



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddysccclmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |shtacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

Ref:-CMOAI/APEX/SG/2023/032

Dt.18.04.2023

TO,
THE HON'BLE SECRETARY (COAL)

A – Wing, Shastri Bhawan
Dr. Rajendra Prasad
Ministry of Coal, Govt. of India
New Delhi

Sub: -Representation/Solution for proper implementation of DPE guideline in true spirit and not to exempt clause 2(iv), 2(v),2(vi) 2(vii) 2(viii) 2(ix) and 2(x) of DPE guidelines as per OM dated 24/11/2017. Mis-representation of facts and figures submitted by CIL management and reply in response to MoC, vide letter No:55011/3/2015-PRIW-I/Vol.IV dt. 13.03.2023 in relation to CMOAI (APEX) representation.

Ref:-

1. OM/File No.P-49015/1/2016-PRIW2/PCA, GOI, MoC, Shastri Bhawan, New Delhi Dt. 31st May 2019. (Annexure-I)
2. OM/File No. W-02/0028/2017/DPE(WC)-GLXIII/17, GOI, MoHI & PE, DPE, New Delhi, 3rd Aug,2017. (Annexure-II)
3. File No.49016/1/2017-CSR&W, GOI, MoC, New Delhi, 27th Mar 2018. (Annexure-III)
4. CIL letter No. CIL/C-5B/JBCCI/11/MoC /24 dt. 23.03.2023. (Annexure-IV)
5. File/letter No.55011/3/2015/PRIW-I/Vol.IV,GOI, MoC, New Delhi, 13th Mar 2023. (Annexure-V)
6. OM No. W-02/0015/2016-DPE(WC)-GL-XXIV/17, GOI, MOHI & PE, DPE, New Delhi Dt. 24th Nov 2017. (Annexure-VI)
7. CMOAI representation ref No. CMOAI/APEX/SG/2023/21 dt. 03.03.2023 (Annexure-VII)
8. CIL/D(P&IR) Sectt./005/39/11 dated 31.01.2023 (Annexure-VIII)
9. 3rd PRC report. (Annexure-IX)
10. Benefit (MGB) granted to Non-executive vs Executives. (Annexure-X)
11. CIL/C-005B/JBCCI-XI/MoC/329 dated 07.09.2022 (Annexure-XI)
12. CIL/C-5B/JBCCI-XI/MoC/DPE guideline/002 dated 09.01.2023 (Annexure-XII)

Respected Sir,

On behalf of Coal Mines Officers Association of India (APEX), we congratulate your dynamic leadership under which the coal sector has registered an unprecedented growth during the FY 2022-23, Coal Production 892.31 MT's and Coal dispatch 876.72 MT's, registering an overall growth of almost 15% in Coal production and 7% in Coal dispatch. Coal companies including Coal India

D. Singh
18/04/2023

D. Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |sktacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

Limited & The Singareni Collieries Company Limited have stepped up their efficiency and performance which is an outstanding accomplishment in an important sector for economic growth of the country.

Further, you have paved way that Coal India Limited & The Singareni Collieries Company Limited and other Coal Companies will achieve 1.5 Billion Ts of Coal target in the near future and we assure that the CIL & SCCL Executives/Coal Mines Officers Association of India (CMOAI) Members will extend their full co-operation and work with dedication and commitment to achieve the set targets to register new records in the Coal industry.

We are really thankful for inviting CMOAI (APEX) members on dt. 20.03.2023 at 1:30 PM for discussion on the issues of violation of DPE guidelines, Pay and deliberation conflict, Pay Anomaly, Pay disparity, non-up gradation of pay scale at par with other Maharatna PSU's, discountenance of Coalfields Allowance, Charge Allowance, and CMPF issues in presence of respected Joint Secretary, MoC. All above issues has been shown through PPT. A PPT has been shown to address our issues and you are kind enough to assure the CMOAI (APEX) members that the matter will be examined properly and needful action will be taken to redress the issues/grievances raised by CMOAI in respect of Executives of CIL/SCCL.

