



# Memorandum Of Agreement

**NATIONAL COAL WAGE AGREEMENT-IX**

**Joint Bipartite Committee For The Coal Industry**

New Delhi  
Dated: 31<sup>st</sup> January, 2012

# Index

<u>Sl.No.</u>	<u>Subject</u>	<u>Page No.</u>
1.	<b>Re-constitution of JBCCI-IX</b>	<b>1-4</b>
2.	<b>Preamble</b>	<b>5</b>
3.	<b>Chapter-I</b>	<b>6</b>
1.0	Scope and Coverage	
4.	<b>Chapter-II Wages, Wage Structure and Dearness Allowance</b>	<b>7-9</b>
2.0	Component of Wage	
2.2.0	Minimum wages	
2.3.0	Basic wage structure	
2.3.3	Wages of Piece-rated workers	
2.4.0	Attendance Bonus	
2.5.0	Special Dearness Allowance	
2.6.0	Variable Dearness Allowance	
2.7.0	Minimum Guaranteed Benefit	
2.8.0	Fitment of Time Rated & Monthly Rated employees	
2.8.2	Illustration of fitment	
2.9.0	Date of Annual Increments	
2.11.0	Service Linked Promotion	
2.12.0	Special Allowances	
5.	<b>Chapter-III : Wage Rates, Work Norms etc. for Piece Rated Workers</b>	<b>10-13</b>
3.0	Work Norms and Job Description	
3.2.0	The rates of wages and workload for different groups of Piece-rated workers.	
3.3.0	Workload and Rate of Group wages for Piece-rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.	
3.4.0	Wages for work above the workload for Piece Rated Workers.	
3.5.0	Fall Back Wages	
3.6.0	Mechanised Face crew/Multiskilled job	

<u>Sl.No.</u>	<u>Subject</u>	<u>Page No.</u>
3.7.0	Piece-rated Trammers	
3.8.0	Other Piece-rated workers.	
3.8.1	Slurry/pond Piece-rated workers	
3.9.0	Lead & Lift and Tub Pushing Rates	
3.9.1	Lead & Lift and Tub Pushing Rate for miners and loaders	
3.9.2	Lead & Lift for overburden removal workers	
3.10.0	Lead & Lift payments to be Basic Wages	
3.11.0	Minimum Guaranteed Benefit, Special Piece rate Allowance Fitment of Piece-Rated Workers in the Revised Group Wages.	
3.11.2	Special Piece-rate Allowance	
3.12.0	Grant of one Addl. SPRA to Piece-rated workers who have remained in the same group for a period of seven/eight years in respect of underground and surface respectively.	
<b>6.</b>	<b>Chapter-IV    Underground Allowance</b>	<b>14</b>
<b>7.</b>	<b>Chapter-V     Other Allowances</b>	<b>15-16</b>
5.1.0	Washing Allowance	
5.2.0	Transport Subsidy	
5.3.0	Additional Transport Subsidy	
5.3.1	Conveyance Reimbursement	
5.3.2	Nursing Allowance	
5.4.0	Difficulty Allowance	
5.4.1	Thin Seam Allowance – Rate of payment	
5.4.2	Working in Heavy watery conditions-Underground	
5.4.3	Traveling over Steep Gradients	
5.4.4	Dust	
5.5.0	Fuel Allowance	
<b>8.</b>	<b>Chapter-VI    Leave and National/Festival Holidays</b>	<b>17-18</b>
6.0	Annual leave with wages	
6.2.0	The prevalent practices in respect of Earned Leave, Casual and paid festival holidays.	
6.3.0	Accumulation of Earned Leave/Annual Leave with Wages	

<u>Sl.No.</u>	<u>Subject</u>	<u>Page No.</u>
6.4.0	Encashment of Earned Leave	
6.5.0	Sick Leave and Special Leave	
6.6.0	Casual Leave with pay	
6.7.0	National/Festival Holidays.	
<b>9.</b>	<b>Chapter-VII Return Railway Fare and Leave Travel Benefit</b>	<b>19</b>
7.1.0	R.R.F./L.T.C	
7.2.0	Long Leave Travel Concession	
7.3.0	Class of Entitlement.	
<b>10.</b>	<b>Chapter-VIII House Rent Allowance</b>	<b>20-21</b>
8.1.0	House Rent Allowance	
8.1.2	Regulation of Payment of HRA	
8.1.3	HRA for employees in Urban Areas	
8.2.0	House Rent Recovery	
8.3.0	Recovery of Electricity Charges	
8.3.2	Supply of Fuel	
<b>11.</b>	<b>Chapter-IX Social Security</b>	<b>22-23</b>
9.1.0	Life Cover Scheme	
9.2.0	Workmen's Compensation Benefits	
9.3.0, 9.4.0 & 9.5.0	Provision of Employment to Dependant	
9.6.0	Gratuity	
<b>12.</b>	<b>Chapter-X Housing, Water Supply, Medical &amp; Educational Facilities</b>	<b>24-26</b>
10.1.0	House	
10.1.7	Town Administration	
10.2.0	Water Supply	
10.3.0	Medical Facilities	
10.4.0	Ambulance	
10.5.0	Pneumoconiosis	
10.6.0	Educational facilities and Workers Education	
10.7.0	Canteen	

<u>Sl.No.</u>	<u>Subject</u>	<u>Page No.</u>
10.8.0	Other Welfare Activities	
10.9.0	Holiday Home/Rehabilitation Center.	
<b>13.</b>	<b>Chapter-XI                      Production, Productivity, Efficiency and Industrial Harmony</b>	<b>27-28</b>
11.1	Production, Productivity, Efficiency and Industrial Harmony	
<b>14.</b>	<b>Chapter-XII                      General</b>	<b>29-30</b>
12.1.1	Existing Benefits	
12.1.2	Supply of Fuel	
12.1.3	Payment of Overtime Wages	
12.2.0	Wages for Weekly Day of Rest	
12.3.0	Contract Labour	
12.4.0	Date of Retirement	
12.5.0	Anomaly in Pay Fixation	
12.6.0	Other Issues.	
12.7.0	Dress Manual	
12.8.0	Modalities for promotion	
12.10.0	Career Growth of Diploma Holders	
<b>15.</b>	<b>Chapter-XIII</b>	<b>31-32</b>
13.1.1	Implementation of the agreement	
13.4.1	Standardisation Committee	
13.4.2	Committee on Incentive Scheme	
13.5.0	Constitution of Sub-committee	
<b>16.</b>	<b>Signature of Parties dated 31.01.2012 at New Delhi</b>	<b>33-35</b>
<b>17.</b>	<b>Annexure-IIA Revised Wage Structure (w.e.f. 1.7.2011) [Clause 2.3.1]</b>	<b>36</b>
<b>18.</b>	<b>Annexure-IIB: Pay scales for Assam (North East) Coalfields [Clause 2.3.2]</b>	<b>37</b>
<b>19.</b>	<b>Annexure-IIC: Illustration of Fixation</b>	<b>38</b>
<b>20.</b>	<b>Annexure-VDA</b>	<b>39</b>

