nagpur/Bhopal/Jabalpur.
- (5) All Head of the Departments, SECL Hqrs., Bilaspur
- (6) All Sectional Heads of Personnel Department, SECL Hqrs., Bilaspur
- (7) Sr. ES to CMD/D(T)O/D(T)PP/D(F)/D(P), SECL Hqrs., Bilaspur

Yours faithfully,

Sd/-
(S.P. Choubey)
General Manager (P&A)
SECL Hqrs., Bilaspur

COAL INDIA LIMITED
10, Netaji Subhas Road, Kolkata-700 001

No. CIL/GS/HH/2006/380

Dt. 12.09.2006

CIRCULAR

Presently Coal India Ltd. is operating **Holiday Homes** in three places viz., Puri, Digha and Goa. The details regarding no. of rooms, tariffs are given below -

Phone/Fax No.	Name of Holiday Home & Address	No. of Rooms	Room Charge per Day/Room
Tel. No. 06752-23157 Fax. No. 06752-230252	PURI Hotel Dreamland New Marine Drive Road, Baliapanda, Puri	2(AC)	Rs. 200/-
Tel. No. 06752-224698	PURI Hotel Park Beach Resort Sea Beach Road, Puri	1(Non AC) 2(Non AC)	Rs. 150/- Rs. 100/-
Tel. No. 03220-266235/246 Fax No. 03220-266247	DIGHA Hotel Sea Hawk, P.O. Digha, Distt. East Midnapore (W.B.)	4(Non AC)	Rs. 100/-
Tel. No. 0832-2228305/ 8405/4412 Fax No. 0832-2223231	DIGHA Hotel Manvin's, Municipal Gardens/ Church Square Panjim, Goa	2(AC)	Rs. 200/- * Seasonal i.e., 1st October 2006 to March 2007

Employees desirous of availing this facility may please follow the following procedure.

- (1) Application should be made in the prescribed formats along with the declaration detailing family members enclosed as Annexure I & II.
- (2) Application should be sent through Controlling Office.
- (3) It should be accompanied by "demand draft" drawn in favour of Coal India Ltd. for the full amount or the full amount may be deposited to CIL Cash Office on any working day between 10.00 a.m. to 12.30 p.m.
- (4) It should be sent to either GM (Admn), CIL Or Dy. CE (Civil/Admn), CLI Kolkata.

It may Please be noted that

- Booking can be done for four days only.
- Booking will be precessed only 75 days prior to the actual date of booking.
- The Holiday Home at Goa is available between 1st October '06 to 31st March '07

Yours faithfully,

Sd/-
(D Mukherjee)
Dy. CE (Civil)

Distribution

GM (Admn)ECL/BCCL/CCL/CMPDIL/NCL/WCL/SECL/MCL/NEC
GM (Welfare), CIL
Dy. CFM (Cash)/FM (Bill), CIL, Kolkata

Notice Board

APPLICATION FORM

To,
The Dy. Chief Engineer (Civil),
General Services Department,
Coal India Limited,
10, Netaji Subhas Road,
Kolkatta 700 001

(THROUGH PROPER CHANNEL)

Dear Sir,

Kindly arrange reservation for ONE Room in the CIL's Holiday Home at for days from to for the undersigned and family. Details of payment to be made by me by cheque / cash / demand draft may kindly be intimated. The above booking will be availed by me / my direct family members only.

Dated :

Yours faithfully,

H.H. AT	
Sl. No.	
Room No.	
From	To
Rs.	Paid by

Signature

Name

Designation

Company

Full Office Address

.....
(Provisional booking accepted subject to the following)

.....
Signature of Controllin Officer
with designation
Name

Deisgnation

- Note : 1) The above request for booking will become invalid, if payment of booking money is not received within seven days from the date of receipt of this request.
- 2) Confirmed booking can be cancelled with prior notice, in exceptional circumstances.
- 3) Provisions of Circular No. CIL/GS/HH/GEN/3.0/96 dated 28.5.96 will apply to this booking.

Dy. Chief Engineer (Civil)
Coal India Limited
10 N.S. Road, Calcutta - 1

COAL INDIA LIMITED
10, Netaji Subhas Road, Kolkata-700 001

No. CIL/GS/0826/68/2005

Dt. 05.05.2005

ANNEXURE - II

NOTICE

Employee interested to avail the facilities of Coal India Holiday Home must submit declaration (as below) along with request / application for allotment.

Declaration

I hereby declare that my family members like to enjoy the Holiday Home at CIL The following are my family members whose names are quoted here:

Signature of Employee

COAL INDIA LIMITED
10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/CMPS/017/2006/606

Dt. 30th November, 2006

The Director (Personnel), ECL, Sanctoria
The Director (Personnel), BCCL, Dhanbad
The Director (Personnel), CCL, Ranchi
The Director (Personnel), WCL, Nagpur
The Director (Personnel), SECL, Bilaspur
The Director (Personnel), MCL, Sambalpur
The Director (Personnel), NCL, Singrauli
The Director (Operation), CMPDIL, Ranchi
The Chief General Manager, NEC, Guwahati

Sub: Coverage of contractors Labour - rearding.

Dear Sir

Enclosed please find a copy of letter No. CPF/18(146)/BOT Meeting/588 dated 13th November, 2006 from Comissioner, CMPF, Dhanbad.

I am directed to request you to kindly take urgent action for coverage of all eligible contract workers.