On the above subject and reference mentioned above. This has been confirmed that the recommendation of MGB 19% for NCWA-XI with 100% DA neutralization and the continuity of periodicity for the wage revision for 5 years will further aggravate the Executive and Non-Executive ratio and it will be utter disregard of DPE Guidelines as approved by Cabinet, Govt. of India, issued OM vide letter No: W-02/0015/2016-DPE(WC)-GL-XXIV/17, dated 24.11.2017. CMOAI (APEX) would like to appraise the following facts for your consideration and confirmation in this respect.

1: Observation and action from MoC in respect of removal of Pay Conflict arises due to Non-implementation of DPE guidelines, OM dated 24.11.2017:-

A: (Post 10th wage agreement applicable from July'2016) all Executives cadre pay scales (2007 scale) of E-1 to E-4 had fallen below even the lowest monthly rated grade i.e. Grade H of Non-Executives cadre employees (Rs.31,009.35) similarly minimum pay of grade of A-1 (Rs.54,969.8) which is the highest monthly rated grade of Non-Executive cadre was higher even than the E-8 scale of pay (Rs.51,300) as on 01.07.2016.

Q Singh
18/04/2023

Devi 2/11



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: sktacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

B: Post 11th wage agreement as recommended by JBCCI-XI applicable from 01.07.2021, E-1 Executive cadre initial pay scales are even lower than the initial pay scale of daily rated (Excvt), monthly rated clerical grade-III and monthly rated T&S grade H. Pay overlapping continued up to the grade of E-4 of Executive cadre in comparison with A-1 grade of Non-Executives.

C: Cabinet approved wage policy circulated by DPE vide OM dated 24.11.2017 for the eighth round of negotiation for workmen and CPSE's, states that management of the concerned CPSE's have to ensure that negotiated scale of pay do not exceed the existing scale of pay of Executives / Officer of respective CPSE's. It has further been provided that the CPSE's, where the 5 year periodicity of wage negotiation is followed, have to ensure that the negotiated scale of pay for two successive wage negotiations do not exceed the existing scales of pay of Executives from whom 10 years periodicity is being followed. Up gradation of the pay scales is also needed in order to comply with this decision of the cabinet as the wage revision of Non-Executives is due in 2026.

D: Point No. 3.22.4 of 3rd PRC report clearly mentions that there is a Pay Conflict between the Non-Executives and Executives due to the difference in periodicity of wage revision.

E: Point No. 3.22.7 of 3rd PRC report is reproduced here under which the committee strongly recommends the following to avoid the Pay Conflict:

- (i) Under no circumstances, the periodicity of Wage/Pay revision of unionized workmen shall be lesser than the periodicity of Executives and Non-Unionized supervisors.
- (ii) That the negotiated wage revision in respect of unionized workmen should not come in conflict with the pay revision of executives and non-unionized supervisors i.e. the pay-scales, fitment benefit, allowances, performance / incentive / bonus payment etc. of unionized workmen should not be higher than that of entry level of executives and non-unionized supervisors.

F: Even after the strong recommendation of 3rd PRC report to avoid Pay Conflict, Pay scales of Executives and Non-Unionized supervisors were not upgraded / implemented in CIL & SCCL. However, it was communicated by the MoC that the proposal of CIL to upgrade the Pay Scales will be dealt separately vide letter No: 49015/1/2016-CSR&W/PCA dated 6th Aug 2018.

Q Singh
18/04/2023

Desh

3/11



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: sktacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

G: Vide letter No: 49015/1/2016-PRIW2/PCA dated 31st May 2019 of MoC to The Secretary, DPE under point No.2, it was mentioned that "a presidential directive dated 06.08.2018 was issued by this Ministry vide OM dated 06.08.2018 for implementation of DPE stipulated scales of Pay in CIL with condition that matter regarding Pay up gradation will be examined separately".

H: OM vide letter No: W-02/0004/2018 DPE-WC; dated 02nd July 2019 DPE intimated that CIL proposal not in line with the extant DPE guidelines on wages is therefore not acceptable.

