

# कोल इंडिया लिमिटेड

(महारत्न कंपनी)

(भारत सरकार का उपक्रम)

“कोल भवन”

प्रेमाङ्ग नं० 04, एमएआर प्लॉट नं० ए एफ-III

एवशन एरिया 1ए, न्यू टाउन, राजारहट

कोलकाता-700156 (पश्चिम बंगाल)

दूरभाष सं : 033 7110 4224

वेबसाइट : [www.coalindia.in](http://www.coalindia.in)



# Coal India Limited

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

“Coal Bhawan”

Premises No. 04, MAR Plot No. AF-III

Action Area-1A, New Town, Rajarhat

Kolkata-700156 (West Bengal)

Phone: 033 7110 4224

Website- [www.coalindia.in](http://www.coalindia.in)

(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

Ref. No.: CIL/C-5B/JBCCI/HPC/Exgratia/275

Dated: 26.10.2024

## कार्यालय आदेश

### विषय: Performance Linked Incentive (PLI) Scheme for Contractor Workers engaged in mining activities

The Board of Directors of CIL in their 471<sup>st</sup> meeting held on 25.10.2024 approved the *Performance Linked Incentive (PLI) Scheme for Contractor Workers engaged in mining activities w.e.f. F.Y.2023-24 onwards* with following conditions for payment to eligible contractors' workers engaged in mining activities before Diwali festival every year:-

- I. The following additional provision may be inserted as a separate clause, in all future NITs for mining contracts: -

*“The contractor shall be bound to pay to their workers engaged in mining activities as defined under Section 2 (h), (j) & (k) of the Mines Act, 1952 in respect of every accounting year a minimum bonus (as modified from time to time in the Payment of Bonus Act or applicable statute) or “Performance Linked Incentive (PLI) for Contractor Workers” in lieu thereof which shall be 8.33 per cent of the salary or wage earned by the worker during the accounting year irrespective of whether they are covered under Payment of Bonus Act, 1965 or not”.*

- II. However, contractors' workers engaged in mining activities as defined under Section 2 (h), (j) & (k) of the Mines Act, 1952 and engaged in existing/running contracts whose salary/wages exceeds Rs. 21,000/- per month (or as modified from time to time in the Payment of Bonus Act or applicable statute), will also be entitled to receive “Performance Linked Incentive (PLI) for Contractors' Workers” which shall be 8.33 per cent of the salary or wage earned by them during the accounting year. This may be made effective from 2023-24 onwards.
- III. In existing/running contracts, the contractors shall make payment of above “Performance Linked Incentive (PLI) for Contractors' Workers” to their workers engaged in mining activities and can claim reimbursement from subsidiaries as per the prescribed modalities at **Annexure-A**.
- IV. In order to become eligible for above Performance Linked Incentive (PLI), the contractors' workers engaged in mining activities must have worked for minimum 30 days in the relevant Accounting Year.

- V. A Contractor Worker engaged in mining activities shall be disqualified from receiving Performance Linked Incentive (PLI), if he is indulged in—
- fraud; or
  - riotous or violent behavior; or
  - theft, misappropriation or sabotage of any property belonging to CIL or its Subsidiaries
- VI. The above payment of Performance Linked Incentive (PLI) for contractors' workers engaged in mining activities would be on pro-rata of attendance.
- VII. The payment under above *Performance Linked Incentive Scheme* shall continue to be made till further orders in this regard.

जोतम

(गौतम बनर्जी)

महाप्रबंधक (श्र.श. एवं औ.सं.)

