

# कोल इंडिया लिमिटेड

(महारत्न कंपनी)

(भारत सरकार का उपक्रम)

“कोल भवन”

प्रेमाइज़ न. 04, एमएआर प्लॉट न. ए एफ-III

एक्शन एरिया 1ए, न्यू टाउन, राजारहट

कोलकाता-700156, पश्चिम बंगाल

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**Coal India Limited**

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

“Coal Bhawan”

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

क्रमांक: CIL/C-5B/JBCCI-XI/MoC/24

दिनांक: 23.03.2023

सेवा मे,

Shri Bhabani Prasad Pati

Joint Secretary (Sustainability & JT)

Govt. of India, Ministry of Coal, New Delhi

**विषय: Wage revision of Non-Executives under JBCCI-reg**

महोदय,

Kindly refer to the letter no.: 55011/3/2015-PRIW-I/Vol. IV dated 13.03.2023 on the subject mentioned above vide which while referring to CIL's letters dated 09.01.2023, 31.01.2023 and representation received from Coal Mines Officers' Association of India (CMOAI), it was requested to provide information within one week.

Accordingly, as desired, the para-wise information is enclosed herewith for kind perusal and further needful.

With regards;

**संलग्नक: यथोपरित**

भवदीय

(विनय रंजन)

निदेशक (कार्मिक एवं औ सं)/  
सदस्य सचिव, जेबीसीसीआई-XI

**प्रतिलिपि:**

1. अध्यक्ष, कोल इंडिया लिमिटेड

2. कार्यकारी निदेशक (कार्मिक)/विभागाध्यक्ष (श्रम.श. एवं औ.सं.)/समन्वयक, जेबीसीसीआई-XI

In reference to the above-mentioned letter dated 13.03.2023, the para-wise submission is as under: -

**A. Para 2:-**

Sl. No.	Query	Remarks
1.	Whether E1 & E2 pay scales belong to Non-Unionized Supervisors?	<p>a) Employees of CIL &amp; its Subsidiaries are categorized in two groups viz. Executives and Non-Executives. Non-Executives are unionized workers. Accordingly, non-unionized supervisors are not in existence in CIL &amp; its Subsidiaries. Accordingly, E1 &amp; E2 Pay Scales in CIL are for Executive Cadre employees.</p> <p>b) E1 is only the promotable grade wherein in certain disciplines, Non-Executives are promoted to Executive Cadre.</p> <p>c) Management Trainees are appointed in E-2 Grade in its minimum pay scale and after successful completion of one year's training period, they are placed in E-3 Grade in its minimum pay scale.</p>
2.	As per paragraph 2 (v) of DPE's OM dated 24.11.2017, pay scales of Non-Executives should not exceed that of Non-Unionized Supervisors as well. Therefore, CIL is requested to clarify this.	<p>a) The pre-revised minimum basic pay of Non-Executives as on 01.07.2016 (For T &amp; S Grade A-1: Rs. 54969.80/- per month for Assam Coalfields &amp; Rs. 47802.52/- per month for other locations) is already overlapping with minimum pay scales of Executives w.e.f. 01.01.2017 (Initial Basic Pay Scale of E-1: Rs. 40,000/- per month).</p> <p>b) Post finalization of "10<sup>th</sup> Wage Agreement for CIL &amp; SCCL" by JBCCI-X, before its implementation, CIL vide email dated 02.11.2017 while conforming to the provisions of extant DPE's OM dated 13.06.2013, on the matter of overlapping of pay-scales, intimated that at the time of pay revision of Executives of CIL w.e.f. 01.01.2017, the scales shall be fixed in a way that no overlapping takes places in subsequent wage revisions of Non-Executives by JBCCI.</p> <p>c) Board of Directors of CIL in their 364<sup>th</sup> meeting held on 22.05.2018 while approving the proposal regarding the Executive's Pay revision with upgraded pay scales at par with BPCL, ONGC and other Maharatna CPSEs with minimum Pay Scale of E-1 (i.e. lowest grade of Executive) from Rs. 60,000/- Per Month, requested Ministry of Coal for its consideration. Letter no.: 3016 dated 31.08.2018 was sent to Ministry of Coal accordingly.</p> <p>d) However, Ministry of Coal vide letter no.: P-49015/1/2016-PRIW/PCA dated 08.07.2019 intimated that the above proposal of Board of Directors of CIL is not acceptable.</p> <p>e) As the next pay revision of Executives will be from 01.01.2027, the overlapping in pay scale shall exist in NCWA-XI (01.07.2016 to 30.06.2021) too. Accordingly, the matter is being pursued with Ministry of Coal, Govt. of India for granting exemption from provision at point no.: 2 (iv) &amp; 2 (v) of DPE's OM dated 24.11.2017 for finalization of NCWA-XI.</p>

