

No. W-05/0021/2023-DPE(WC)
Government of India
Ministry of Finance
Department of Public Enterprises

Dated: 14.08.2026

OFFICE MEMORANDUM

Subject: Observations and deviation from 3rd Pay Revision guidelines of DPE by Coal India Limited under Ministry of Coal.

Pursuant to the approval of the Government on the basis of the recommendations of the 3rd PRC, this Department, vide O.M. No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017 regarding pay revision of Board level and below Board level executives and Non-Unionised Supervisors of Central Public Sector Enterprises (CPSEs), prescribed the revised grade-wise pay scales.

2. It has been noted that CIL, vide its communication Ref. No. CIL:XI(D):4157/4156:2026 dated 02.02.2026 addressed to BSE and NSE under Regulation 30 of the SEBI (LODR) Regulations, 2015, disclosed the upgradation of pay scales of executives up to mid-level. Further, the Ministry of Coal, vide letter No. F.No.55011/1(ii)/2023-LAIR dated 31.12.2025, and CIL, vide Office Order No. CIL/C5A(PC)/payupgr./2243399/1431 dated 02.02.2026, have communicated the revised pay scales which deviate from the grade-wise structure of pay scales as prescribed under DPE O.M. dated 03.08.2017.

3. On examination of the revised pay scales notified by CIL, it is observed that the same are **not in conformity with the grade-wise pay scales as prescribed under DPE O.M. dated 03.08.2017**. The deviations are as follows:

Grade	Pay scales prescribed under DPE O.M. dated 03.08.2017	Pay scales notified by CIL	Observation
E9	₹1,50,000–3,00,000	₹1,50,000–3,00,000	In conformity
E8	₹1,20,000–2,80,000	₹1,20,000–2,80,000	In conformity
E7	₹1,00,000–2,60,000	₹1,20,000–2,80,000	E8 scale
E6	₹90,000–2,40,000	₹1,20,000–2,80,000	E8 scale
E5	₹80,000–2,20,000	₹1,00,000–2,60,000	E7 scale
E4	₹70,000–2,00,000	₹90,000–2,40,000	E6 scale
E3	₹60,000–1,80,000	₹80,000–2,20,000	E5 scale
E2	₹50,000–1,60,000	₹70,000–2,00,000	E4 scale
E1	₹40,000–1,40,000	₹60,000–1,80,000	E3 scale

4. It would thus be seen that, while the pay scales of E8 and E9 are in accordance with the DPE O.M. dated 03.08.2017, but the pay scales notified by CIL for **E1 to E7 constitute an upward deviation from the grade-wise pay structure prescribed by DPE**. In particular, E7 and E6 have both been placed in the E8 scale of ₹1,20,000–2,80,000, thereby substantially altering the prescribed grade hierarchy. Similarly, E1

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to E5 have effectively been placed in the pay scales prescribed for the succeeding grades, namely, E3 to E7.

5. In view of the above, the Ministry of Coal is requested to take **corrective measures ensuring that no deviation from the Government approved pay structure is made**. The measures taken in the matter, along with the compliance position, may be intimated to this Department.

6. This issues with the approval of the Secretary, Department of Public Enterprises.

(Dr. Sumantra Pal)
Economic Adviser
14.08.2026

Secretary
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