<u>Sl.No.</u>	<u>Subject</u>	<u>Page No.</u>
21	<b>Annexure-IIIA (3.2.0): Revised Basic Wage Rates for Piece Rated Workers</b>	<b>40</b>
24.	<b>Annexure-IIIB (3.2.0) : Workload Rates of Wages of PR Workers of North East</b>	<b>41</b>
25.	<b>Annexure-IIIC(i) (3.9.1) Lead, Lift &amp; Tub pushing for Miners &amp; Loaders</b>	<b>42</b>
26.	<b>Annexure-IIIC(ii) (3.9.2) Lead &amp; Lift for Overburden Removal Workers</b>	<b>43</b>
27.	<b>Annexure-IIIC(iii) (3.9.3) Lead &amp; Lift Rate for Piece-rated Workers other than Miners &amp; Loaders.</b>	<b>44</b>
28.	<b>Annexure-IIID (3.2.0) Grouping &amp; Workload for Piece-rated Workers</b>	<b>45-46</b>

\*\*\*\*\*

-:1:-

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No.CIL/C-5B/JBCCI-IX/337

Dated: 1<sup>st</sup> August, 2011

Sub: Constitution of Joint Bipartite Committee for the Coal  
Industry for negotiating National Coal Wage Agreement-IX

In terms of letter No.55011-01-2010-PRIW-I dated 1<sup>st</sup> August, 2011 of Shri D.S.Rawat, Section Officer, Govt. of India, Ministry of Coal New Delhi the **Joint Bipartite Committee for the Coal Industry- IX(JBCCI-IX)** is hereby constituted to negotiate **National Coal Wage Agreement-IX** in accordance with the DPE's guidelines, with the following representatives from the Management of Coal Companies and five Central Trade Unions.

**REPRESENTATING MANAGEMENT**

1)	Chairman, CIL	Chairman(Ex-officio)
2)	Director(Pers.&IR), CIL	Member Secretary
3)	Director(Technical), CIL,	Member
4)	Director(F), CIL,	Member
5)	Chairman-cum-Mg Director, ECL	Member
6)	Chairman-cum-Mg Director, BCCL	Member
7)	Chairman-cum-Mg Director, CCL	Member
8)	Chairman-cum-Mg Director, WCL	Member
9)	Chairman-cum-Mg Director, SECL	Member
10)	Chairman-cum-Mg Director, NCL	Member
11)	Chairman-cum-Mg Director, MCL	Member
12)	Director(Personnel), BCCL	Member
13)	Director(Personnel), ECL	Member
14)	Director(Finance), SECL	Member
15)	Director(Finance), NCL	Member
16)	Chairman-cum-Mg Director, SCCL	Member
17)	Director(PA&W), SCCL	Member
18)	Director(Finance)SCCL	Member

**Total**

**18**

Chief General Manager(MP&IR)/General Manager(MP&IR), Coal India Limited, Kolkata will act as Co-ordinator

Contd. .... P/2.

## REPRESENTING MANAGEMENT

1.	Shri N.C.Jha, Chairman CIL	Chairman(Ex-Officio)
2.	Shri R. Mohan Das, Director(P&IR), CIL	Member Secretary
3.	Shri A.K.Sinha, Director(Fin.), CIL	Member
4.	Shri DC Garg, CMD, WCL	Member
5.	Shri RK Saha, CMD, CCL	Member
6.	Shri VK Singh, CMD, NCL	Member
7.	Shri TK Lahiry, CMD, BCCL	Member
8.	Shri Rakesh Sinha, CMD, ECL	Member
9.	Shri A.N. Sahay, CMD, MCL	Member
10.	Director(Tech,)CIL	Member
11.	CMD, SECL	Member
12.	Shri P.E. Kachhap, Director(P), BCCL	Member
13.	Shri S.K.Srivastava Director(P), ECL	Member
14.	Shri A.R.Komawar, Director(Fin.), SECL	Member
15.	Shri Suresh Kumar Rawat, Director(Fin), NCL	Member
16.	Shri S. Narsing Rao, IAS, CMD, SCCL	Member
17.	Shri T.Vijaykumar, IAS, Director(PA&W), SCCL	Member
18.	Shri S,Vivekanand, IRS Director(Fin) SCCL	Member
19.	Shri Bhagwan Pandey, GM(MP&IR), CIL	Co-ordinator



**REPRESENTING WORKMEN**

**Sl. No            Name of the Members**

**INTUC**

1.	Dr. G. Sanjeeva Reddy, MP	Member
2.	Shri Rajendra Prasad Singh,MLA	Member
3.	Shri SQ Zama,MLC	Member
4.	Shri Sriballav Panigrahi	Member
5.	Vacant	Member
6.	Vacant	Member

1.	Shri B.Venkat Rao,	Alternate Member
2.	Shri Provat Goswami,	Alternate Member
3.	Shri GVR Sarma,	Alternate Member
4.	Shri Ram Avtar Algamkar	Alternate Member
5.	Vacant	Alternate Member
6.	Vacant	Alternate Member

**AITUC**

1.	Shri Ramendra Kumar	Member
2.	Shri V Seetharamaiah	Member
3.	Shri R.C.Singh,MP	Member

1.	Shri Lakhanlal Mahto	Alternate Member
2.	Shri Ashok Kumar Dubey	Alternate Member
3.	Shri Kanhiya Singh	Alternate Member

**HMS**

- |    |                           |                  |
|----|---------------------------|------------------|
| 1. | Shri Nathulal Pandey      | Member           |
| 2. | Shri Vidyasagar Chowdhury | Member           |
| 3. | Shri Sanjeev Kumar Singh  | Member           |
|    |                           |                  |
| 1. | Shri Riaz Ahmed           | Alternate Member |
| 2. | Shri Rajesh Kumar Singh   | Alternate Member |
| 3. | Shri, Sankar Prasad Behra | Alternate Member |

**BMS**

- |    |                            |                  |
|----|----------------------------|------------------|
| 1. | Shri Haji Akhtar Hussain   | Member           |
| 2. | Shri Surendra Kumar Pandey | Member           |
| 3. | Shri K.C.Tiwari            | Member           |
|    |                            |                  |
| 1. | Shri YN Singh              | Alternate Member |
| 2. | Shri A Shrinivas Rao       | Alternate Member |
| 3. | Shri Mubarak Hussain,      | Alternate Member |

**CITU**

- |    |                    |                  |
|----|--------------------|------------------|
| 1. | Sri Jibon Roy      | Member           |
| 2. | Sri SK Bakshi      | Member           |
| 3. | Shri Safal Sinha   | Member           |
|    |                    |                  |
| 1. | Sri D.D.Ramanandan | Alternate Member |
| 2. | Sri M.K.Chanda     | Alternate Member |
| 3. | Sri Narasimha Rao  | Alternate Member |

The date of the meeting of JBCCI-IX shall be notified separately.