**B. Para 3:-**

<b>Sl. No.</b>	<b>Query</b>	<b>Remarks</b>
1.	Number of employees in each scale of Non-Executives and Executives	Details are at <b>Annexure-A</b> for Executives and at <b>Annexure-A 1</b> for Non-Executives
2.	Proposed Increase in each scale of pay	Details are at <b>Annexure-B</b> .
3.	Increase in allowances, Bonus, Pension contribution etc.	<p>a) In the eighth meeting of JBCCI-XI held on 03.01.2023, an MOU recommending 19% (Nineteen Percent) Minimum Guaranteed Benefit (MGB) for NCWA-XI w.e.f. 01.07.2021 on emoluments (i.e. Basic, VDA, SDA &amp; Attendance Bonus) as on 30.06.2021 was signed between representatives of four Central Trade Unions (viz. BMS, HMS, AITUC, CITU) and representatives of Management of CIL &amp; its Subsidiaries and SCCL.</p> <p>b) It was agreed that the deliberations in JBCCI-XI for finalization of issues other than MGB, shall continue.</p> <p>c) Increase in allowances under NCWA-XI will be finalized soon by JBCCI-XI.</p> <p>d) As the provisions of Payment of Bonus Act- 1965 are not applicable in CIL &amp; its Subsidiaries due to their not satisfying conditions stipulated in Section 20 of the Act, Non-Executive Cadre employees are paid Ex-gratia or Performance Linked Reward (also known as Durgapuja Bonus) every year which is decided at bipartite forum consisting of representatives of Management of CIL &amp; its Subsidiaries, SCCL and CTUs.</p> <p>e) Employees of CIL &amp; its Subsidiaries are covered under Coal Mines Pension Scheme (CMPS)-1998, a contributory scheme framed under Coal Mines Provide Fund and Miscellaneous Provisions Act, 1948 wherein employees as well as employers each, contribute 7% of Basic &amp; VDA.</p>
4.	Financial impact of increase in pay, allowances and other benefits for each grade/scale	<p>a) Financial impact of 19% (Nineteen Percent) Minimum Guaranteed Benefit (MGB) for NCWA-XI w.e.f. 01.07.2021 on emoluments (i.e. Basic, VDA, SDA &amp; Attendance Bonus) is at <b>Annexure-C</b>.</p> <p>b) As increase in allowances and other benefits under NCWA-XI has not yet been finalized, its financial impact cannot be ascertained at present.</p>



**C. Para 4:-**

Sl. No.	Query	Remarks
1.	It is requested that CIL get a comparative statement of E-1 and A-1 Scales as on 01.07.2016, 01.01.2017, 01.07.2021, 01.07.2026 and 01.01.2017 prepared based on actuarial calculations to have a better understating of the wage-revision dynamics	As preparation of the statement based on actuarial calculations may take some time, the desired indicative comparative statement of E-1 and T & S Grade A-1 scales as on 01.07.2016, 01.01.2017, 01.07.2021, 01.07.2026 and 01.01.2027 prepared by CIL is placed at <b>Annexure-D</b> .