Also it is requested kindly arrange to sen the status as on 30-09-2006 of total number of contractor workers, number of workers eligible for coverage unde CMPF/CMPS '98 and number of workers covered under CMPF/CMPS'98/ PER RETURN FAX.

Sd/-
(R.S. Ram)
(General Manager.....P&IR)

Encl. : One

**OFFICE OF THE
COAL MINES PROVIDENT FUND COMMISSIONER**

No. CPF/18(146)/BOT Meeting/588

Dt. 11th May, 07

To,
The Chairman,
CIL/CMD's of all Coal Companies

Sub. : Coverage of contractors Labour - regarding.

Sir,

During the 144th BOT meeting the matter of survey through AC Nielson ORG Marg regarding implementation of Scheme on Contractors workers was raised. The same was dropped in view of assurance of Coal Company representatives in the Board that the coverage would be completed shortly. Further during review of Progress report the Board observed that the management should further expedite the coverage of contract Labour.

In view of the forgoing it is requested to ensure urgent action on the matter. A detailed company wise report may also kindly be sent to this office for submission before the Board in its next meeting to held in December.

Sd/-
(B.K. Panda)
CMPF Commissioner

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/PER/IR/LEGAL/07/14/IR1682

Dt. 10.01.2007

To,
The Chief General Managers,
The General Managers,
All Areas

Attn.: Area Personnel Managers/Area Finance Managers.

Sub.: Responsibility to ensure proper payment to the employees engaged by the contractors and coverage of contractor workers under CMPF & CMPS Scheme.

Dear Sir,

The payment of wages to the contractor workers and recovery of CMPF/CMPS was getting attention of CMD & D(P), SECL and stress is being given on its implementation in all CGMs/GMs Co-ordination Meetings. In spite of this, complaints about non-payment/under payment and non-recovery of CMPF/CMPS is being raised by the unions.

The matter was deliberated in the last CGMs Co-ordination Meeting held on 3.1.2007 at length in which it was specially ordered by the CMD, SECL that we may ensure that payment of contractor workers are made in the presence of an authorised representative of the management.

You are requested to kindly ensure compliance of the instructions and also ensure that the statutory provisions of the Contract Labour (R&A) Act & CMPF/CMPS Schemes are complied with. It may be mentioned here that this is being reviewed at highest level and also in the meeting of Board of Trustees of CMPF/CMPS of which the Chairman is the Secretary (Coal) Ministry of Coal New Delhi.

Yours faithfully,

Sd/-
(Radhey Shyam Singh)
General Manager (IR/L)
SECL, Bilaspur

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/IR/RSS/2007/635

Dt. 19.01.2007

To,
The Chief General Managers,
The General Managers,
All Areas

Attn.: Area Personnel Managers/Area Finance Managers.

Sub.: Payment to the contract workers.

Dear Sir,

In the CMD's Review Meeting of Staff Officers (Civil) and the Staff Officers (Personnel) the progress of welfare work under taken during the welfare year was reviewed.

In the course of discussion, it was pointed out that complaints of under payments are being received from different forums, unions and the contract workers. To ensure the correct payment to the contractor workers, as per the statute, is the responsibility of principle employer and the payment is to be made in the presence of the representatives of principle employee.

To overcome such complaints, it is necessary the we should try to make all the payments to the contractor workers through banks. It was pointed out that opening of bank accounts in respect of contractor workers is being discouraged by the Banks and the contractors are also not interested for opening of such bank accounts for making payments to their workers through Banks.

It was decided by the CMD, SECL that concerted efforts will be made by the Area Personnel Managers with the help to Area Finance Managers to get the bank account in respect of contractor workers in the respective branches of the banks where they are working. This task is to be taken on priority and is to be completed by the 2nd weeks of Feb., 2007 positively.

You are, therefore, requested to kindly advise your Area Personnel Managers/Area Finance Managers for taking suitable action in the matter.

Yours faithfully,

Sd/-
(R.S. Singh)
General Manager (Legal & IR)

Copy to
D(P), SECL, Bilaspur
GM(P&A)/GM(C)/GM(WEL), SECL, Bilaspur
Dy. CPM/PM(IR)/Dy. PM(IR), SECL, Bilaspur

SOUTH EASTERN COALFIELDS LIMITED

No. SECL/BSP/GM(F)/21/I.T./2459

Dt. 27.02.2007

To,
All Area CGM/GM,
All Area Finance Managers,
Dy. CFM DCC
FM SECL Kolkata
FM SECL Hq. (Salaries & Wages)

Dear Sir,

Subject : Relief to employees under section 89 of the Income Tax Act.

The entire arrears payment arising out of NCWA VII is being disbursed during the financial year 2006/07. As a matter of fact, two installments of arrears payment has already been disbursed during the financial year 2006/07 and the last and final instalment of arrears payment is scheduled to be disbursed by March 31st, 2007.

The aforesaid arrears payment in many cases will affect the incidence of taxation at a higher rate to the employees. In such circumstances section 89 of the Income Tax Act read with rule 21A and 21AA of the Income Tax Rules provides for relief in the calculation of Income Tax payable by the employees.

Any employee desiring to avail the benefit of relief in the calculation of Income Tax is required to furnish in detail the information required under Form No. 10E. a copy of which is enclosed for ready reference.

All Area Finance Managers are directed to circulate the contents of this letter along with a copy of Form 10E to all disbursing outlets/sub-areas/collieries/workshops within his administrative control so that relief as provided in the Income Tax Act can be availed by the entitled employees.

