

JBCCI-X

COAL INDIA LIMITED
'COAL BHAWAN'
NEW TOWN, RAJARHAT,
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No.19/ 132

Dated: 06.04.2020

10th WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 19

Chairman-Cum-Managing Director, ECL,	Sanctoria
Chairman-Cum-Managing Director, BCCL,	Dhanbad
Chairman-Cum-Managing Director, CCL,	Ranchi
Chairman-Cum-Managing Director, WCL,	Nagpur
Chairman-Cum-Managing Director, SECL,	Bilaspur
Chairman-Cum-Managing Director, NCL,	Singrauli
Chairman-Cum-Managing Director, MCL,	Sambalpur
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 and same designation in a cadre getting lower pay than their juniors as a result of Implementation of "10th Wage Agreement for CIL and SCCL, Promotion or SLP"

The above mentioned subject was discussed in detail in the 9th Meeting of Standardization Committee of JBCCI-X held on 28.02.2020 wherein the report dated 21.12.2019 of the committee constituted in line with the decision taken in the 7th meeting of Standardization Committee of JBCCI-X was also deliberated.

It was decided that Implementation Instructions for removal of anomalies of "10th Wage Agreement for CIL and SCCL" arising as a result of revision of pay scales from 1st July 2016 under the "10th Wage Agreement for CIL and SCCL", Promotion or SLP 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 senior employee promoted to a higher post before 1st July 2016, draws less pay in the revised pay than his/her junior who is promoted later to the higher post.
2. Senior employee in the same pay 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 senior employee should belong to the same cadre and the post/grade/category in which they have been promoted should be covered by the same seniority list and same cadre.

- b) The pre-revised and revised pay of lower and higher post 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 pay and as a result of fixation of pay in the revised pay under the 10th Wage Agreement for CIL and SCCL. The next date of increment of the senior employee will be the same as that of junior employee.

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

3. Matter of anomaly due to grant of SLP shall also be considered

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 2016.

Further necessary action may be taken accordingly.

R.P. Srivastava
21/4/2020

(R.P. Srivastava)
DIRECTOR (P&IR) &
MEMBER SECRETARY, JBCCI - X

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