2. At present CIL has implemented Pay Scales to the Executives of CIL/SCCL as per the DPE guidelines of 3rd PRC whereas ONGC, BHEL, SAIL, RINL, NTPC, GAIL, IOCL and other oil companies have revised their Scale of Pay in between by upgrading two level higher than the corresponding DPE scale to address their internal requirements and to remain competitive in hiring, retaining and motivating their talent pool.

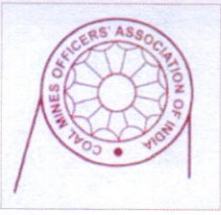
3. It is very clear from the OM vide letter No: CIL/CSA/(PC)/Pay Revision 2017/2972, dated 08.08.2018 that Executive cadre starts from E-1 grade not from E-3 grade and MoC is requested to consider this fact during the implementation of JBCCI-XI in order to address the pay conflict between Executives and Non-Executives. In this regard, letter issued from Director (P&IR), CIL to MoC vide letter No; CIL/C-5B/JBCCI/MoC/329 dated 07.09.2022 compared the lowest Executive Grade i.e E-1 Grade Basic to NCWA, A-1 Grade Basic. But later vide letter No: CIL/D(P&IR) Sectt./005/39/11 dated 31.01.2023 to MoC comparison was made between E-3 Grade and A-1 Grade which is not justified and misleading the facts and it's shows to finalize the JBCCI by creating a fallacy that Executive cadre starts from E-3 Grade.

4. CIL is also a Maharatna PSU among 8 other Maharatna PSU's including ONGC, BPCL, GAIL, BHEL, IOCL etc with significant strategic relevance to the countries energy security. A substantively lesser pay scale in CIL is disadvantages position in hiring and retaining talented professional as compared to other Maharatna companies. This is especially important keeping in view the requirement of fresh talent due to inevitable retirements on large scale within next few years. Our sanction strength of Executive is more than 19,000 despite of that, at present CIL is operating at strength of Executives is less than 15,000.

5. Being a Coal Mining Industry, the nature of job in CIL is more hazardous than any other Maharatna company. Coal Mines are located in remote areas, which are deprived of civic amenities available in cities. The cost of

D Singh
18/04/2023

D Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: sktcm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

living is relatively higher due to education of children in boarding schools, colleges, parental care, travel expenses etc. The prevailing work environment is very tough in coal mines and therefore retention of Executives is a serious challenge. While prevailing scale of pay which is both internally inconsistent as well as externally non-competitive, not bringing the pay scale at par with other Maharatna PSU's will have a serious adverse impact on the morale of young Executives of CIL/SCCL.

6. Due to disparity in the Pay Scale of CIL/SCCL with that of other Maharatna/Navratna PSU's, senior level Executives of CIL (E-6 and E-7) even after acquiring of thirty years of experience are ineligible for selection to board level posts of Schedule "A" CPSE's whereas executives of other Maharatna PSU's are eligible. This puts CIL Executives in comparatively disadvantageous position as far as future growth is concerned.
7. The matter of pay up gradation was subsequently examined by the Ministry in consultation with IFD division, and agreed in principle and directed to Coal India Limited for express approval of CIL Board after meeting of CMOAI with Secretary, Coal, on dt. 27.03.2018. MoC does not require to refer this up-gradation of pay scale to DPE as this can be done with the approval of administrative Ministry in this respect.
8. Upgraded Pay scale up to E-7 grade and DPE scale from E-8 level to Board level. Prevailing existing scale in Maharatna/Navratna PSU's, w.e.f 01.01.2017.