Yours faithfully,

Sd/-
General Manager(Finance)
SECL Hq.

Copy for king information to

D(F) : This is in reference to the discussion that we had on the above subject.

D(P) SECL, Bilaspur

INCOME-TAX RULES, 1962

FORM No. 10E

[See rule 21AA]

Form for furnishing particulars of Income under section 192(2A) for the year ending 31st March, 20... for claiming relief under section 89(1) by a Government servant or an employee in a ²[company, co-operative society, local authority, university, institution, association or body]

- 1. Name and address of the employer
- 2. Permanent Account number
- 3. Residential status

Particulars of income referred to in rule 21A of the Income-tax Rules, 1962, during the previous year relevant to assessment year.....

Rs.

- 1. (a) Salary received in arrears or in advance in accordance with the provisions of sub-rule (2) of rule 21A
- (b) Payment in the nature of gratuity in respect of past services, extending over a period of not less than 5 years in accordance with the provisions of sub-rule (3) of rule 21A
- (c) Payment in the nature of compensation from the employer or former employer at or in connection with termination of employment after continuous service of not less than 3 years or where the unexpired portion of term of employment is also not less than 3 years in accordance with the provisions of sub-rule (4) of rule 21A
- (d) Payment in commutation of pension in accordance with the provisions of sub-rule (5) of rule 21A

- 2. Detailed particulars of payments referred to above may be given in Annexure I, II, IIA, III or IV, as the case may be

Signature of employee

Verification

I,, do hereby declare that what is stated above is true to the best of my knowledge and belief.

Verified today, the day of

Place

Date

Signature of employee

1. Inserted by the IT (Eighth Amdt.) Rules, 1987.

2. Substituted for "public sector undertaking" by the IT (Ninth Amdt.) Rules, 1991, 16-5-1991

FORM FOR FURNISHING PARTICULARS U/S 192(2A)

ANNEXURE I

[See item 2 of Form No. 10E]

ARREARS OR ADVANCE SALARY

1. Total income (excluding salary received in arrears or advance)
2. Salary received in arrears or advance
3. Total income (as increased by salary received in arrears or advance)
[Add item 1 and item 2]
4. Tax on total income (as per item 3)
5. Tax on total income (as per item 1)
6. Tax on salary received in arrears or advance
[Difference of item 4 and item 5]
7. Tax computed in accordance with Table "A"
[Brought from column 7 of Table "A"]
8. Relief under section 89(1)
[Indicate the difference between the amounts mentioned against items 6 and 7]

TABLE "A"
[See item 7 of Annexure I]

<i>Previous year(s)</i>	<i>Total income of the relevant previous year</i>	<i>Salary received in arrears or advance relating to the relevant previous year as mentioned in column (1)</i>	<i>Total income (as increased by salary received in arrears or advance) of the relevant previous year mentioned in column (1) [Add columns (3) and (3)]</i>	<i>Tax on total income [as per column (2)]</i>	<i>Tax on total income [as per column (4)]</i>	<i>Difference in tax [Amount under column (6) minus amount under column (5)]</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>

Note : In this Table details of salary received in arrears of advance relating to different previous years may be furnished.

No. 15(2)/2007-DPE (GM)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Block No. 14, CGO Complex,
Lodi Road, New Delhi-110003

Dated the 10th April, 2007

OFFICE MEMORANDUM

Subject: Improving vigilance administration by leveraging technology:
Increasing transparency through effective use of websites in
discharge of regulatory, enforcement and other functions of
Government organization.

The undersigned is directed to invite attention to the guidelines dated 22nd November, 2006 issued by Central Vigilance Commission (CVC) on the subject mentioned above and to request that the same may be brought to the notice of the Central Public Sector Enterprises (CPSEs) by the administrative Ministers/ Departments concerned for compliance. A copy of CVC guidelines is enclosed.

2. It is also requested that the compliance/progress of implementation of these guidelines in respect of the CPSEs may kindly be communicated to this Department immediately for onward transmission to the Cabinet Secretariat.

Encls: As stated

Sd/-
(K.D. Tripathi)
Joint Secretary to the Government of India
Tel. 24360204

To
Secretaries (by name) of all administrative Ministers/Departments concerned with CPSEs.

Copy to The Chief Executive/CVOs of all CPSEs with the request to furnish compliance report immediately.

Sd/-
(K.D. Tripathi)

No. SECL/BSP/DPS/07/10/679 Dt. 08.05.2007

Copy for information and necessary action to:
All HODs of D(P) Directorate (By name),
SECL Headquarters, Bilaspur

Sd/-
(PM/TS to Director (Personnel))
SECL, Bilaspur

No. 006/VGL/117
Government of India
Central Vigilance Commission

Satarkta Bhawan, Block-A.
GPO Complex, INA,
New Delhi-110023

Dated the 22nd November, 2006

Circular No. 40/11/06

Sub: Improving vigilance administration by leveraging technology: Increasing transparency through effective use of websites in discharge of regulatory, enforcement and other functions of Govt. organisations.

The Commission has been receiving a large number of, complaints about inordinate delay and arbitrariness in the processing and issue of licenses, permissions, recognitions, various types of clearances, no objection certificates, etc., by various Govt. organisations. Majority of these complaints pertain to delay and non-adherence to the 'first-come-first-served' principle. In a number of cases, there are complaints of ambiguities regarding the document and information sought for the grant of such licenses, permissions, clearances, etc. There is also a tendency in some organisations to raise piece-meal/questionable queries on applications, often leading to the allegations of corruption. In order to reduce the scope for corruption, there is a need to bring about greater transparency and accountability in the discharge of regulatory, enforcement and other public dealings of the Govt. organisations.