**D. Para 5:**

Sl. No.	Query	Remarks
1.	CIL is also requested to give comment on representations received from CMOAI. CMOAI has requested proper implementation of DPE guidelines in true spirit and urged MoC not to exempt Clause 2 (iv), 2 (v) & 2 (vi) of the DPE guidelines as per OM dated 24.11.2017.	<p>a) The matter of pay upgradation of Executives of CIL with upgraded pay scales at par with BPCL, ONGC and other Maharatna CPSEs with minimum Pay Scale of E-1 (i.e. lowest grade of Executive) from Rs. 60,000/- Per Month was already recommended by the Board of Directors of CIL in their 364th meeting held on 22.05.2018. The proposal was sent to the Ministry of Coal, Govt. of India for approval vide letter no.: 3016 dated 31.08.2018.</p> <p>b) Ministry of Coal vide letter no.: P-49015/1/2016-PRIW/PCA dated 08.07.2019 intimated that the above proposal of Board of Directors of CIL is not acceptable.</p> <p>c) Implementation of Clause 2 (iv), 2 (v) &amp; 2 (vi) of DPE's OM dated 24.11.2017 while not accepting the above proposal of CIL's Board would leave no room for CIL/SCCL to proceed with NCWA-XI as the conflict in pay scales as on 01.07.2016 were already in existence. Details have already been provided at A (2) above.</p> <p>d) Management Trainees are appointed in E-2 Grade in its minimum pay scale and they are subsequently placed in E-3 Grade in its minimum pay scale wherein they are provided Perks as 35% of Basic Pay unlike Non-Executives. Accordingly, for holistic comparison minimum pay scale of E-3 Grade of Executives should be compared with that of T &amp; S Grade A-1 of Non-Executives.</p> <p>e) In view of the above, in light of MoC's letter dated 06.05.2021 CIL may be permitted to finalize and implement NCWA-XI for Non-Executives keeping in view the congenial industrial relations scenario in coal industry essential for ensuring energy security of the Nation.</p>

**E. Para 6:-**

Sl. No.	Query	Remarks
1.	<p>CMOAI (Apex Body) has also stated that about 103% fitment benefit has been provided to workmen during 2001-21 whereas Executives have been paid on 45% in this duration. A factual status may be furnished.</p>	<p>a) Pay revision of Non-Executives of CIL &amp; its Subsidiaries in the form of NCWA is finalized by JBCCI for a period of five years whereas pay revisions of Executives of CIL is in line with the recommendations of Pay Revision Committee (PRC) and Office Memorandum issued by the Department of Public Enterprises (DPE) for ten years.</p> <p>b) Benefits provided to Non-Executive Cadre employees from 2001 to 2021 (i.e. NCWA-VI onwards) is placed at <b>Annexure-E</b>. Benefits provided to Executives from 2001 to 2021 (i.e. pay revision w.e.f. 01.01.1997 onwards) is placed at <b>Annexure-E 1</b>.</p> <p>c) For granting the benefit to Executives of CIL &amp; its Subsidiaries, at par with their counterparts of other CPSEs vis-à-vis addressing the issue of pay anomaly with Non-Executives of CIL &amp; its Subsidiaries, the matter of pay upgradation of Executives of CIL with upgraded pay scales of minimum Pay Scale of E-1 (i.e. lowest grade of Executive) from Rs. 60,000/- Per Month, was already recommended by the Board of Directors of CIL and sent to the Ministry of Coal, Govt. of India for competent approval. However, the above was not accepted.</p> <p>d) Since the service conditions and methodology of pay revision of Executives and Non-Executives are different, the benefits granted to above two categories of employees of CIL &amp; its Subsidiaries are also different.</p>

X.....X

## Annexure-A

## Grade-wise Manpower of Executives for the month of June 2021 ( as on 01.07.2021)

Company	E1	E2	E3	E4	E5	E6	E7/M1	E8/M2	E9	Total
ECL	50	71	610	362	214	254	197	66	0	1824
BCCL	202	105	575	360	190	192	167	63	0	1854
CCL	156	276	527	378	141	275	239	73	0	2065
WCL	121	92	424	438	237	389	252	76	0	2029
SECL	324	107	561	478	300	435	360	96	0	2661
MCL	118	65	452	380	164	188	231	72	0	1670
NCL	158	45	469	292	142	154	178	65	0	1503
NEC	6	5	18	10	10	8	5	1	0	63
CMPDI	4	13	280	186	93	53	133	48	0	810
DCC	1	0	2	4	1	0	6	1	0	15
CIL(HQ)	2	0	93	98	42	40	84	46	7	412
<b>TOTAL</b>	<b>1142</b>	<b>779</b>	<b>4011</b>	<b>2986</b>	<b>1534</b>	<b>1988</b>	<b>1852</b>	<b>607</b>	<b>7</b>	<b>14906</b>

\* Data includes below Board Level employees

As per reports received from Subsidiary Companies.