Sd/-  
DIRECTOR(P&IR), CIL &  
MEMBER SECY., JBCCI-VIII

Distribution:

**All Members & Alternate Members of JBCCI-IX**

**NATIONAL COAL WAGE AGREEMENT-IX**

**PREAMBLE**

0.1 The wage structure and other conditions of service including fringe benefits of the employees in the coal industry are covered under the recommendations of the Central Wage Board for Coal Mining Industry as accepted by the Government of India and made applicable with effect from 15<sup>th</sup> August, 1967. National Coal Wage Agreements were operative as under:-

<b>NCWA</b>	<b>PERIOD</b>	<b>SIGNED ON</b>	<b>TENURE</b>
NCWA-I	01.01.1975 to 31.12.1978	11.12.1974	4 Yrs.
NCWA-II	01.01.1979 to 31.12.1982	11.08.1979	4 Yrs.
NCWA-III	01.01.1983 to 31.12.1986	11.11.1983	4 Yrs.
NCWA-IV	01.01.1987 to 30.06.1991	27.07.1989	4 ½ Yrs
NCWA-V	01.07.1991 to 30.06.1996	19.01.1996	5 Yrs.
NCWA-VI	01.07.1996 to 30.06.2001	23.12.2000	5 Yrs.
NCWA-VII	01.07.2001 to 30.06.2006	15.07.2005	5 Yrs.
NCWA-VIII	01.07.2006 to 30.06.2011	24.01.2009	5 Yrs.

0.2 As the operation of the National Coal Wage Agreement-VIII was upto 30<sup>th</sup> June, 2011, Joint Bipartite Committee for the Coal Industry (JBCCI-IX) was reconstituted on 1<sup>st</sup> August 2011 in terms of letter No. 55011-01-2011-PRIW-I dated 1<sup>st</sup> August, 2011 of Shri D.S.Rawat, Section Officer, Govt. of India, Ministry of Coal, New Delhi. Further, the deliberations continued in JBCCI to facilitate an amicable settlement on wage structure, fringe benefits & allowances etc. The composition of the reconstituted JBCCI to negotiate and arrive at NCWA-IX consisted of representatives of Management & Central TUs as indicated below :

**Representing Management**

**No. of members**

- |    |   |    |
|----|---|----|
| 1. | Coal India Limited and its Subsidiary Companies | 15 |
| 2. | Singareni Collieries Co. Ltd.                   | 03 |

**Total** **18**

**Representing workmen**

**No. of members**

- |    |       |    |
|----|-------|----|
| 1. | INTUC | 06 |
| 2. | AITUC | 03 |
| 3. | HMS   | 03 |
| 4. | BMS   | 03 |
| 5. | CITU  | 03 |

**Total** **18**

## **Chapter – I**

### **1.0 Scope and Coverage**

1.1 The Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-IX (hereinafter shall be referred to as NCWA-IX) and will be effective from 1.7.2011 to 30.6.2016.

1.2 This Agreement shall cover all categories of employees in the Coal Industry who were covered under National Coal Wage Agreements – I to VIII and also employees of those establishments, which are functioning and may be functioning under the Coal Companies.

1.3 The scope of the agreement covers the wage structure including Dearness Allowance, fitment in the revised pay, fringe benefits, service conditions, welfare, social security/pension, safety & other matters as contained in the different chapters of this Agreement.

1.4 Other Issues which were not deliberated can be taken up in the Standardization Committee meeting including some of the above items.

The above committee will try to finalise it within 3 months.

## Chapter – II

### Wages, Wage Structure and Dearness Allowance

#### 2.0 Component of Wage

2.1 The wage of employees in Coal Mining Industry shall consist of :-

- (a) Basic Wage
- (b) Special Dearness Allowance (SDA) at the rate of 17.95% of attendance bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution of provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- (c) Variable Dearness Allowance (VDA) linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100 ) (hereinafter called Index Number) adjustable quarterly depending on variation in Consumer Price Index number above 4245.

#### 2.2.0 Minimum wage

2.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by the Agreement shall be Rs.17565.93 per month or Rs.675.61 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 4245. This amount includes the minimum guaranteed benefit of Rs.3513.19 per month or Rs.135.12 per day .

2.2.2 The break up of the minimum wage of Rs.17565.93 per month or Rs.675.61 per day as on 1<sup>st</sup> July, 2011 linked to AICPI No.4245 will be as indicated below:

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	321.54	604.33	8360.00	15712.62
b.	Attendance Bonus @ 10% of basic wage	32.15	60.43	836.00	1571.26
c.	Special DA	5.77	10.85	150.06	282.05
d.	Variable DA	181.03	Nil	4706.68	Nil
<b>Total</b>		<b>540.49</b>		<b>14052.74</b>	
Minimum Guaranteed Benefit		135.12		3513.19	
<b>Total:</b>		<b>675.61</b>	<b>675.61</b>	<b>17565.93</b>	<b>17565.93</b>

The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 4245 as on 1.7.2011, as detailed under Clause 2.6.0.

### **2.3.0 Basic Wage Structure**

2.3.1 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under **Annexure-IIA**.

2.3.2 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in **Annexure-IIB**.

### **2.3.3 Wages of Piece-Rated Workers**

The rates of basic wages of different group of Piece-rated workers together with the rates of fall back wages etc. are incorporated in **Chapter – III**.

### **2.4.0 Attendance Bonus**

2.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of Basic wage.

2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance (SDA) along with wages, the quarterly bonus shall not attract any other fringe benefits.

### **2.5.0 Special Dearness Allowance**

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.15712.62 as computed would be Rs.282.05. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.

### **2.6.0 Variable Dearness Allowance**

It is agreed to pay 100% DA Neutralization for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2011 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI 4245 (Base 1960 = 100) shall be “NIL” as on 1.7.2011. The VDA will be revised quarterly and paid on and from 1<sup>st</sup> March, 1<sup>st</sup> June, 1<sup>st</sup> September and 1<sup>st</sup> December of every year on the basis of average of AICPI Number for the quarter ending December (Oct-Dec), March (Jan-March), June (April-June) & September (July-Sept.) respectively.

### **2.7.0 Minimum Guaranteed Benefit.**

All employees covered by this agreement who were on the rolls of different units/establishments of Coal Companies as on 30<sup>th</sup> June, 2011 and continued to be on the rolls on 1.7.2011 will be given a minimum guaranteed benefit @ 25% of emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.06.2011.

### **2.8.0 Fitment of Time Rated & Monthly Rated employees.**

**2.8.1** The existing total emoluments of an employee, as on 30.6.2011 comprising of Basic wage, VDA, Special DA, Attendance Bonus and MGB @ 25% of emoluments, will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus ( @ 10% of basic pay ) and Special DA ( @ 17.95% of Attendance Bonus ).

**2.8.2** A few illustrations of fitment of employees on revision of pay are given in “**Annexure – IIC**”.

### **2.9.0 Date of Annual Increments**

**2.9.1** Applicable as per I.I.No.25 dated 01.12.2011 of NCWA-VIII (Clarification Order will be issued)

### **2.10.0 Rate of Increment**

Rate of increment shall be fixed @ 3% of basic wage of each category/grade on progressive basis.

**2.11.0 Service Linked Promotion-** Applicable as per I.I.No.24 dated 01.12.2011 of NCWA-VIII

**2.12.0 Special Allowance** of 4% of the revised basic shall be paid .

.