Grade	Scale of Pay Proposed by CIL (Rs)	Scale as per DPE Guidelines	Remarks
CMD (Sch A)	2,00,000 - 3,70,000	2,00,000 - 3,70,000	Same as DPE recommended scale.
Director (Sch A)	1,80,000 - 3,40,000	1,80,000 - 3,40,000	
CMD (Sch B)	1,80,000 - 3,20,000	1,80,000 - 3,20,000	
Director (Sch B)	1,60,000 - 2,90,000	1,60,000 - 2,90,000	
E9	1,50,000 - 3,00,000	1,50,000 - 3,00,000	
E8	1,20,000 - 2,80,000	1,20,000 - 2,80,000	At par with maharatna CPSE's
E7	1,20,000 - 2,80,000	1,00,000 - 2,60,000	
E6	1,20,000 - 2,80,000	90,000 - 2,40,000	
E5	1,00,000 - 2,60,000	80,000 - 2,20,000	
E4	90,000 - 2,40,000	70,000 - 2,00,000	
E3	80,000 - 2,20,000	60,000 - 1,80,000	
E2	70,000 - 2,00,000	50,000 - 1,60,000	
E1	60,000 - 1,80,000	40,000 - 1,40,000	

D. Singh
18/04/2023

D. Singh



COAL MINES OFFICERS' ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |sktadm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

9. CMOAI (APEX) proposal for DA merger on the Upgraded Pay Scale @24.7% DA as on dt. 01.07.2021, to overcome the DPE violation arises out of NCWA-XI wage recommendation for Non-Executives of CIL/SCCL (Main solution). Fitment benefit may be given on the prevailing basic as on dated 01.07.2021 to all Executives of CIL including Board Level Executives. This will redress the issue of Pay Conflict/Overlapping with a minimal financial impact.

CMOAI DA Merger proposal	Pay Scale	Initial Basic	DA@24.7% as on 01/07/2021	New Basic after 24.7% DA Merger
CMD (Sch A)	200000-370000	200000	49400	249400
Director (Sch A)	180000-340000	180000	44460	224460
CMD (Sch B)	180000-320000	180000	44460	224460
Director (Sch B)	160000-290000	160000	39520	199520
E9	150000-300000	150000	37050	187050
E8	120000-280000	120000	29640	149640
E7	120000-280000	120000	29640	149640
E6	120000-280000	120000	29640	149640
E5	100000-260000	100000	23200	123200
E4	90000-240000	90000	20880	110880
E3	80000-220000	80000	18560	98560
E2	70000-200000	70000	16240	86240
E1	60000-180000	60000	13920	73920

10. JBCCI/NCWA-XI wage settlement is not in conformity with the approved parameters of DPE guidelines issued by Govt. of India. Coal India management and JBCCI unable to comply the decision of Govt. of India in respect of DPE Guidelines as approved by Cabinet, Govt. of India and issued vide OM No: W-02/0015/2016-DPE(WC)-GL-XXIV/17, dated 24.11.2017. This was not ensured by the then Director (P&IR), CIL vide email dated 02.11.2017 addressed to the Ministry of Coal on the matter of avoiding Conflict in Pay Scales of Executives with that of the workmen, intimated that the Pay revision of the Executive w.e.f. 01.01.2017 was under consideration and pay grades of different designations in Executive cadre will be adjusted so that the Pay Scale of Non-Executive cadre doesn't come in conflict with of those Executive cadre employees as on 01.01.2017 and also on 01.07.2021. The Board of Directors, CIL, in their 364th meeting held on 22.05.2018 while approving the proposal regarding the Executives pay revision with upgraded Pay Scale at par with BPCL, ONGC and other Maharatna CPSEs with minimum basic pay of E-1 grade (i.e. lowest grade of Executive) from Rs.60000/-pm.

Q Singh
18/04/2023

D. Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: sktacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

11. Coal Mines Officers Association of India (CMOAI) strongly protesting the move of CIL Management which are repeatedly causing Pay Conflict between Non- Executives and Executives and as result of this ratio of Non- Executives verses Executives gone below from 1.43 (01.01.1997) to 0.56 (01.07.2021) as proposed NCWA -XI finalization with MGB 19%. The anticipated ratio will further dip to a level of 0.35 in NCWA-XII if it is again proposed revision as due on 01.07.2026 considering the same benefit as of NCWA-XI.