**GRADEWISE/COMPANYWISE MANPOWER OF NON-EXECUTIVES AS ON 01.07.2021**

Annexure - A1

		ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	Total CIL	
(A) Rated	Monthly T & S "A"	Grade.-A1& Pit Supv.	236	299	285	673	1191	688	329	40	79	7	4	3831
		Grade -A	791	349	369	673	1453	517	280	86	58	21	1	4598
		Grade -B	1013	656	829	1226	1496	656	570	39	129	27	7	6648
		Grade -C	1682	1719	1686	2013	2179	938	1047	70	229	32	19	11614
		Grade -D	417	242	408	396	481	165	119	17	183	34	10	2472
		Grade -E	405	211	692	251	416	102	35	17	153	5	4	2291
		Grade -F	539	237	518	377	240	165	36	32	29	0	30	2203
		Grade -G	918	312	484	880	594	184	38	11	22	1	13	3457
		Grade -H	239	249	345	364	342	112	17	20	6	4	15	1713
		Sail term Empl/Others	0	23	0	0	0	0	0	0	0	0	0	0
<b>Sub-Total -A</b>		<b>6240</b>	<b>4297</b>	<b>5616</b>	<b>6853</b>	<b>8392</b>	<b>3527</b>	<b>2471</b>	<b>332</b>	<b>888</b>	<b>131</b>	<b>103</b>	<b>38850</b>	
(B) Rated	Monthly Clerical	Grd.Tech. & Supv.A-1	54	118	92	152	0	321	118	0	13	5	51	924
		Grd.Tech. & Supv.A	186	233	294	425	0	245	123	0	25	7	31	1569
		Special Grade	305	282	578	420	431	345	173	22	8	1	26	2591
		Grade-I	413	304	628	319	275	388	110	13	24	0	33	2507
		Grade-II	556	736	791	194	262	253	175	9	22	0	25	3023
		Grade-III	454	168	1308	424	675	275	227	28	81	5	24	3669
		CMWO/Others	0	8	0	0	0	0	0	0	0	0	0	8
		<b>Sub-Total -B</b>		<b>1968</b>	<b>1849</b>	<b>3691</b>	<b>1934</b>	<b>1643</b>	<b>1827</b>	<b>926</b>	<b>72</b>	<b>173</b>	<b>18</b>	<b>190</b>
<b>Monthly Rated Total (A+B)</b>		<b>8208</b>	<b>6146</b>	<b>9307</b>	<b>8787</b>	<b>10035</b>	<b>5354</b>	<b>3397</b>	<b>404</b>	<b>1061</b>	<b>149</b>	<b>293</b>	<b>53141</b>	
(C)	Category-vi	1945	1247	1120	2755	5257	631	813	92	36	7	12	13915	
Daily Rated (Non-Excavation)	Category-v	4046	3170	1821	2507	5221	766	792	132	109	8	6	18578	
	Category-iv	7418	5033	2232	3196	4850	1199	249	143	39	4	4	24367	
	Category-iii (Trammer)	3765	1358	0	0	2293	42	373	55	1	1	0	7888	
	Category-iii (Others)	4186	2976	1849	1842	0	514	0	0	68	3	1	11439	
	Category-ii	6489	4491	3555	2935	3741	1652	692	31	403	21	6	24016	
	Category-I	11649	9593	7181	6984	6570	5969	631	14	426	1	12	49030	
	Trainees/Others(MCL)	0	0	0	0	0	0	0	0	79	0	2	81	
	<b>Sub-Total of -C</b>		<b>39498</b>	<b>27868</b>	<b>17758</b>	<b>20219</b>	<b>27932</b>	<b>10773</b>	<b>3550</b>	<b>467</b>	<b>1161</b>	<b>45</b>	<b>43</b>	<b>149314</b>
(D)	Special Grade	120	264	331	743	558	444	771	2	0	0	0	3233	
Daily Rated (Excavation)	Grade-A	573	722	779	1801	1102	977	807	10	0	0	0	6771	
	Grade-B	765	912	1152	1263	1012	920	769	0	0	0	0	6793	
	Grade-C	967	968	1203	909	924	671	1510	0	0	0	0	7152	
	Grade-D	560	621	1322	822	1225	585	1348	0	0	0	0	6483	
	Grade-E	401	482	1281	297	427	420	317	0	0	0	0	3625	
	Others	0	0	0	0	176	0	0	0	0	0	0	176	
	<b>Sub-Total D</b>		<b>3386</b>	<b>3969</b>	<b>6068</b>	<b>5835</b>	<b>5424</b>	<b>4017</b>	<b>5522</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34233</b>
<b>Daily Rated Total (C+D)</b>		<b>42884</b>	<b>31837</b>	<b>23826</b>	<b>26054</b>	<b>33356</b>	<b>14790</b>	<b>9072</b>	<b>479</b>	<b>1161</b>	<b>45</b>	<b>43</b>	<b>183547</b>	
<b>TOTAL (A+B+C+D)</b>		<b>51092</b>	<b>37983</b>	<b>33133</b>	<b>34841</b>	<b>43391</b>	<b>20144</b>	<b>12469</b>	<b>883</b>	<b>2222</b>	<b>194</b>	<b>336</b>	<b>236688</b>	