## Chapter III

### Wage Rates, Work Norms etc. For Piece Rated Workers

#### 3.0 WORK NORMS AND JOB DESCRIPTION

3.1.0 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No.69 dated 8<sup>th</sup> October, 1986 (vide “Booklet on Nomenclature, Job description and Categorization of Coal employees”) as amended from time to time.

3.2.0 The rates of wages and workload for different groups of Piece-rated workers are given in **Annexure-III A, B & D.**

#### 3.3.0 Workload and Rate of Group wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.

3.3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.

3.3.2 The following shall be the revised rates of wages for workload of 100 cft., and 118 cft., respectively in Madhya Pradesh and Maharashtra Coalfields.

	<b><u>For workload of 100 cft.</u></b>	<b><u>For workload of 118 cft.</u></b>
Existing rate	Rs.437.29	Rs.515.99
Revised rate w.e.f. 1.7.2011	Rs.821.89	Rs.969.80

3.3.3 The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.

#### 3.4.0 Wages for work above the workload for piece-rated workers.

3.4.1 For workload in excess of the prescribed workload, a Piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A

#### 3.5.0 Fall Back Wages

3.5.1 Basic fall back wages in respect of different Piece-rated groups shall be as indicated in Annexure-III A & B. In addition they will get SDA, VDA, SPRA ,Compensatory MGB if any, as applicable to them on full work norms.



- 3.5.2 There will be daily review of earnings of Piece-rated workers to ensure payment of fall back wage which will be inclusive of lead and lift, but not tub pushing allowance. The Fall Back wage is payable in case the piece-rated workers fail to fulfill the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wage is, however, payable if a worker fails to fulfill the work norms due to his fault.
- 3.5.3 The case where Fall Back Wage are paid continuously, the case will be monitored periodically to ensure effective control.

### **3.6.0 Mechanised Face crew/Multiskilled job**

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee to be constituted by JBCCI which shall examine and submit their recommendations within six months for implementation.

### **3.7.0 Piece-Rated Trammers**

- 3.7.1 In case of revision of unit rate of trammers effective from 1<sup>st</sup> July, 2011 the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal earnings is not less than corresponding pay of Cat-III i.e. Rs.779.96 (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.
- 3.7.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance and special DA so as to give them a minimum benefit of 25% of total emoluments as on 30.06.2011 on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece-rate, the average number of tubs trammed during the six months period from 1<sup>st</sup> January 2011 to 30<sup>th</sup> June, 2011 will be taken into consideration.
- 3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1<sup>st</sup> January, 2011 is more or less the same as compared to the working norm/standard fixed before the NCWA-IX comes into force i.e. prior to 1.7.2011, the revision of trammig rates will be made according to the above clauses.
- b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.
- c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in total earnings does not exceed 25% of the total emolument ( Basic + DA + SDA + Attendance Bonus) as on 30<sup>th</sup> June, 2011. However, this will be subject to the workload and pay stipulated at para-3.7.1

### **3.8.0 Other Piece-rated workers.**

In respect of other Piece-rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (Group -VA) will be given subject to a minimum increase of Rs.246.33 per day in basic wage.

#### **3.8.1 Slurry/pond Piece-rated workers.**

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months positively.

### **3.9.0 Lead & Lift and Tub Pushing Rates**

3.9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in **Annexure-- III C(i)**

3.9.2 Lead & lift for Overburden removal workers shall be revised as indicated in **Annexure.III C(ii)**

3.9.3 Lead & lift rates for Piece rated workers other than miners and loaders including wagon loaders will be as indicated in **Annexure.III C (iii)**

### **3.10.0 Lead & Lift Payments to be Basic Wages**

Lead & lift payment will be treated as basic wages for all purpose.

### **3.11.0 Minimum Guaranteed Benefit, Special Piece-rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages.**

3.11.1 The minimum guaranteed benefit @ 25% of Basic (i.e. Group Wages + SPRA + Compensatory MGB if any) + DA + SDA + Attendance Bonus as on 30.06.2011. There will be no change in the Group Wages as fixed in terms of clause 3.2.0 of NCWA-IX.

#### **3.11.2 Special Piece-Rate Allowance**

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2011 and continued to be so on 1<sup>st</sup> July, 2011, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.2011. (However, the SPRA will accrue from anniversary date of employee concerned).

-:13:-  
**S.P.R.A.**

Group	Rate of Annual SPRA (Rs. Per day)	
	As per NCWA –VIII w.e.f. 1.7.2006	Revised Rates as per NCWA-IX w.e.f. 1.7.2011
I	Rs.8.10	Rs.15.22
II	Rs.8.27	Rs.15.54
III	Rs.8.46	Rs.15.90
IV	Rs.8.52	Rs.16.01
V	Rs.10.57	Rs.19.87
VA	Rs.10.63	Rs.19.98

SPRA will be increased by 3% annually.

SPRA already drawn on and from 1<sup>st</sup> July, 2011 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

3.11.3 Piece-rated workers appointed on or after 1<sup>st</sup> July, 2011 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner, time rated workers are granted annual increment as per I.I. No.25 dated 01.12.11 of NCWA-VIII.

3.11.4 The Special Piece-rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.

**3.12.0 Grant of one Additional SPRA to Piece-Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface respectively.**

NOTE:

While an employee engaged in a lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company Subsidiary level.

## **Chapter-IV**

### **Underground Allowance**

- 4.1.0 The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act. 1952 and Regulations framed thereunder:
- 4.2.0 The Underground Allowance shall be payable from 01.02.2012 @ 12.5% of the revised basic wage per month.
- 4.3.0 In case of Assam (North East Coalfields), the Underground Allowance shall be payable from 01.02.2012 @ 15% of revised basic wages per month.
- 4.4.0 The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
- (a) Calculation of Earned Leave/Annual Leave wages
  - (b) Payment of National/Festival holidays.
  - (c) Sick leave/Casual leave with wages
  - (d) Overtime allowance
  - (e) Gratuity and Post Retirement Benefit Scheme
  - (f) Contribution towards CMPF/other contributory Provident Fund
  - (g) Injury on duty.

-:15:-  
Chapter-V  
Other Allowances

**5.1.0 Washing Allowance**

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs141.00 per head per month with effect from 01.02.2012. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.169.20 per head per month with effect from 01.02.2012. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

**5.2.0 Transport Subsidy**

5.2.1 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.19.74 per day of actual attendance w.e.f. 01.02.2012.

5.2.2 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.19.74 per day of actual attendance with effect from 01.02.2012 as long as he is required to report the old place of work.

**5.3.0 Additional Transport Subsidy**

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.28.20 per day of work will be paid from 01.02.2012 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.

**5.3.1 Conveyance Reimbursement**

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs.42.30 per day of attendance w.e.f. 01.02.2012. 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.

**5.3.2 Nursing Allowance**

Nursing staff will be paid Rs.376/- per month as Nursing Allowance w.e.f. 01.02.2012.