12. Coal India Limited has achieved a historic target of 703.2 M.T and registered a growth of 12.9% and anticipated profit (PAT) for the FY 2022-23 is more than Rs. 30,000 Cr. Additional financial impact on account of wage revision of Non-Executives and pay up gradation of executives of CIL and SCCL will be not more than 20% of average PBT of the last three FY of implementation. CIL and SCCL got affordability to absorb this financial impact arising due to resolving the pay conflict in this respect.

13. As per OM guideline of DPE issued on dt. 3rd Aug 2017, it has clearly been mentioned in point no. 19 that any anomaly may arise in implementation of the Govt. decision on 3rd pay revision should be forwarded with approval of Board of Directors to the administrative Ministry/Department who will examine the same and dispose of the same. MoC is empowered to redress the issues/grievances raised in respect of pay disparity and pay overlapping without referring to DPE as per delegation of power entrusted upon to act if exceptional circumstances arise in respect of gross pay conflict occurs between staff and executives of CIL.

14. Pay Conflict: (Alternative suggestion)

- The ratio of Initial Basic of Executives with A-1 Grade NCWA Employee was 1.43 as on 01.01.1997, which was drastically reduced to 0.56 after the NCWA-XI.
- Assuming the same fitment benefit in the next wage revision (NCWA-XII) of Non-Executives with 40% DA neutralisation, the ratio of Initial Basic of Executives with A-1 Grade Non-Executive Employees will be 0.35.
- Assuming the DA neutralization after the implementation of NCWA-XI, below is the comparison of the Gross Salary of Non-Executives in A-1 Grade and Executives in E-1 Grade
- It is clearly evident from the above that, Non-Executives in A-1 Grade would be getting an additional pay of Rs. 23,713 in the Gross Salary compared to Executives in E-1 Grade, which is a clear violation of DPE guidelines OM vide letter no : W-02/0015/2016-DPE(WC)-GL-XXIV/17, dated 24.11.2017.
- It is a fact that Non-Executives in A-1 Grade would be getting an additional amount of Rs.2954 per month remitted towards CMPF compared to Executives in E-1 Grade.

Q Singh
18/04/2023

Dush 7/11



COAL MINES OFFICERS' ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: sktadm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

- Non-Executives in A-1 Grade would be getting an additional amount of Rs.5757 per month as pension compared to Executives in E-1 Grade.
- The urgency of the situation warrants immediate action from management to remove this glaring "Pay disparity" by "Pay up-gradation" from the date of implementation of 3rd PRC by the way of giving additional increments/Personal pay, so that the violation of provisions laid down vide clause 2(iv), 2(v) & 2(vi) of the DPE Guidelines as approved by Cabinet, Govt. of India and issued OM vide letter No:W-02/0015/2016-DPE(WC)-GL-XXIV/17, dated 24.11.2017 along with clause 2(iv) of OM No: 2 (110)/11-DPE(WC)-GL-XVI/13 dated 13.06.2013 may be rectified.
- In order to remove the pay conflict of pay scales of Executives and Non-Executives 20 additional pensionable increments needs to be granted, so that the basic of E-1 will be more than the A-1 Grade.

Basic of lowest Executive E1 (As on 01.07.2021)	Rs.40,000	After sanction of additional pensionable increments of lowest Executive E1 will be	Rs.72,244	Basic pay of highest Non-Executive in A1 Grade as on 01.07.2021 (After NCWA XI)	Rs. 71,031
-------------------------------------------------	-----------	------------------------------------------------------------------------------------	-----------	---------------------------------------------------------------------------------	------------

- In order to maintain the ratio(1.43) of Initial Basic of Executives with A-1 Grade NCWA Employee as on 01.01.1997 (1st PRC) after the pay fitment of 19% in NCWA -XI 32 additional pensionable increments needs to be granted, so that the ratio of 1.43 of Initial basic of E-1 and Non-Executives A-1 Grade will be maintained.