Proposed Increase in Initial Pay Scales of Non-Executives of CIL/Subsidiaries					
		JBCCI-X (01.07.2016 to 30.06.2021)		JBCCI-XI (01.07.2021 to 30.06.2026)	
Scales		Basic Pay w.e.f 01.07.2016 (In Rs.)	Basic Pay [Per Month in Rs.] (w.e.f. 01.07.2016)	Revised Basic* [Per Month in Rs.] (As on 01.07.2021)	Proposed Increase in Basic Pay (in %) Post NCWA-XI
<b>A. DAILY RATED (NON-EXCAVATION)</b>					
I	Rs.	1011.27	26293.02	39069.24	48.59
II	Rs.	1034.04	26885.04	39948.93	48.59
III	Rs.	1065.55	27704.30	41166.28	48.59
IV	Rs.	1087.17	28266.42	42001.54	48.59
V	Rs.	1132.33	29440.58	43746.25	48.59
VI	Rs.	1181.83	30727.58	45658.62	48.59
<b>B. DAILY RATED (EXCAVATION)</b>					
Spl.	Rs.	1393.24	36224.24	53826.20	48.59
A	Rs.	1325.69	34467.94	51216.49	48.59
B	Rs.	1248.78	32468.28	48245.16	48.59
C	Rs.	1195.75	31089.50	46196.41	48.59
D	Rs.	1154.04	30005.04	44584.99	48.59
E	Rs.	1078.74	28047.24	41675.86	48.59
<b>C. MONTHLY RATED T &amp; S GRADE</b>					
Grade					
A1	Rs.	47802.52	47802.52	71030.56	48.59
A	Rs.	37063.41	37063.41	55073.14	48.59
B	Rs.	34391.65	34391.65	51103.12	48.59
C	Rs.	31852.56	31852.56	47330.25	48.59
D	Rs.	29460.30	29460.30	43775.55	48.59
E	Rs.	28242.84	28242.84	41966.51	48.59
F	Rs.	27930.19	27930.19	41501.93	48.59
G	Rs.	27541.77	27541.77	40924.77	48.59
H	Rs.	26959.07	26959.07	40058.93	48.59
<b>D. MONTHLY RATED CLERICAL GRADE</b>					
Spl.	Rs.	34391.65	34391.65	51103.12	48.59
I	Rs.	31852.56	31852.56	47330.25	48.59
II	Rs.	29460.30	29460.30	43775.55	48.59
III	Rs.	28242.84	28242.84	41966.51	48.59