वितरण (ईमेल द्वारा): -

1. CMD-ECL/BCCL/CCL/WCL/NCL/MCL/SECL/CMPDIL
2. Dir. (Tech.)/Dir. (P & IR)/ Dir. (BD)/Dir. (Mktg.)/Dir. (Finance), CIL, Kolkata
3. Director (Personnel) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director (Finance)- ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (T/CRD), CMPDIL, Ranchi.
6. Chief Vigilance Officer, CIL, Kolkata.
7. ED (Coordination)/TS to Chairman, CIL, Kolkata
8. Executive Director (Finance), CIL, Kolkata
9. Executive Director (ICT), CIL, Kolkata
10. Executive Director (Contracts), CIL
11. General Manager, NEC, Assam
12. General Manager (Admin.)/General Manager (Civil), CIL, Kolkata
13. General Manager (System), CIL-w.r.t. upload O/O on website of CIL

**Modalities for implementation of Payment of “Performance Linked Incentive (PLI) for contractors’ workers” engaged in mining activities as defined under Section 2 (h), (j) & (k) of the Mines Act, 1952 in existing/running contracts**

- i.** In existing/running contracts, the contractor shall make the payment of above Performance Linked Incentive (PLI) to contractors’ workers engaged in mining activities who are not covered under Payment of Bonus Act, 1965 with salary beyond ceiling of Rs. 21,000/- per month. The above payment shall be reimbursed by the concerned subsidiary.
- ii.** The contractors would make payment of above Performance Linked Incentive (PLI) to their workmen engaged in mining activities and shall submit a claim for reimbursement.
- iii.** The contractors shall submit admissible documentary evidence of payment of Performance Linked Incentive (PLI), as applicable, to their workers engaged in mining activities. Only after receipt of above documentary evidences, the bills of contractors’ in respect of the above financial year, shall be cleared.
- iv.** The admissible documentary evidence would be as under:-
  - a.** The names of the contractor workmen engaged in mining activities as mentioned in Form- A register specified in the schedule to the “Ease of compliance to maintain Registers under various Labour Laws Rules, 2017”.
  - b.** Certificate of actual attendance marked in the register Form- D register specified in the schedule to the “Ease of compliance to maintain Registers under various Labour Laws Rules, 2017”, as applicable, duly signed by Mine Manager or his authorized representative.
  - c.** Proof of deposition of Performance Linked Incentive (PLI) to their workmen with salary/wages exceeding Rs. 21,000/- per month (or as modified from time to time in Payment of Bonus Act) for the relevant period in appropriate register.
  - d.** Labour Payment Certificates (LPC) of the relevant period.
  - e.** The contractor shall submit a copy of Bank statement and payment slip as a proof of payment made in favour of the contractor worker.
  - f.** The details of contractors’ workers in Contract Labour Information Portal (CLIP) for availing the benefit of Performance Linked Incentive (PLI) for contractors’ workers engaged in mining activities with salary beyond ceiling of Rs. 21,000/- per month. In this regard, the provision may be incorporated in existing CLIP for updating the payment of above Performance Linked Incentive (PLI) for contractors’ workers.
  - g.** Any additional document if necessary

- v.** The bills for payment of Performance Linked Incentive (PLI), so submitted by the contractors, shall be checked and certified for payment by the Sub-Area/Unit Level Committee consisting of Mine Manager and Executives from Personnel & Finance discipline. Further, the bills for Performance Linked Incentive (PLI) payment to contractor' workers engaged in mining activities with salary beyond ceiling of Rs. 21,000/- per month (or as modified from time to time in the Payment of Bonus Act or applicable statute), certified and forwarded by Sub- Area/Unit Level Committee shall be checked and processed for payment of differential wages through Area Level Committee consisting of Area Personnel Manager, Area Finance Manager and Staff Officer (Mining), for due approval of delegated authority.
- vi.** While ascertaining the reimbursement for payment of Performance Linked Incentive (PLI), proper checks and balances by way of bank accounts in the name of the concerned contractors' workmen should be considered, and ensuring that the benefits have been actually received by the concerned workmen.
- vii.** Any additional other statutory payments such as additional contribution towards GST payable due to above payment of exgratia shall also be reimbursed to the concerned contractor, if applicable.
- viii.** Competent Authority of the subsidiaries shall be authorized to take decision and approve other suitable modalities as and when required for proper implementation.

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