2. Improvement in vigilance administration can be possible only when systems improvements are made to prevent the possibilities of corruption. In order to achieve the desired transparency and curb, the malpractices mentioned above the Central Vigilance Commission, in exercise of the powers conferred on it under Section 8(1)(h) of the CVC Act, 2003, issues the following instructions for compliance by all Govt. departments/organisations/agencies over which the Commission has jurisdiction:

- i) All Govt. organisations discharging regulatory/enforcement functions or service delivery of any kind, which cause interface with the general public/private business etc., shall provide complete information on their websites regarding the laws, rules and procedures governing the issue of licenses, permissions, clearances etc. An illustrative list is given in the annexure. Each Ministry should prepare an exhaustive list of such

applications/matters and submit a copy of same to the Commission for record and web-monitoring.

- ii) All application forms/proformas should be made available on the websites in a downloadable form. If the organisation concerned wishes to charge for the application form downloaded from the computer, the same may be done at the time of the submission of the application forms.
- iii) All documents to be enclosed or information to be provided by the applicant should be clearly explained on the websites and should also form part of the application forms.
- iv) As far as possible, arrangements should be put in place so that immediately after the receipt of the application, the applicant is informed about the deficiencies, if any, in the documents/information submitted.
- v) Repeated queries in a piecemeal manner should be viewed as a misconduct having vigilance angle.
- vi) All organisations concerned should give adequate publicity about these facilities in the newspapers and such advertisements must give the website addresses of the organisations concerned.

3. In the second stage, the status of individual applications/matters should be made available on the organisation's website and should be updated from time-to-time so that the applicants remain duly informed about the status of their applications.

4. In addition to the manual receipt of applications, all organisations should examine the feasibility of online receipt of applications and, wherever feasible, a timeframe for introducing the facility should be worked out. As a large number of Govt. organisations are opting for e-governance, they may consider integrating the above mentioned measures into their business processes so that duplication is avoided.

5. Instructions at para-2 above shall take effect from 1st January, 2007 and instructions at para-3 shall become effective from 1st April, 2007. All Heads of Organisations/Depts. are advised to get personally involved in the implementation of these important preventive vigilance measures. They should arrange close monitoring of the progress in order to ensure that the required information is placed on the website in a user-friendly manner before the expiry of the above mentioned deadlines. They should later ensure that the information

is updated regularly.

6. This issues with the approval of the Commission.

Sd/-
(Balwinder Singh)
Addl. Secretary

To

1. The Secretaries of all Ministries/Departments of Govt. of India.
2. The Chief Secretaries to all Union Territories.
3. The Comptroller & Auditor General of India.
4. The Chairman, Union Public Service Commission.
5. The Chief Executives of all PSEs/PSBs/Insurance Companies/Autonomous Organisations/Societies.
6. The Chief Vigilance Officers in the Ministries/Departments/PSEs/PSBs/ Insurance Companies/Autonomous Organisations/Societies.
7. President's Secretariat/Vice President's Secretariat/Lok Sabha Secretariat/Rajya Sabha Secretariat/PMO.

Illustrative List

1. Land & Building Related Issues

- (i) Applications for mutation; conversion from leasehold to freehold of lands & buildings; approval of building plans by municipal authorities and landowning/regulating agencies like MCD; DDA; NDMC; L&DO and similar agencies in other UTs.
- (ii) Applications for registration deeds by Sub-Registrars/Registrars and other applications connected with land record management.
- (iii) Applications for allotment of land/flats, etc. by urban development agencies like Delhi Development Authority.

2. Contract & Procurement

- (i) Applications for registration of contractors/suppliers/consultants/vendors etc.
- (ii) Status of all bill payments to contractors/suppliers etc.

3. Transport Sector

- (i) Issue of driving licenses, registration of vehicles, fitness certificates, release of impounded vehicles etc. by RTAs.

4. Environment & Pollution Related Matters

- (i) Issue of environment and pollution clearance for setting up industries and other projects by Min. of Environment & Forest; Pollution Control Organisations, etc.

5. Food & Hotel Industry

- (i) Applications connected with clearance, licenses for food industry/hotels/restaurants etc.

6. Ministry of Labour/Ministry of Overseas Indian Affairs

- (i) Applications by beneficiaries and employers in connection with EPFO; ESI etc.
- (ii) Applications by recruiting/placement agencies and individuals submitted to Protectorate General Emigrants and the concerned Ministry.
- (iii) Other applications connected with regulatory/enforcement systems of Labour Ministry.

7. CBDT & Income Tax Deptt.

- (i) Application for PAN
- (ii) Applications submitted for issue of certificates/income tax clearance for immigration/public contracts or any other purposes.