#### **5.4.0 Difficulty Allowance**

##### **5.4.1 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 w.e.f. 01.02.2012:

##### **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.

##### **5.4.2 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.

##### **5.4.3 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.8.18 per shift will be paid to each of the workers working in such a mine or district or section with effect from 01-02-2012. Where such traveling exceeds 2000 meters, this allowance will be Rs.16.35 per attendance with effect from 01-02-2012.

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.

##### **5.4.4 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.

##### **5.5.0 Fuel Allowance**

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed.

## Chapter –VI

### Leave and National/Festival Holidays

#### **6.0 ANNUAL LEAVE WITH WAGES**

6.1.0 Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952.

**Note:** For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leave would, however, not earn any further leave.

**6.2.0 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favorable.**

**6.3.0 Accumulation of Earned Leave/annual Leave with Wages.**

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be 140 days prospectively.

**6.4.0 Encashment of Earned Leave.**

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc. the balance leave or 140 days whichever is less will be allowed for encashment.

**6.5.0 Sick Leave and Special Leave**

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate up to 110 days prospectively.

6.5.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disorder.

(a) Employees suffering from Heart disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases shall be granted leave at 50% of Basic pay, VDA and SDA up to 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further special leave at 50% of Basic pay, VDA & SDA up to 6 (six) months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

- (c) The grant of Special Leave to employees suffering from Brain disorder will be guided as per provisions of I.I.No.25 dated 01.06.2001 of NCWA-VI.

6.5.3 An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay up to a period of 6 (six) months on the recommendations of the Company Medical Officer.

#### **6.6.0 Casual Leave with pay**

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.

#### **6.7.0 National/Festival Holidays**

The existing 8 (eight) National/Festival holidays will continue as at present.



## **Return Railway Fare and Leave Travel Benefit**

### **7.1.0 R.R.F./L.T.C.**

7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 tickets maximum and up to a distance of 750 kms. Each way in lieu of home town or more if the home town is more than 750 kms., from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years – the 4th year RRF being set off against LLTC).

**Note :**

- (a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2011.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail L.T.C.

7.1.2 The existing system with regard to payment of L.L.T.C/L.T.C. R.R.F. will continue.

### **7.2.0 LONG LEAVE TRAVEL CONCESSION**

7.2.1 The existing distance of 1700 kms each way in respect of block of 4 years Long Leave Travel Concession will continue.

7.2.2 The maximum number of units that can be availed of the above benefit will be equal to 4(four) adult tickets.

7.2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the term “Family” as laid down in the existing rules.

### **7.3.0 CLASS OF ENTITLEMENT**

7.3.1 In view of the change in wage structure, the entitlement of First class (Non-AC) fare will be Rs.16419.32- (basic pay) per month in respect of RRF and Rs.16562.16 (basic pay) per month in respect of Leave Travel Concession/L.L.T.C. In other words, employees drawing a basic pay of less than Rs.16419.32 (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs.16562.16 per month will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

## Chapter – VIII

### House Rent Allowance

#### 8.1.0 HOUSE RENT ALLOWANCE

8.1.1 The existing House Rent Allowance of Rs.150/- per month will be @ 2% of revised Basic per month with effect from 01.02.2012 and will be paid to those employees who have not been provided with residential accommodation.

#### 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 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.**

Government notification/clarification on the subject will be followed as provided in the previous agreements and shall be applicable from 01.02.2012 on the revised basic. The other related issues will be discussed/decided in the Standardization Committee within a period of 3 months.

### **8.2.0 House Rent Recovery**

8.2.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made.

8.2.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent.

### **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% on the amount derived by deducting Rupees One hundred from the monthly basic wage towards electricity charges and the employees shall ensure rationalization of power consumption.

### **8.3.2 Supply of Fuel**

Free supply of coal on the prescribed norms will continue. However, an endeavor will be made to reimburse the cost of about 14.5 kg., of Liquefied Petroleum Gas (L.P.G.) per month. The company will make efforts to arrange supply of gas in phased manner.

## **Chapter – IX**

### **Social Security**

#### **9.1.0 Life Cover Scheme**

The existing Life Cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs.1,12,800/- w.e.f. 01.02.2012.

#### **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 Workmen's Compensation Act. 1923.
- 9.2.2 The benefits under the Workmen'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 In addition to the compensation payable under the Workmen's Compensation Act, an exgratia amount of Rs.84,600/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 01.02.2012.
- 9.2.7 As announced by the Hon'ble Minister of State for Coal on Coal India Foundation Day on 1.11.2007 at Kolkata, an amount of Rs.5 lakhs shall be paid to the next of kin of any employee dying out of fatal mine accident.

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

- (i) The Clauses 9.3.0, 9.4.0 & 9.5.0 of NCWA-VI will be operative in NCWA-IX till a revised scheme is jointly prepared keeping in view the various verdict of Hon'ble Supreme Court at the earliest.
- (ii) A Sub-committee of JBCCI will formulate a scheme keeping in view various directives of Supreme Court on the subject within three months of signing of the Agreement.
- (iii) Meanwhile provision of employment as mentioned at (i) above, shall be on basic wage of Cat-I as trainee for a period of 6 months. During the training period they will have the status of permanent employee. On completion of training they shall be regularized as Cat-I employee. However, those dependants in possession of Technical/professional qualification in BE/Diploma will be considered for appointment in higher category, keeping in view their qualification, suitability and vacancy.
- (iv) The monthly monetary compensation payable to the female dependant in case of death either in mine accident or for other reasons or medical unfitness of the employee shall be @ Rs.6000/- with effect from 1.5.2008.
- (v) In case of death either in mine accident or due to other reasons or medical unfitness, if no employment has been offered and the male dependant of the concerned worker is 12 years and above in age, he will be kept on a live roster and would be provided employment commensurate with his skill and qualifications when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as given in (iv) above.

**9.6.0 Gratuity**

9.6.1 The maximum ceiling of gratuity is Rs.10 lakhs .

## **Chapter – X**

### **Housing, Water Supply, Medical & Educational Facilities**

#### **10.1.0 House**

- 10.1.1 All efforts will be made to meet the stipulation made by Department of Public Enterprises for construction of Houses. The aforesaid houses will not be lower in standard than prescribed by DPE. All efforts will be made to get adequate funds from Government, Bank, LIC, HUDCO, etc., for this programme and also for getting allotment of land from State Government.
- 10.1.2 All the standard houses to be constructed will be provided with electricity, water tap and fan.
- 10.1.3 The Standard houses which have not yet been provided with electricity, water tap and fan will also be provided with the same. Other houses, belonging to the companies for which the occupants are not entitled to house rent allowance will also be provided with fan.
- 10.1.4 All quarters/hutments belonging to coal companies will be repaired and maintained by the respective management. Adequate fund will be provided for this purpose.
- 10.1.5 All out efforts will be made to provide Non-CBA land for Co-operative Housing with infrastructure.
- 10.1.6 It is also agreed that in case the workers construct houses by obtaining loan from financial institutions like Bank, LIC, HUDCO or any other recognized financial institution, the management will give guarantee regarding deduction in suitable installments and remittance thereof towards repayment of the loan amount to the lending institution. In case the workers take loan both from Company and financial institutions the employees will be allowed for mortgaging the property concurrently in respect of financial institutions and the Company.

