

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

No. CIL/C-5B/JBCCI-X/I. I. No. 5/394

Dated: 02.11.2017

**10<sup>th</sup> WAGE AGREEMENT  
IMPLEMENTATION INSTRUCTION NO. 05**

|   |           |
|---|-----------|
| 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: House Rent Allowance(Chapter-VIII 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 House Rent Allowance under **Chapter-VIII**:-

**8.1.0 HOUSE RENT ALLOWANCE (Other than Urban Areas)**

**8.1.1** House Rent Allowance shall be fixed @ 2% of revised Notional Basic as on 01/07/2016 and frozen in absolute amount for the entire period of this agreement to those employees who have not been provided with residential accommodation. The revised HRA will be paid w.e.f. 01/10/2017.

**8.1.2 Payment of House Rent Allowance will be regulated as indicated below:-**

- (a) Employees excepting those who have been allotted the following types of house individually will be eligible for House Rent Allowance at the rate of 2% of revised basic per month.
- (i) Any pucca house consisting of one or more rooms with common or separate latrine and bath.
- (ii) House under New Housing Scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each per month per head.
- (c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for House Rent Allowance at the rate 2% of revised Basic per month.



- (d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for House Rent Allowance at the rate 2% of revised Basic per month.
- (e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to House Rent Allowance.
- (f) Employees who have been allotted single room or Arch type tenement however will be entitled to House Rent Allowance if the house is not provided with separate or common latrine/bathroom

### 8.1.3 House Rent Allowance for Employees in Urban Areas.

It shall be applicable from 01/10/2017 on the revised basic, as per Central Government's Notifications/guidelines.

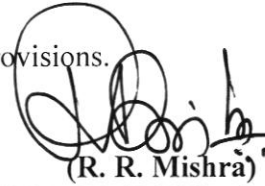
### 8.2.0 House Rent Recovery

- 8.2.1 No recovery will be made as house rent from employees who have been provided with residential accommodation
- 8.2.2 Eligibility/entitlement for allotment of different type of quarters will be decided by Standardisation committee

### 8.3.0 Recovery of Electricity Charges

- 8.3.1 In the Coalfield areas where the employees are provided with company quarters together with electricity by the Management, the employees will be required to pay at the rate of 1% of the monthly basic wage.

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

