

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

No. CIL/C-5B/JBCCI-X/I. I. No. 4/393

Dated: 02.11.2017

**10<sup>th</sup> WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION NO. 04**

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: Allowances (Chapter-V of 10<sup>th</sup> Wage Agreement)**

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 provides the following in respect of Allowances under Chapter-V:-

**5.1.0 Special Allowance**

It will be paid @ of 4% of revised Basic as on 01/07/2016 and frozen in absolute amount for the entire period of this agreement. This revised Special allowance will be paid w.e.f 01/07/2016

**5.2.0 Other allowances: (To be paid w.e.f.01/10/2017)**

**5.2.1. Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs 150/- per head per month. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.175/- per head per month. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.2 Transport Subsidy**

**5.2.2.1** Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs. 23/- per day of actual attendance.

**5.2.2.2** In case of an employee transferred/deployed to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs.23/- per day of actual attendance as long as he is required to report the old place of work.

**5.2.3 Additional Transport Subsidy**

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.35/- per day of work will be paid to those in the last shift in night whether it is called Night Shift or third shift or C shift commencing from 10.00 PM onwards.



#### **5.2.4 Conveyance Reimbursement**

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.50/- per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

#### **5.2.5 Nursing Allowance**

Nursing staff will be paid Rs.400/- per month as Nursing Allowance.

#### **5.2.6 Difficulty Allowance**

**5.2.6.1 Thin Seam Allowance** Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made.

##### **Rate of Payment:**

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 meter to 1.5 meters thickness
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling on to conveyor.
  - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- (iii) Seam below 1 meter thickness: The management assured that seams below 1 meter thickness will not be worked till the signing of the next agreement.

**5.2.6.2 Working in Heavy Watery Conditions - Underground** Rain coats, Gum boots and hoods shall be provided need based to such of the workmen who are exposed to heavy watery conditions in underground mines.

**5.2.6.3 Travelling over Steep Gradients** Where travelling over steep gradients exceeds 1000 meters and the average gradient is in excess of 1 in 3, an allowance of Rs.10/- per shift will be paid to each of the workers working in such a mine or district or section. Where such traveling exceeds 2000 meters, this allowance will be Rs.20/- per attendance.

**NOTE:** For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

#### **5.2.6.4 Dust**



Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask". Efforts will be made for effective dust suppression at working place so that workmen are not exposed to heavy dusty conditions.



### 5.2.7 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed in lieu of free supply of Coal

You are requested to take necessary action to implement the above provisions.

  
(R. R. Mishra) 2/11/17  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI - X  


#### Distribution:-

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-KothagudemCollys.,Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/ES), CMPDIL, Ranchi.
8. Director (P/A&W), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
9. Director (F), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
10. Chief Vigilance Officer, CIL, Kolkata.
11. HOD, IICM, Kanke Road, Ranchi.
12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC
14. General Manager (F), CIL, Kolkata.
15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File