- (iv) Application for appointment of legal counsels/any other professionals.
8. Customs & Central Excise & DGFT
- (i) Applications/cases of Duty Drawback and other export incentives.
9. Telecom (BSNL & MTNL)
- (i) Applications for establishing STD booths etc.
10. Petroleum Sector
- (i) Applications for allotment of petrol pumps/gas stations.
11. Ministry of External Affairs
- (i) Applications for issue of passports.
- (ii) Applications for issue of visas by Indian Embassies abroad.
12. Ministry of Home Affairs
- (i) Applications submitted to FRRO.
- (ii) Applications connected with FCRA.
13. Ministry of Health
- (i) Applications for recognition by Medical Council of India and similar other regulatory bodies.
14. Education
- (i) Applications for accreditation handled by bodies like AICTE & others.
- (ii) Applications for recognition of schools by Director of Education etc.
- (iii) Grant of E.C. by Director of Education.
15. Agriculture, Dairying & Fisheries
- (i) Various clearance/licenses, eg. clearance for operating fishing vessels.
- (ii) Quarantine related applications
16. Ministry of Social Justice/Tribal Affairs
- (i) Applications for sanction of funds to NGOs.

**JOINT BIPARTTTE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/II No.14/201-53

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 14**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

**Sub: Implementation of Chapter XII,
Para 12.6.1 of NCWA-VII dated 15.07.2005**

Chapter XII, Para 12.6.1 of NCWA-VII provides as under.

"It is agreed that while granting promotions, basic wage and increment which the employees were getting on up-gradation under SLU/SLI would be projected over and above the normal promotional benefits."

It has been decided to implement the above provisions of NCWA-VII.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salim Uddin)
Director (P&IR) &
Member Secretary JBCCI-VII

Distribution:
CGM, NEC, Guwahati
Executive Director(IICM) Kanke Road, Ranchi
CGM, CIL, New Delhi
GM(P)/CGM(F), CIL, Kolkata
FM(Bill), CIL, Kolkata

All RSMs
Sr. P.O. (AW), CIL, Kolkata

Ref No. SECL/BSP/PER/IR/27/07/III/1919

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. All Area Personnel Managers of SECL.
3. GM, CWS, Korba/C.Stores, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(Systems) SECL Hqr., Bilaspur

Sd/-
(Radhey Shyam Singh)
GM(IR&L), SECL, Bilaspur

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/I.I.No.15/254-307

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 15**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Clause (vi) Calculation of Underground Allowance.

The following report of Sub-committee of JBCCI-VII constituted vide notification No. CIL/C-5B/JBCCI/SC/97 dated 6th December, 2005 was discussed in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata:

"Clause (vi) Calculation of Underground Allowance.

- 01) Underground Allowance will be calculated on fixed Basic and not on earned Basic month-wise.
- 02) Instances have come to the notice of the committee that in some cases Underground Allowance has been calculated in the manner cited below:

10% upto Basic of Rs. 9000/- 12.5% for the amount exceeding Rs. 9000/- instead of straight calculation @ 12.5% on fixed Basic

The committee recommends that Underground Allowance should be calculated @ 12.5% on fixed pay Basic beyond Rs. 9000/- per month."

The above recommendations of the committee was accepted.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salim Uddin)
Director (P&IR) &
Member Secretary JBCCI-VII

Distribution.

Chairman-MD, SSL P.O. Kothagudam Collys., Distt Khammam, A.P.
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director (O) CMPDIL, Ranchi
Director(Fianance) CIL, Kolkata
Director(Technical)/Director(Marketing) CIL, Kolkata
CVO, CIL, Kolkata
TS to Chairman, CIL, Kolkata
CGM, NEC, Guwahati
Executive Director(IICM) Kanker Road, Ranchi
CGM, CIL, New Delhi
GM(P)/CGM(F), CIL, Kolkata
FM(Bill), CIL, Kolkata
All RSMs
Sr. P.O. (AW), CIL, Kolkata

Ref No. SECL/BSP/PER/IR/27/07/III/1918

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. All Area Personnel Managers of SECL.
3. GM, CWS, Korba/C.Stores, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(Systems) SECL Hqr., Bilaspur

Sd/-
(Radhey Shyam Singh)
GM(IR&L), SECL, Bilaspur

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/I.I.No.16/308-60

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 16**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

**Sub: Transport Subsidiary payable to
Physically Handicapped employees**

The following report of Sub-committee of JBCCI-VII constituted vide notification No. CIL/C-5B/JBCCI/SC/97 dated 6th December, 2005 was discussed in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata:

“Clause (vii) Transport Subsidy payable to Physically Handicapped employees needs revision as has been done in respect of general employees.”

It was therefore agreed that Transport Subsidy of Physically Handicapped employees may be increased by 50% of Transport Subsidy as increased in NCWA-VI.

Accordingly, Transport Subsidy for Handicapped employees will be payable @ Rs. 10.50 per day of actual attendance.

This will be effective from 01.12.2006.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salim Uddin)
Director (P&IR) &
Member Secretary JBCCI-VII

Distribution.

Chairman-MD, SSL P.O. Kothagudam Collys., Distt Khammam, A.P.
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director (O) CMPDIL, Ranchi
Director(Fianance) CIL, Kolkata
Director(Technical)/Director(Marketing) CIL, Kolkata
CVO, CIL, Kolkata
TS to Chairman, CIL, Kolkata
CGM, NEC, Guwahati
Executive Director(IICM) Kanker Road, Ranchi
CGM, CIL, New Delhi
GM(P)/CGM(F), CIL, Kolkata
FM(Bill), CIL, Kolkata
All RSMs
Sr. P.O. (AW), CIL, Kolkata

Ref No. SECL/BSP/PER/IR/27/07/III/1917

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. All Area Personnel Managers of SECL.
3. GM, CWS, Korba/C.Stores, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(Systems) SECL Hqr., Bilaspur

Sd/-
(Radhey Shyam Singh)
GM(IR&L), SECL, Bilaspur

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/I.I. No.17/361-413

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 17**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Anomaly in pay arising out of senior employees in the same pay scales covered by the same seniority list in a cadre getting lower pay than their juniors promoted subsequently in the identical post of same cadre during the operation of NCWA-VII.