\* Adopting the methodology adopted in previous JBCCIs/NCWAs



<b><u>Estimated Average Annual Additional Impact of NCWA XI</u></b> <b><u>(Rs. Cr.)</u></b>	
<b>Company</b>	<b>MGB @ 19% on emoluments (i.e. Basic, VDA, SDA &amp; Attendance Bonus)</b>
<b>ECL</b>	1466
<b>BCCL</b>	1133
<b>CCL</b>	889
<b>NCL</b>	347
<b>WCL</b>	982
<b>SECL</b>	1288
<b>MCL</b>	504
<b>CMPDIL</b>	51
<b>CIL Standalone</b>	41
<b>Overall CIL</b>	<b>6701</b>

**Comparative Statement of Pay Scales of Executives & Non-Executives of CIL/Subsidiaries**  
(In Rs. Per Month)

Period	Particulars	Non-Executive	Executive
		T & S Grade A1	E-1
<b>As on 01.07.2016</b> (Pay Revision of Non-Executives by JBCCI-X)	Basic	47802.52	16400.00
	VDA (Non-Executives=0) (Executives=114.8)	0.00	18827.20
	<b>Salary</b>	<b>47802.52</b>	<b>35227.20</b>
<b>As on 01.01.2017</b> (Pay Revision of Executives)	Basic	47802.52	40000.00
	VDA (Non-Executives=6.4) (Executives=0)	3059.36	0.00
	<b>Salary</b>	<b>50861.88</b>	<b>40000.00</b>
<b>As on 01.07.2021</b> (Pay Revision of Non-Executives by JBCCI-XI)	Basic	82343.89	46370.96
	VDA (Non-Executives=0) (Executives=23.2)	0.00	10758.06
	<b>Salary</b>	<b>82343.89</b>	<b>57129.03</b>
<b>As on 01.07.2026</b> (Pay Revision of Non-Executives by JBCCI-XII)	Basic	95459.13	53756.66
	VDA (Non-Executives=30.9) (Executives=63.05)	29496.87	33893.57
	<b>Salary</b>	<b>124956.00</b>	<b>87650.23</b>
<b>As on 01.01.2027</b> (Pay Revision of Executives)	Basic	95459.13	53756.66
	VDA (Non-Executives=61.79) (Executives=67.04)	32446.56	36035.77
	<b>Salary</b>	<b>127905.69</b>	<b>89792.43</b>

**Note:-** Basic Pay as on 01.07.2026 for Non-Executives and on 01.01.2017 for Executives are the pre-revised Basic Pay after granting annual increments. Though the pay revision for above cadre of employees would be due on the dates, it is not feasible to ascertain revised Basic Pay at this juncture.

**Benefits granted to Non-Executives since NCWA-VI (01.07.1996 to 30.06.2001)**

<b>NCWA</b>	<b>PERIOD</b>	<b>SIGNED ON</b>	<b>MINIMUM GUARANTEED BENEFIT (MGB)</b>
<b>NCWA-VI</b>	01.07.1996 to 30.06.2001	23.12.2000	12% of Basic and Fixed DA and Rs 181.95 per month
<b>NCWA-VII</b>	01.07.2001 to 30.06.2006	15.07.2005	15% of Basic + Rs 1189.39 per month
<b>NCWA-VIII</b>	01.07.2006 to 30.06.2011	24.01.2009	24% of (Basic + Variable DA+ Special DA+ Attendance Bonus)
<b>NCWA-IX</b>	01.07.2011 to 30.06.2016	31.01.2012	25% of (Basic + Variable DA+ Special DA+ Attendance Bonus)
<b>10<sup>th</sup> Wage Agreement for CIL &amp; SCCL</b>	01.07.2016 to 30.06.2021	10.10.2017	20% of (Basic + Variable DA+ Special DA+ Attendance Bonus)
<b>NCWA-XI</b>	01.07.2021 to 30.06.2026	Yet to be signed	As on date 19% of (Basic + Variable DA+ Special DA+ Attendance Bonus) has been recommended, however deliberation on other aspects shall continue in JBCCI-XI



**Benefits Granted to Executives from 01.01.1997 onwards**

<b>Pay (w.e.f.)</b>	<b>Revisions</b>	<b>Fitment Benefit Granted</b>
<b>01.01.1997 to 31.12.2006</b>		20% of Basic Pay
<b>01.01.2007 to 31.12.2016</b>		30% of Basic & VDA
<b>01.01.2017 to 31.12.2026</b>		15% of Basic & VDA