

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED

(A Govt. of India Enterprise)

कोल् भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III
ACTION AREA-1A, NEW TOWN, RAJHARHAT
KOLKATA-700156 (WB)



महारात्न कंपनी

A Maharatna Company

(An ISO 9001:2015 & ISO 50001:2011 Certified Company)

**PERSONNEL DIVISION
POLICY CELL**

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CIN:L23109WB1973GOI028844

Ref : CIL/C5A (PC)/CMPF/2451

Date: 30.11.2017

OFFICE MEMORANDUM

Sub: CMPF/FP deduction on Leave Encashment of On-roll and retired Employees

In pursuance to CMPFO Commissioner's letter dated 08.09.2017 regarding the stoppage of CMPF/ FP deduction from leave encashment, a proposal of CIL Finance division dated 13.11.2017 was placed before the Competent Authority.

Pending final decision on the matter, the Competent Authority approved the following as proposed:

1. To release payment of Leave Encashment of retired employees by deducting their FP contribution.
2. Employee's share of FP contribution along with Employer's share of CMPF and FP shall be kept in liability and will be dealt as per decision of Competent Authority.
3. There will be no deduction towards CMPF/ FP from the Leave Encashment of on-roll employee from current month onwards.

This is for information and compliance by all concerned.

(Charles Juster)

Dy. General Manager (P/PC)

Distribution:

1. The CMD, ECL/BCCL/CCL/NCL/SECL/WCL/MCL/ CMPDIL
2. The Director (P&IR)/Director(Finance)/Director (Tech.)/Director(Mkt.), CIL
3. The CVO, CIL
4. Functional Directors, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
5. The CVO, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
6. GM/TS to Chairman, CIL
7. The General Manager (P/EE)/ HoD (P/EE), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
8. The General Manager (Finance), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
9. The General Manager, New Delhi Office
10. The GM/ HoD(IICM)
11. The General Manager, NEC
12. The General Manager (System), CIL – with a request to please upload the same in CIL website for information of all Executives.