Initial Basic of A-1 Grade Employee		Initial Basic of Executive-			Initial Basic of A-1 Grade Employee		Initial Basic of Executive			After sanction of additional 32 pensionable increments Basic of lowest Executive E1 will be
as on 01.07.1996		1st PRC w.e.f 01.01.1997			as on 01.07.2021 (NCWA-X1)		3rd PRC w.e.f 01.07.2017			
Grade	Basic	Grade	Basic	Ratio E1/A1	Grade	Basic	Grade	Basic	Ratio E/A1	Ratio of 1.43
A-1	6000	E1	8600	1.43	A-1	71031.2	E1	40000	0.56	103002.95

Q Singh
18/04/2023

D. Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |sktadm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

15. Perks & Allowances:

- The following allowances which are discontinued from 2017 after implementation of 3rd PRC shall be continued as they are working in hazardous conditions and extremely remote areas. Inclusion of all coalfield areas/command area of CIL to bring under the definition of far-flung area, to enable us to draw the coalfield allowance and other allowances because the same was excluded by the GOI in the 7th pay commission.

- To continue Coal Field Allowance @7% of the basic pay per month to the Executives who are posted in the Coal Field Areas.
- To continue Charge Allowance @3% of the basic pay per month to the Executives holding statutory post.

16. Non implementation of clause 2 (IV), 2(V) 2(VI) of DPE guideline OM dated. 24.11.2017 extended un-due benefits in form of high wage fixation to the Non-Executives of CIL and the interest of Executives has been ignored. An estimated amount to the tune of Rs.3000 Cr/- has been spend on the undue hike of wages as finalized by the JBCCI-X for period from 01.07.2016 to 30.06.2021. This is further aggravated in the wage revision of Non-Executive of CIL by JBCCI-XI and this further have a higher financial impact of more than Rs.3000/- Cr. of excess wages hike as finalized by JBCCI-XI for the period of 01.07.2021 to 30.06.2026. Actuarial financial impact on account of non-implementation of DPE Guideline may be accessed to understand the real financial impact on account of non-adoption of graded DA neutralization and/or graded fitment of to avoid the Pay Conflict or Pay Scale of Executives and Non-Executives.

17. This huge amount incurred on account of increase in wages after negotiation must result in increase in administered prices of Coal and other services. The wage revision as finalized by JBCCI-XI will cause increase in labour cost per physical unit of output/cost price of coal per tonne.

18. CMOAI (APEX) body appreciate the wage negotiations for Non-Executives working in CIL is done considering the most hazardous nature of job performed by coal miners compared with other CPSE's including other Maharatna CPSE's. Even for contract workers permitted to engaged in Coal Mining operations, the wages approved by GOI is higher than the notified minimum wages for other sectors/ CPSE's. Therefore, wage increase of employees working in CIL/SCCL requires special consideration.

D. Singh
18/04/2023

D. Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

PRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |sktacm@gmail.com

JT. TREASURER

AJAI KUMAR RAI

Mob. No. 9434796886

In view of above suggestion as pointed out in SI No. 8 to redress the grievances arises out of non-adherence of DPE guideline as pointed out in SI No. 1(c), which requires to treat both Executives and Non Executives of CIL/ SCCL are part and parcel of Coal industry who are striving towards the growth of the nation to achieve the target of 1 BT of Coal production in next FY i.e 2023-24 on all India basis and any disparity shown towards either Executives or Non-Executives may badly affect the industrial relation scenario and morale of the Executives specially whose Executives vs Non Executives ratios gone below to a level of 1.43 (1997) to 0.56 (2017). Total fitment benefit in % granted to Executive is only 65% of basic and VDA while under the same period of 30 years (01.07.1996 to 30.06.2026) the MGB given to Non-Executives @115% of basic, VDA, Special DA + attendance bonus. This causes gross pay conflict between lowest Pay Scale of E-1 grade Executives and highest grade of Non-Executives of A-1 grade mainly because of their periodicity of wage revision of 5 years while Executives pay revision of 10 years basis. DA neutralization of Non-Executive has also been considered 100% in place of 75% as suggested by DPE where the period of wage revision is 5 years.