The above mentioned subject was discussed in detail in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL (Hq.) Kolkata and it was decided as under:

In case of senior employee promoted to next higher post drawing a lower rate of pay in that post than another employee junior to him in the lower post and promoted subsequently in the identical post of the same cadre during the operation of NCWA-VII, the pay of senior employee may be steeped up to a figure equal to the pay as fixed for the junior employee in the higher grade. The stepping up should be done with effect from the date of promotion of the junior employee and will be subject to the following conditions:

- (a) Both the junior and senior employee should belong to the same cadre and the post in which they have been promoted and covered by the same seniority list of the same cadre.
- (b) The scales of pay of lower and the higher posts in which they are entitled to draw pay should be identical.

- (c) The anomaly should be directly as a result of the application of normal rules/order.
- (d) The junior should not have been drawing more pay than the senior from time to time in the lower post.
- (e) The date of increment of senior employee will be the same as that of the junior.
- (f) However, if in the lower post the junior employee was drawing more pay than his senior by virtue to advance increment granted to him, the above provisions shall not apply to step up the pay of the senior to that of his junior.

It has to be ensured that for removal of genuine cases of anomaly the basic conditions as laid down above are fulfilled before initiating any action.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salimuddin)
Director(P&IR) &
Member Secretary, JBCCI-VII

Ref. No. SECL/BSP/PER/IR/27/07/III/1916

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. All CGMs/GMs of SECL Areas.
2. All Area Personnel Managers of SECL
3. GM, CWS, Korba/C. Store, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(System), SECL Hq. Bilaspur

Sd/-
(Radhey Shyam Singh)
General Manager (IR&L)
SECL, Bilaspur

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/I.I.No.18/414-468

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 18**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: in pay arising out of senior employees in the same pay scales covered by the same seniority list and same designation in a cadre getting lower pay than their juniors as a result of implementation of NCWA-VII.

The above mentioned subject was discussed in detail in the meeting of Standardisation committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata. It was decided that implementation instruction for removal of anomalies arising as a result of revision of pay scales from 1st July, 2001 under NCWA-VII may be issued.

Accordingly, it has been decided that individual cases of anomalies may be checked up carefully and after satisfying that anomaly has arisen in the case of senior employees in the same seniority list and same designation in a cadre the pay of senior employee will be stepped up to the level of the pay of junior employee concerned from the date anomaly has arisen i.e., from the date the junior employee started getting higher Basic pay than the senior employee under the following cases:

- (1) When the junior employee promoted to a higher post before 1st July, 2001 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st July, 2001.
- (2) Senior employee in the same pay scale and covered by the same seniority list and same designation in a cadre and who has secured fixation at the same stage as his junior, but due to different dates of increment the junior starts getting higher pay than his senior. The removal of such anomalies will be subject to the following conditions.

- (a) both the junior and the senior employee should belong to the same cadre and the post in which they have been promoted should be covered by the same seniority list and same cadre;
- (b) the pre-revised and revised scale of pay of lower and higher post in which they are entitled to draw pay should be identical;
- (c) the anomaly should be directly as a result of application of normal rules of fixation on such promotion in the revised scale of pay and as a result of fixation of pay in the revised scale of pay under NCWA-VII. The next date of increment of the senior employee will be the same as that of junior employee.

If even, in the lower post, the junior employee was drawing more pay in the pre revised pay scale than the senior by virtue of any advance increment granted to him, these provisions shall not apply in such cases.

It has to be ensured that for removal of anomalies, the basic conditions stipulated above are fulfilled before initiating any action.

This will apply to cases arising on or after 1st July, 2001.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salim Uddin)
Director (P&IR) &
Member Secretary JBCCI-VII

Ref No. SECL/BSP/PER/IR/27/07/III/1915

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. All Area Personnel Managers of SECL.
3. GM, CWS, Korba/C.Stores, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(Systems) SECL Hqr., Bilaspur

Sd/-
(Radhey Shyam Singh)
GM(IR&L),
SECL, Bilaspur

**JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED**

10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C-5B/JBCCI/I.I.No.19/469-521

Dt. 3rd May, 2007

**NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION No. 19**

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Minimum Guaranteed Benefit of 15% of Basic pay as on 30.06.2001 plus Rs. 300/- or Rs. 1185.39 per month or Rs. 45.59 per day whichever is higher inclusive of interim relief in respect of Piece Rated workers as per NCWA-VII.

The following report of Sub-committee of JBCCI-VII constituted vide notification No. CIL/C-5B/JBCCI/SC/97 dated 6th December, 2005 was discussed in the meeting of Standardisation Committee of JBCCI-VII held on 23.12.2006 at CIL(HQ), Kolkata:

"Clause (i) It has been noticed that a section of Piece Rated employees after their pay fixation under NCWA-VII are not getting the Minimum Guaranteed Benefit (MGB) of Rs. 1185.39 per month or Rs. 45.59 per day as agreed in NCWA-VII.

The respective Subsidiary companies shall examine and identify such cases and ensure that all Piece Rated employees also derive benefit of MGB as stated above."

This will be with reference to wages of such P.R. workers as on 30.06.2001 and who continued to be so on the roll of the company as on 01.07.2001.