#### **10.1.7 Town Administration**

There will be a separate Town Administration Department in each Company with the responsibility of maintaining the houses, water supply and sanitation. A Public Health Engineer/Civil Engineer will be in-charge of maintenance of water supply system in each Area. The Town Administration set-up is to become operative in three months' time from the date of signing the Agreement.

### **10.2.0 Water Supply**

10.2.1 It is reiterated that water supply scheme will be provided so as to ensure supply of 15 gallons of water per employee per day in quarters. Steps will be taken to ensure that short term schemes are made to supply water till long term schemes become operative. It will also be ensured that potable water is made available at work sites. Steps will be taken to ensure that filtration plants are operative.

### **10.3.0 Medical facilities.**

10.3.1 Every endeavour will be made by the management to achieve the rate of one hospital bed for 100 employees. However, it will be ensured that the ratio of 1 to 100 will be achieved during the period of the agreement. It is agreed that efforts will be made to improve the quality of medical services by providing infra-structural facilities and keeping other suitable measures including handing over the medical services to reputed agencies for Medicare. The recommendation of the Kumarmangalam Committee will also be kept in view. Budgetary provision would be made for medical services at a rate not less than **Rs.2000/-** per employee per annum excluding capital expenditure and establishment costs for next five years.

10.3.2 The Ayurvedic system of treatment will be maintained and improved upon to provide medical facilities to employees.

10.3.3 The unanimous recommendations of the Sub-Committee on Medical Attendance Rules will be implemented.

10.3.4 OPD & Indoor facility is made available to the retired Non-Executive Employees and their spouses as available in coal companies' dispensaries/hospitals pending formulation and implementation of a contributory Medi-Care Scheme.

### **10.4.0 Ambulance**

Each Colliery/large establishment will be provided at least with one Ambulance. All the ambulance will be kept in working order and made available whenever necessary.

### **10.5.0 Pneumoconiosis**

10.5.1 In order that pneumoconiosis detected and facilities for arresting and cure of the disease are created, adequate machinery for the same will be established in each company. Where such machinery has not been established in each coal producing company a Medical Board to deal with problem of pneumoconiosis will be kept operational and will start functioning. These Medical Boards would examine the cases of pneumoconiosis within 7 days of receipt of detection of pneumoconiosis.

10.5.2 If an employee is stopped from work by any competent authority because of detection of pneumoconiosis and on the ground that his continuance in work will lead to deterioration and if the findings of Medical Board are to the effect that he was suffering from pneumoconiosis, he will be paid wages for the entire period of sickness.

### **10.6.0 Educational Facilities and Workers Education**

- 10.6.1 (a) The existing practice of grant-in-aid to Private Committee Managed Schools will continue. The Welfare Board of the Subsidiary company will regulate payment of such grants/evolve norms for such payments.
- (b) Where the workers come forward with their own contribution for the running of educational institutions, matching grants will be given by the Coal Companies.
- 10.6.2 As announced by the Hon'ble Minister of State for Coal during Coal India Foundation Day celebration on 01.11.2008, the cost of education i.e. tuition fees and hostel charges of sons/daughters of employees who secure admission in select Engineering Colleges and Govt. Medical Colleges shall be borne by the Company at actuals. The select engineering Colleges shall be those, which are visited by Coal India Limited for campus placement.

### **10.7.0 Canteen**

- 10.7.1 There will be canteen in each of the Colliery/Establishment, which will run on No Profit No Loss basis. The canteens may run either by department or by the Co-operative Societies. Utensils and fuel required by the canteen will be supplied by the Colliery/Establishment. Management may also consider providing financial assistance giving to the Canteen management Committee depending on the size and operation of the canteen to enable it to supply food articles at cheaper prices.

### **10.8.0 Other Welfare Activities**

- 10.8.1 Various activities undertaken by the erstwhile Coal Mines Labour Welfare Organization such as Preventive Health Care, Family Welfare, M.P.I., Games and Sports, Cultural programmes, Adult Education, Community Development etc., will continue to be activated and strengthened by the coal companies so as to improve the quality of life.

### **10.9.0 Holiday Home/Rehabilitation Center**

- 10.9.1 Efforts will be made to improve the facilities at existing holiday homes, rehabilitation centers and hostels.



## Chapter – XI

### **Production, Productivity, Efficiency And Industrial Harmony**

11.1 Management and workers' representatives agree to cooperate for creating a harmonious industrial environment conducive to the growth and financial viability of coal industry. With this objective in view, both the Management and workers' representatives are fully committed to the accomplishment of the following tasks related to productivity, efficiency and industrial harmony:

- To achieve targets of production and productivity at each Unit, Area and Company level
- To ensure optimum utilization of resources like manpower, equipment, materials, power etc., and ensuring that wastage of all kinds are minimized.
- To jointly endeavour to accelerate the growth of underground/opencast production and productivity to achieve an increase in productivity by 20% every year.
- To strive to achieve increase in capacity utilization by 6% every year.
- In introduction of appropriate new technology keeping in view the mining conditions in the country.
- To introduce multi-skill working including man riding wherever possible in conjunction with mechanization of underground working.
- To introduce productivity linked incentive scheme at the production units based on Industrial Engineering studies.
- To undertake jointly a programme of training and retraining of workers for introduction of new technology and to cooperate in redeployment of trained workers.
- To cooperate in ensuring full equipment utilization.
- To Cooperate in redeployment/ rationalization of manpower whenever called for on account of reorganization of introduction of new technology/ deployment of manpower.
- To take joint steps to reduce absenteeism in mines specially among Piece Rated Workers by at least 5% every year.
- To evolve a participative culture in the Management in the Industry at all levels and to ensure industrial peace and harmony.
- To strive continuously to reduce cost and bring austerity so that financial health of the industry will improve.

-:28:-

- To ensure maintenance of quality of coal supplies to the consumer to ensure consumer satisfaction.
- To cooperate in ensuring maximum level of safety and accident free working in coal mines and ensuring good and healthy working conditions.
- To cooperate in introduction of a reliable information system to build up strong data base.
- To eliminate wastage and misuse of free amenities like power, water, coal and medical facilities. etc.
- To cooperative in improving the quality of life and implementation of welfare measures.
- To monitor the effective implementation of jointly agreed objectives a Management – Working Group will be constituted at the Apex and Subsidiary level. This Group will examine targets in respect of all the objectives including the choice of technology and review the performance every six months.

11.2.0 A committee will be constituted at each company which will monitor the steps taken in this regard.

## **Chapter – XII**

### **General**

12.1.0 The Trade Union representatives of JBCCI agree to extend their co-operation and support in achieving the targets set for production productivity and reduction in cost at all levels. All out efforts will be made to maintain the tempo both in terms of increase in productivity and volume of production so that the increase in expenditure is met through generation of resources and there is no increase in the labour cost per unit.

#### **12.1.1 Existing Benefits.**

The existing benefits and facilities not covered or altered by this Agreement shall continue as hitherto.

#### **12.1.2 Supply of Fuel**

The existing system of supply of free coal will continue to the employees in the collieries/establishments. However, steps will be taken to substitute coal with gas to the extent possible. Modalities will be decided jointly at company level.

