

कोल इण्डिया लिमिटेड

महारात्न कम्पनी

(भारत सरकार का उपक्रम)

कॉरपोरेट पहचान सं. L23109WB1973GOI028844

एक्शन एरिया-1ए, न्यू टाउन, राजरहाट, कोलकाता-700156

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Coal India Limited

A Maharatna Company
(A Govt. of India Enterprise)

Corporate Identity No.- L23109WB1973GOI028844

Action Area-1A, New Town, Rajarhat, Kolkata-700156

PHONE: 033 23246528, FAX- 033-22244140

WEBSITE: www.coalindia.in

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

Ref. No. CIL/C5A(PC)/Leave/ 2225

Date: 25.07.2017

OFFICE MEMORANDUM

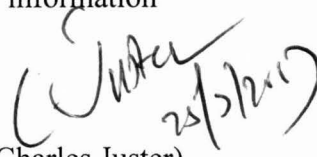
Sub: Amendments to the CIL Executive Leave Rules 2010

The CIL Board at its 343rd meeting held on 19.07.2017 approved the following amendments to Clause Nos. 12.5.1, 12.4.2 and 12.4.3 of CIL Executive Leave Rules 2010 as below:

| Clause No. | Existing provision | Amended provision |
|------------|---|--|
| 12.5.1 | <p>ENCASHMENT OF HALF PAY LEAVE Encashment of half pay leave subject to maximum of 300 days of HPL at the credit of the Executive is permissible on the following conditions:</p> <p>a) On separation from the company on attaining the age of superannuation;</p> <p>b) Death while in service;</p> <p>c) Permanent total disablement of an Executive;</p> <p>d) On voluntary retirement before the date of superannuation but after attaining the age of 55 years;</p> <p>e) In case of cessation of service after attaining the age of 50 years or more provided the Executive has put in a minimum of 20 years continuous service as a regular Executive in the company and the cessation is not as a result of disciplinary action or leaving the service without approval of the Management.</p> | <p>ENCASHMENT OF LEAVE ON SEPARATION FROM SERVICE Encashment of leave, limited to a maximum of 300 days (Earned leave and Half Pay leave combined) at the credit of an Executive, is permissible on the following events:</p> <p>a) On separation from the company on attaining the age of superannuation;</p> <p>b) On death while in service;</p> <p>c) On permanent total disablement;</p> <p>d) On voluntary retirement before the date of superannuation but after attaining the age of 55 years, subject to the terms and conditions of VRS;</p> <p>e) In the case of cessation of service after attaining the age of 50 years or more, provided, the Executive has put in a minimum of 20 years continuous service as a regular Executive in the company and the cessation is not as a result of disciplinary action or leaving the service without approval of the management;</p> |

| | | |
|--------|--|--|
| 12.4.2 | <p>Encashment of EL on Termination</p> <p>An Executive governed under Coal India Service Rules, whose services are terminated, otherwise than on disciplinary grounds, or who retires on superannuation, may be allowed to encash the earned leave at his credit, subject to a maximum of 300 days, in terms of this Scheme.</p> <p>However, this will be applicable in the case of Executives who are employed on contract, on tenure, on deputation, on re-employment etc., provided it is mentioned in their Contract/Agreement.</p> | <p>f) In case of cessation of service under the premature retirement provisions of Common Coal Cadre.</p> <p>g) In the case of Executives who are employed on contract, on tenure, on deputation, on re-employment etc., provided it is mentioned in their Contract/Agreement.</p> <p>Note: To make up the short fall in Earned Leave, no commutation of Half Pay Leave would be permissible.</p> |
| 12.4.3 | <p>Encashment of EL On Death</p> <p>In case of death of an Executive in service, cash equivalent to leave salary in respect of earned leave due at his credit at the time of death will be payable to the family of deceased, subject to a maximum of 300 days.</p> | |

The above amendments shall come into force with immediate effect. This is for information and compliance by all concerned.


25/5/2011

(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 Director (P)/Director (T)/Director(F), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 4) The Director (T/ES), CMPDIL
- 5) The GM/TS to Chairman, CIL
- 6) The General Manager (P-EE)/(Finance)/NEC/IICM/New Delhi Office
- 7) The General Manager (System), CIL – with a request to please upload the same in CIL website for information of all Executives.