The shortfall in MGB so arrived at will be termed as Special Incentive Allowance and will be treated as part of SPRA.

The above report of the Sub-committee was agreed to by the Standardisation committee.

You are requested to take necessary action to implement the above decision.

Sd/-
(Md. Salim Uddin)
Director (P&IR) &
Member Secretary JBCCI-VII

Distribution.

Chairman-MD, SSL P.O. Kothagudam Collys., Distt Khammam, A.P.
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director (O) CMPDIL, Ranchi
Director(Fianance) CIL, Kolkata
Director(Technical)/Director(Marketing) CIL, Kolkata
CVO, CIL, Kolkata
TS to Chairman, CIL, Kolkata
CGM, NEC, Guwahati
Executive Director(IICM) Kanker Road, Ranchi
CGM, CIL, New Delhi
GM(P)/CGM(F), CIL, Kolkata
FM(Bill), CIL, Kolkata
All RSMs
Sr. P.O. (AW), CIL, Kolkata

Ref No. SECL/BSP/PER/IR/27/07/III/1914

Date 16.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. All Area Personnel Managers of SECL.
3. GM, CWS, Korba/C.Stores, Korba
4. GM, CEWS, Gevra
5. GM(F)/GM(Systems) SECL Hqr., Bilaspur

Sd/-
(Radhey Shyam Singh)
GM(IR&L), SECL, Bilaspur

**OFFICE OF THE
COAL MINES PROVIDENT FUND COMMISSIONER**

No. CMPFO/116(7)Mode of Payment/HQs/127

Dt. 11th May, 07

OFFICE MEMORANDUM

Sub: Disbursement of Claims of Final payment of contributors made in Coal Mines Contributory Provident Fund, and advances applied there from.

It is hereby notified for information and immediate action by all jurisdictional Regional Commissioners and Assistant Commissioners Gr-I and Gr-II Incharge of the Coal Mines Provident Fund Organisation, that all disbursement of claim for advances applied by the members during their tenure of service, and final payment of contribution made in the Coal Mines Provident Fund, to retiring and retired members will be made in the form of Account Payee Cheques, and will be forwarded to the respective Heads of Area Offices by the Regional Commissioners and the Assistant Commissioners, themselves with an intimation to the members.

2. The members will, thereafter, receive the same from the Heads of Area Offices, where they are/were employed, and an intimation of the payment disbursed will be sent by the Heads of Area Offices to the concerned jurisdictional Regional Offices of the Coal Mines Provident Fund Organisation.

This instruction will take effect from 11.05.2007.

Sd/-

(A.N. Bhattacharjee)
Commissioner

To

1. All Regional Commissioners/ Assistant Commissioners Gr-I/II Incharge, Coal Mines Provident Fund Organisation - for compliance.
2. Joint Commissioner Div-I/II - to ensure strict compliance in their Division.
3. Chief Vigilance Officer, BCCL & CMPF Organisation - for information.
4. General Manager, Area Office _____ Area, BCCL - for information and necessary action.
5. All Directors (Personnel), Coal Companies - with a request to give it wide circulation amongst Area Offices under their control.
6. Director (Personnel), Coal India Limited - for information and necessary action.
7. All Officers/Sections, Headquarters Office, CMPFO, Dhanbad.
8. Office Order File/Guard File.

**OFFICE OF THE
COAL MINES PROVIDENT FUND COMMISSIONER**

No. CPF/18(146)/BOT Meeting/588

Dt. 11th May, 07

To,
The Chairman,
CIL/CMD's of all Coal Companies

Sub. : Coverage of contractors Labour - regarding.

Sir,

During the 144th BOT meeting the matter of survey through AC Nielson ORG Marg regarding implementation of Scheme on Contractors workers was raised. The same was dropped in view of assurance of Coal Company representatives in the Board that the coverage would be completed shortly. Further during review of Progress report the Board observed that the management should further expedite the coverage of contract Labour.

In view of the forgoing it is requested to ensure urgent action on the matter. A detailed company wise report may also kindly be sent to this office for submission before the Board in its next meeting to held in December.

Sd/-
(B.K. Panda)
CMPF Commissioner

COAL INDIA LIMITED
10, Netaji Subhas Road, Kolkata-700 001

No. CIL/C5A(vi)/50708/G/5thCPC/437

Dt. 08/09.05.2007

OFFICE MEMORANDUM

Govt. of India, Ministry of Personnel, Public Grievances & Pension, Department of Pension & Pensioners Welfare, New Delhi issued an O.M. No. 42/2/2007-P&PW(G) dated 29.3.07 regarding grant of Dearness Relief admissible to the Central Govt. Pensioners/Family Pensioners on their pension w.e.f. 01.01.2007.

A copy of the said O.M dated 29.3.07 is forwarded herewith for necessary action in respect of Ex-NCDC/Ex-Coal Board/CPC Pensioners who retired from CPC scale of pay and their family pensioners are drawing their pension/family pension from CIL and its Subsidiary Companies.

Sd/-

(D.P. Roy)

Chief General Manager (Pers.)

Encl: As above.