The possible solution suggested from CMOAI to resolve the Pay Conflict are mentioned here under: –

- (1) Adoption of upgraded pay scale to the Executives of CIL/SCCL at par with other Maharatna PSU's i.e GAIL, ONGC, RINL, BHEL, SAIL, NTPC IOCL & other PSU's.
- (2) (a) To overcome the Pay Conflict which will arise after implementation of NCWA-XI w.e.f 01.07.2021, DA merger as on 01.07.2021 @ 24.7% above on upgraded Pay Scale to the Executives of CIL/SCCL and remaining DA would be continue as per base price index as on 01.01.2017.

OR

- (b) To overcome the Pay Conflict which will arise after implementation of NCWA-XI w.e.f 01.07.2021, grant an additional increments/special pay as on 01.07.2021 to Executives of CIL/SCCL irrespective of all grades including Board Level Executives.

In view of the above it is requested to advise the concerned to resolve the Pay Conflict by considering the above solutions/suggestions proposed by CMOAI and also restore the Allowances discontinued after implementation of 3rd PRC. MoC is empowered to redress the issue/grievances raised in respect of Pay Conflict and other Allowances.

D. Singh
18/04/2023

D. Singh



COAL MINES OFFICER'S ASSOCIATION OF INDIA (APEX BODY)

Registered Office: PO-Ukhara, Dist-Burdwan, and West Bengal-753363
Regd. No. 11502 of West Bengal Under Trade Union Act 1926

sPRESIDENT

D.N. SINGH

Mob. No. 8987785577
7779995963

Email: |dnsingh.dina37@gmail.com

SR. VICE PRESIDENT

SANJAY KR. SINGH

Mob. No. 9470596354
7783834545

Email: |sks2167@gmail.com

A. V. REDDY

Mob. No. 9491144692
9959827095

Email:

|avreddyscclcmoai@gmail.com

SECRETARY GENERAL

SARVESH SINGH

Mob. No. 8815699024
9406964436

Email: |sarvesh12345singh@gmail.com

JT. SECRETARY GENERAL

DAKTARA SAHOO

Mob. No. 9827946452

Email: |sahoodaktara1976@gmail.com

AJEET KR. MISHRA

Mob. No. 9850395735
7587595629

Email: |ajeetkumarm@rediff.com

TREASURER

SHARAD TIWARI

Mob. No. 9425533167
9907211479

Email: |sktadm@gmail.com

JT. TREASURER

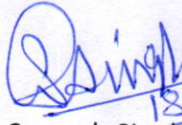
AJAI KUMAR RAI

Mob. No. 9434796886

In light of above, in anticipation of justice in true spirit, we request you to examine the solution as presented in point No.8 for complete redressal of grievances arising out of non-implementation of DPE guidelines as OM vide letter No: W-02/0015/2016-DPE(WC)-GL-XXIV/17 dt. 24.11.2017.

Thanking You.

Yours Faithfully


18/04/2023

Sarvesh Singh
Secretary General
CMOAI (APEX)



D.N.Singh
President
CMOAI (APEX)

Encl:- As referred above.

Copy for kind information and needful action:-

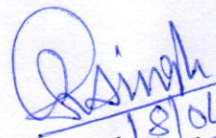
1. The Chairman, Coal India Limited, Kolkata, WB.
2. The Joint Secretary, MoC, GOI, New Delhi.

Copy to:-

1. Dir(P&IR)/Dir(Tech.)/Dir(Fin.)/Dir(M&S), CIL, Kolkata.
2. CMDs(BCCL,CCL,CMPDI,ECL,MCL,NCL,SECL,WCL),Subsidiaries of CIL.
3. C&MD, SCCL Kothagudum, Telangana.
4. All FD's (BCCL,CCL,CMPDI,ECL,MCL,NCL,SECL,WCL)
5. ED (Personnel), CIL, Kolkata.

Distribution:-

CEC/BEC/EC Member of CMOAI (Apex), Branches and Sub-Branchees


18/04/2023

Sarvesh Singh
Secretary General
CMOAI (APEX)