#### **12.1.3 Payment of Overtime Wages**

It is agreed that all categories of workers who were entitled to receive the overtime payment will continue to get the payment of overtime in different establishments, units and offices.

#### **12.2.0 Wages for Weekly Day of Rest.**

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages.

#### **12.3.0 Contract Labour**

The provisions as prescribed in NCWA-VIII with regard to Contract Labour will be followed as under:

- (i) Industry shall not employ labour through Contractor or engage Contractors' labour on jobs of permanent and perennial nature.
- (ii) Jobs of permanent and perennial nature, which are at present being done departmentally, will continue to be done by regular employees.
- (iii) Implementation of this clause and the progress made thereon will be reviewed by the JBCCI periodically.
- (iv) The Management as a Principal employer shall continue to monitor and supervise the implementation of the various provision of labour laws, CMPF/PF including payment of contractor's workers by contractors at counters specified by the Principal employer.
- (v) Payment to the contractor labour by cheque or through Bank operating in the region.

#### **12.4.0 Date of retirement.**

If the date of birth of an employee falls on 1<sup>st</sup> day of the month, then the retiring employee will superannuate on the last day of the previous month. In all other cases employee will retire on last day of the month.

#### **12.5.0 Anomaly in Pay Fixation**

It is agreed that anomaly in pay fixation, if any, will be discussed jointly and resolved by the Standardization Committee.

#### **12.6.0 Other Issues**

12.6.1 It is agreed that while granting promotions, basic wage and increment which the employees were getting on SLP would be protected over and above the normal promotional benefits.

12.6.2 It is agreed in principle that anomaly, if any, is found in the fitment of SLP if the senior getting less should be rectified, senior should not get less than the juniors at any time. Modalities will be discussed in the Standardization Committee.

12.6.3 It was agreed in principle to evolve a scheme for granting medical facilities to retired employees. This will be discussed in the Standardization Committee.

12.6.4 It is agreed that payment of arrears of NCWA-IX shall be made to those employees who have already separated or shall separate on any account.

#### **12.7.0 Dress Manual**

The Dress Manual will be reviewed for modification required, if any, by a Sub-committee constituted by Director (P&IR), CIL.

#### **12.8.0 Modalities for promotions**

Cadre scheme for promotional avenues for those non-cadre underground/ opencast/surface & Piece-rated workers will be discussed and finalized in the Standardization Committee.

12.9.0 It is agreed that all issues which are referred to or may be referred to Standardization Committee will be finalized within a period of 3 (three) months.

12.10.0 The issue relating to the career growth of Diploma Holders will be decided within two months of submission of the report by the Sub-Committee already constituted.

## **Chapter – XIII** **Implementation of the Agreement.**

- 13.1.1 The Agreement including the wage structure shall come into force and will be implemented with effect from 1.7.2011 unless otherwise specified.
- 13.1.2 The Management and Employees' representatives agree that the terms of this agreement will be implemented faithfully and in a spirit of goodwill by the management and the unions.
- 13.2.0 During the period of operation of this agreement, no demand will be made or disputes raised in respect of matters settled by this Agreement.
- 13.3.0 The management of the Coal Companies on their part will not resort to unilateral interpretations of the Agreement in case any doubt or difficulty in interpretation or implementation of any clause of this agreement, the same shall be referred to and settled by the JBCCI or a Sub-Committee constituted by the JBCCI for the purpose in the spirit of mutual goodwill.
- 13.4.0 It is agreed that the following committees shall be constituted for the purpose indicated below:
- 13.4.1 Standardization Committee.
- (i) It shall be the duty of this Committee to examine the different designations, job descriptions, disparities in service conditions amongst different sets of employees including hours of work, leave, holidays, categorization of jobs, anomalies as may be referred to the Committee.
  - (ii) It will review the grouping of piece-rated workers and their workload, multi-skilled jobs where they exist.
  - (iii) Consolidate the job description of different jobs available in different documents.
  - (iv) It will also examine all cases of anomalies and disparities in regard to the job description, categorization and principle of service conditions of employees brought to its notice.
  - (v) To determine the categorization and job description or left out jobs and new jobs which have come up as a result of introduction of new technology/machineries of higher capacities during the NCWA-IX and thereafter.
  - (vi) To examine the existing promotion policies operating in different Coal Companies, if any, and formulate uniform guidelines for channels of promotion etc.

#### 13.4.2 **Committee on Incentive Schemes or otherwise**

Every coal company will constitute a Joint Committee consisting of the representatives of the Management and Central Trade Unions to have an in-depth study of the existing incentive/reward scheme and formulate model guidelines for introduction of incentive scheme to achieve higher levels of production and productivity.

13.5.0 The JBCCI will periodically review the functioning of the sub committees and may also discuss the modalities decided by different Companies for the Incentive Scheme formulated by different Companies.

13.6.0 The Committee constituted on the issue pertaining to JBCCI or Standardization Committee shall be reactivated.

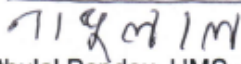
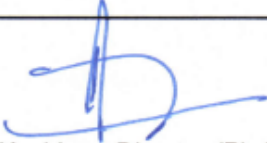

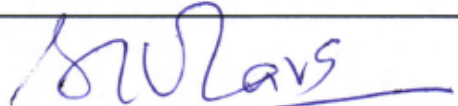
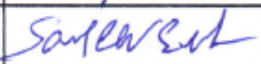



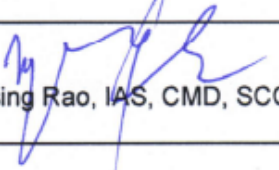
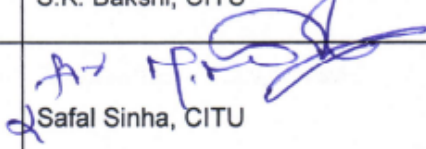
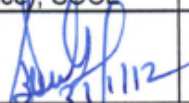
13.7.0 The recommendation of High Power Committee on the issue of minimum wages and Social Security Measures of the Contractor's worker engaged in the mining operation by the contractor . In last meeting the management offer Rs.367/-Rs,387/- & Rs.430 for Unskilled, skilled and Highly Skilled respectively on the basis of mid point formula. However, the issue will be deliberated in the ensuing meeting and the recommendation shall be sent to the Ministry within three months.

13.8.0 Post Retirement Medicare Scheme for retired non- executives and their spouses shall be finalized by the committee on the line of SAIL pattern or otherwise within three months.

13.9.0 An actuary has been appointed by the BoT of CMPF. After submitting the report of Actuary, a committee will examine it and recommendation shall be sent to the BoT of CMPF including contribution from both sides.

