

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED
'COAL BHAWAN'
NEW TOWN, RAJARHAT,
KOLKATA-700163

No. CIL/C-5B/JBCCI-XI/I. I. No. 9/121

Dated: 08.12.2023

**NATIONAL COAL WAGE AGREEMENT (NCWA)-XI
IMPLEMENTATION INSTRUCTION NO. 09**

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: Social Security (Chapter-IX of NCWA-XI)

The National Coal Wage Agreement (NCWA)-XI finalized by the JBCCI-XI on 20th May 2023 which has come into force w.e.f. 1st July, 2021 provides the following in respect of "**Social Security**" under Chapter-IX of NCWA-XI: -

9.1.0 Life Cover Scheme

An amount of Rs.1,56,250/- will be paid under the Life Cover Scheme w.e.f. 01.06.2023.

9.2.0 Workmen's Compensation Benefits:

It is agreed that –

- 9.2.1** The employees covered by this Agreement shall be entitled to the benefits admissible under The Employee's Compensation Act. 1923.
- 9.2.2** The benefits under the Employee's Compensation Act will not be affected adversely on account of the revision of wages by this agreement.
- 9.2.3** An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the coal company to be entitled to the benefit.
- 9.2.4** The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident.
- 9.2.5** It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lump sum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.
- 9.2.6** An exgratia amount of Rs.90,000/- will be paid in addition to the compensation under The Employee's Compensation Act in case of death or permanent total disablement. It will be effective from 01.06.2023.
- 9.2.7** An amount of Rs. 15 lakh shall be paid to the next of kin of an employee in case of a fatal mine accident.

Note: The definition of mine accident shall be discussed in the Standardization Committee of JBCCI-XI.



9.3.0, 9.4.0 Provision of Employment/payment of monthly monetary compensation to Dependent & 9.5.0

9.3.0 Employment to one dependent of an employee dying while in service, as being implemented in "10th Wage Agreement for CIL and SCCL" shall continue on Basic Wage of Cat. I as trainee for six months. Other issues of dependent employment including qualification on appointment shall be deliberated in Standardization Committee of JBCCI-XI.

In terms of the deliberations held in the first meeting of Standardization Committee of JBCCI-XI on 14.11.2023, it was agreed that a bipartite committee shall be constituted for holding deliberation on the definition of dependent for purpose of grant of employment as per Clause 9.3.0 of NCWA.

9.4.0 On Clause 9.4.0, a Sub-Committee shall be constituted which shall submit its report to the Standardization Committee of JBCCI-XI. Till then Status quo shall be maintained.

9.5.0 Provisions of monthly monetary compensation to female dependent (widow) in lieu of employment shall continue on minimum basic of Cat. I i.e. Rs. 39069.24 per month w.e.f. 01.07.2021 as per extant rule. Other terms and conditions as laid down in earlier circulars on the matter shall remain same.

9.5.1 If wife is predeceased, as per records of the deceased employee, the eldest child from 12 years upto the age of 18 years shall be entitled for payment of 50% of the monthly monetary compensation applicable to the female dependent (widow).

9.5.2 The dependent of the deceased employee, irrespective of gender, if of 12 years and above in age shall be kept on a live roster and would be provided employment when she/he attains the age of 18 years.

9.5.3 Generally the status of indirect dependent is reckoned at the date of death. However, in cases where daughter-in-law is widowed during the process of dependent employment of the son of the deceased employee, she can be considered for employment subject to fulfilment of all other rules applicable for dependent employment.

9.6.0 Coal Mines Pension Scheme 1998 (CMPS-1998)

To sustain the corpus of CMPS 1998, the JBCCI agreed that both the employee as well as employer shall contribute equally i.e. 7% of revised Basic & VDA and will continue.

9.7.0 Contributory Post-Retirement Medicare Scheme for Non-Executives (Modified) [CPRMS-NE (Modified)]

It shall be governed as per the CPRMS-NE (Modified). Matter of sustainability of corpus of CPRM-NE (Modified) and other issues shall be deliberated in the Standardization Committee of JBCCI-XI.

In terms of the deliberations held in first meeting of Standardization Committee of JBCCI-XI on 14.11.2023 at New Delhi, it was agreed that a bipartite committee shall be constituted for sustainability of corpus of CPRMS-NE (Modified).



9.8.0 Gratuity

9.8.1 The maximum ceiling of gratuity would be Rs. 20 lakh as per the notification dated 29.03.2018 of Govt. of India. The amount shall be enhanced as per the notification received from the Government in this regard.

This is being issued with approval of Director (P & IR), CIL/Member Secretary, JBCCI-XI.

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

64/08/17/23
(Goutam Banerjee)
General Manager (MP&IR) &
Coordinator, JBCCI - XI
R B

Distribution: -

1. All Members & Alternate Members of JBCCI-XI
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-Kothagudem Collieries, Distt. Khammam, Telangana
4. Director (P & IR)/Director (Tech.)/ Director (BD/Fin.)/ Director (Mktg), CIL, Kolkata
5. Director (Personnel) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director (Finance) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/CRD) - CMPDIL
8. Director (P/A&W) - SCCL
9. Director (Finance) - SCCL
10. Chief Vigilance Officer - CIL
11. Executive Director (Coordination)/TS to Chairman- CIL, Kolkata.
12. Executive Director/HOD - IICM
13. Executive Director (Finance) - CIL
14. Executive Director (ICT) - CIL
15. General Manager - NEC
16. HOD/Chief Manager (P/EE) - CIL
17. Head of Department - CIL, New Delhi.
18. Regional Sales Manager - Mumbai