Distribution:

1. CMDs/ECL/BCCL/CCL/WCL/SECL/MCL/NCL/CMPDIL.
2. Director(P&IR)/Director(Fin.)/Director(T), CIL/Director(Mktg.), CIL.
3. D(P)/D(F) of all Subsidiaries/D(T/O), CMPDIL.
4. CVO, CIL/GM(Vig.), CIL/CLM, CIL.
5. CGM, NEC, Guwahati/CGM, CIL, New Delhi/CGM,DCC,Dankuni.
6. CGM(Finance), CIL
7. All Regional Sales manager, CIL.
8. All Divisional Heads, CIL, Kolkata.
9. Dy.Finance Manager(Bills),CIL, Kolkata.
10. PM(EE), C5A(iv), CIL, Kolkata.
11. Sr. ES to CGM(P), CIL, Kolkata/Sr. Es to GM(MP&IR).
12. Guard File.

Ref No. SECL/BSP/PER/IR/27/07/1921

Date 18.05.07

Copy forwarded for kind information and necessary action to:

1. CGMs/GMs, SECL Areas,
2. GM(F)/GM(Systems) SECL Hqr., Bilaspur
3. All Area Personnel Managers of SECL.

Sd/-

(Radhey Shyam Singh)
GM(IR&L), SECL, Bilaspur

No. 42/2/2007-P&PW (G)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Pensions & Pensioners Welfare

New Delhi, the 9th March, 2007

OFFICE MEMORANDUM

Subject: Grant of dearness relief to Central Government pensioners/family pensioners Revised rate effective from 01.01.2007.

The undersigned is directed to refer to this Department's OM No. 42/2/2006-P&PW(G) dated 15th September, 2006, sanctioning the instalment of Dearness Relief (DR) admissible from 01.07.2006 and to say that the President is pleased to decide that DR shall be paid to the Central Government Pensioners/Family Pensioners to compensate them for the rise in cost of living at the rate of 35% w.e.f 01.01.2007 in supersession of the rate mentioned in the OM dated 15.9.2006 referred to above.

2. These orders apply to (i) All Civilian Central Government Pensioners/ Family Pensioners (ii) The Armed Forces Pensioners, Civilian Pensioners paid out of the Defence Service Estimates, (iii) All India Service pensioners (iv) Railway pensioners and (v) The Burma Civilian pensioners/family pensioners and pensioners/families of displaced Government pensioners from Pakistan, who are Indian Nationals but receiving pension on behalf of Government of Pakistan, who are in receipt of ad-hoc ex-gratia allowance of Rs. 1275/- p.m. in terms of this Department's OM No. 23/1/97-P&PW(B) dated 23.02.1998.

3. Central Government Employees who had drawn lumpsum amount on absorption in a PSU/Autonomous body and have become eligible to restoration of 1/3rd commuted portion of pension as well as revision often restored amount in terms of this department's OM No. 4/59/97-P&PW (D) dated 14.07.1998 will also be entitled to the payment of DR @ 35% w.e.f. 01.01.2007 on full pension i.e. the revised pension which the absorbed employee would have received on the date of restoration had he not drawn lumpsum payment on absorption and Dearness Pension subject to fulfillment of the conditions laid down in para 5 of the O.M. dated 14.07.98. In this connection, instructions contained in this Deptt.'s O.M. No. 4/29/99-P&PW (D) dated 12.07.2000 refers.

4. The surviving CPF beneficiaries who had retired from service between the period 18.11.1960 to 31.12.1985 and are in receipt of Ex-gratia @ Rs. 600/-

p.m. with effect from 01.11.1997 under this Department's O.M. No. 45/52/97-P&PW (E) dated 16.12.1997 are entitled to Dearness Relief @ 35% w.e.f. 01.01.2007.

5. The following categories of CPF beneficiaries who are in receipt of Ex-gratia payment in terms of this department's OM No. 45/52/97-P&PW (E) dated 16.12.1997 will be paid DR @ 27% w.e.f. 01.01.2007.

The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 01.01.1986 or who had died while in service prior to 01.01.1986 and are in receipt of Ex-gratia payment of Rs. 605/- p.m.

(ii) Central Government Employees who had retired on CPF benefits before 8.11.1960 and are in receipt of Ex-gratia payment of Rs. 654/-, Rs. 659/-, Rs.703/- and Rs. 965/-.

6. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee.

7. Other provisions governing grant of DR in respect of employed family pensioners and re-employed Central Government Pensioners will be regulated in accordance with the provisions contained in this Department's OM No. 45/73/97-P&PW (G) dated 02.07.1999. The provisions relating to regulation of DR where pensioner in receipt of more than one pension will remain unchanged.

8. In the case of retired Supreme Court and High Court Judges necessary orders will be issued by the Department of Justice separately.

9. It will be the responsibility of the pension disbursing authority, including the nationalised banks, etc. to calculate the quantum of DR payable in each individual case.

10. The offices of Accountant General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioner etc. on the basis of above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Bank of India in view of letter No. 528-TA, II/34-80-II dated 23/04/1981 of the Comptroller and Auditor General of India addressed to all Accountant Generals and Reserve Bank of India Circular No. GANB No. 2958/GA-64 (ii)(CGL)/81 dated the 21st May, 1981 addressed to State Bank of India and its subsidiaries and all Nationalised

Banks.

11. In their application to the pensioners/family pensioners belonging to Indian Audit and Accounts Department these orders issue in consultation with the C&AG.

12. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their U.O. No.186/EV/2007 dated 28.3.2007.

Sd/-
(M.P. SINGH)
Director

To,

All Ministries/Departments to the Government of India/Chief Secretaries and AGs of all States/UTs.

Please visit <http://persmin.nic.in/pension> for the orders on pension matters including above order.