Signed at New Delhi on . 31.01.2012

<u>MANAGEMENT REPRESENTATIVES</u>	<u>WORKMEN REPRESENTATIVES</u>
N. C. Jha, Chairman, CIL 	 Dr. G. Sanjeeva Reddy, MP, INTUC
 R. Mohan Das, Director (P&IR), CIL	 Rajendra Prasad Singh, INTUC. 31.1.2012
Director (Tech.), CIL 	SQ Zama, INTUC  31.1.2012
A. K. Sinha, Director (F), CIL 	Sriballay Panigrahi, INTUC 31.01.12 
D.C. Garg, CMD, WCL  31/1/12	 31/1/12 Ramendra Kumar, AITUC
R.K. Saha, CMD, CCL	 R.C. Singh, M.P., AITUC V
V.K. Singh, CMD, NCL  31/1/2012	 Seetharamaiah, AITUC
 31/1 T.K. Lahiry, CMD, BCCL	Haji Akhtar Hussain, BMS
Rakesh Sinha, CMD, ECL  31/01/12	Surendra Kumar Pandey, BMS
A.N. Sahay, CMD, MCL	K. C. Tiwari, BMS

CMD, SECL	 Nathulal Pandey, HMS
 P. E. Kachhap, Director (P), BCCL	 Vidyasagar Chowdhury, HMS
 S. K. Srivastava, Director (P), ECL	 Sanjeev Kumar Singh, HMS
A.R. Komawar, Director (Finance), SECL	 Jibon Roy, CITU
 Suresh Kumar Rawat, Director (Finance), NCL	 S.K. Bakshi, CITU
 S Narsing Rao, IAS, CMD, SCCL	 Safal Sinha, CITU
T. Vijaykumar, IAS, Director (P/A&W), SCCL	
S. Vivekanand, IRS, Director (Finance), SCCL	
Bhagwan Pandey , Coordinator 	



WORKMEN REPRESENTATIVES (ALTERNATE)	
 B. Venkat Rao, INTUC	 Lakhan Lal Mahato, AITUC
Provat Goswami, INTUC	 Ashok Kumar Dubey, AITUC
 G.V.R. Sarma, INTUC	 Kanhaiya Singh, AITUC
 Ram Avtar Algankar, INTUC	 Riaz Ahmed, HMS
YN Singh, BMS	 Rajesh Kr. Singh, HMS
A. Srinivas Rao, BMS	 Shankar Prasad Behera, HMS
Mubarak Husain, BMS	 M. K. Chanda, CITU
 D. D. Ramanandan, CITU	 Narasimha Rao, CITU
JBCCI SECTT.  B. Majumdar, Chief Manager(F/JBCCI)	 Manoj Kumar, Sr. Manager(P/JBCCI)
 B.B. Singh, Sr. Manager(Sect.)	

**Annexure - II A  
(Vide Clause 2.3.1)**

**Revised Pay/Wage Structure (w.e.f. 1.7.2011)**

**Existing Pay  
(NCWA- VIII)**

**Revised pay in NCWA - IX  
w.e.f 1.7.2011**

**A. DAILY RATED WORKERS**

**Category**

I	Rs. 321.54	Rs. 604.33
II	Rs. 328.78	Rs. 617.94
III	Rs. 338.80	Rs. 636.77
IV	Rs. 345.67	Rs. 649.69
V	Rs. 360.03	Rs. 676.68
VI	Rs. 375.77	Rs. 706.26

**B. EXCAVATION**

Spl.	Rs. 442.99	Rs. 832.60
A	Rs. 421.51	Rs. 792.23
B	Rs. 397.06	Rs. 746.27
C	Rs. 380.20	Rs. 714.58
D	Rs. 366.93	Rs. 689.65
E	Rs. 342.99	Rs. 644.65

**C. MONTHLY RATED**

**Grade**

A1	Rs. 15199.08	Rs. 28566.68
A	Rs. 11784.52	Rs. 22149.01
B	Rs. 10935.02	Rs. 20552.37
C	Rs. 10127.70	Rs. 19035.02
D	Rs. 9367.07	Rs. 17605.41
E	Rs. 8979.97	Rs. 16877.86
F	Rs. 8880.56	Rs. 16691.02
G	Rs. 8757.06	Rs. 16458.90
H	Rs. 8571.79	Rs. 16110.68

**D. CLERICAL GRADE**

Spl.	Rs. 10935.02	Rs. 20552.37
I	Rs. 10127.70	Rs. 19035.02
II	Rs. 9367.07	Rs. 17605.41
III	Rs. 8979.97	Rs. 16877.86

**Annexure - II B  
(Vide Clause  
2.3.2)**

**Revised Pay for Assam (North East) Coalfields**

**Existing Pay in NCWA - VIII  
w.e.f 1.7.2006**

**Revised Pay in NCWA - IX  
w.e.f 1.7.2011**

**A. DAILY RATED WORKERS**

**Category**

I	Rs. 369.77	Rs. 694.98
II	Rs. 378.11	Rs. 710.66
III	Rs. 389.62	Rs. 732.29
IV	Rs. 397.52	Rs. 747.14
V	Rs. 414.04	Rs. 778.19
VI	Rs. 432.13	Rs. 812.19

**B. EXCAVATION**

Spl.	Rs. 509.44	Rs. 957.49
A	Rs. 484.74	Rs. 911.07
B	Rs. 456.62	Rs. 858.22
C	Rs. 437.22	Rs. 821.76
D	Rs. 421.96	Rs. 793.07
E	Rs. 394.43	Rs. 741.33

**C. MONTHLY RATED**

**Grade**

A1	Rs. 17477.96	Rs. 32849.83
A	Rs. 13552.80	Rs. 25472.49
B	Rs. 12576.78	Rs. 23638.06
C	Rs. 11647.46	Rs. 21891.41
D	Rs. 10773.86	Rs. 20249.47
E	Rs. 10328.02	Rs. 19411.52
F	Rs. 10213.55	Rs. 19196.37
G	Rs. 10071.97	Rs. 18930.27
H	Rs. 9859.60	Rs. 18531.12

**D. CLERICAL GRADE**

Spl.	Rs. 12576.78-	Rs. 23638.06
I	Rs. 11647.46-	Rs. 21891.41
II	Rs. 10773.86-	Rs. 20249.47
III	Rs. 10328.02-	Rs. 19411.52

## Illustration of Fixation

### Example - One

NCWA -VIII (Rs.321.54) Daily	Cat - I	As on 30.06.2011	NCWA - IX (Rs.604.33)	Cat - I	As on 01.07.2011
Basic Wage		321.54	Basic Wage		604.33
Attance Bonus		32.15	Attance Bonus		60.43
Special D.A		5.77	Special D.A		10.85
Variable D.A		181.03	Variable D.A		
<b>TOTAL</b>		<b>540.49</b>	<b>TOTAL</b>		<b>675.61</b>
Fittment Benefit		135.12			
<b>TOTAL</b>		<b>675.61</b>			

### Example - Two

NCWA -VIII Excavation Spl (Rs.442.99) Monthly		As on 30.06.2011	NCWA - IX Excavation Spl (Rs.832.60)		As on 01.07.2011
Basic Wage		442.99	Basic Wage		832.60
Attance Bonus		44.30	Attance Bonus		83.26
Special D.A		7.95	Special D.A		14.94
Variable D.A		249.40	Variable D.A		0
<b>TOTAL</b>		<b>744.64</b>	<b>TOTAL</b>		<b>930.80</b>
Fittment Benefit		186.16			
<b>TOTAL</b>		<b>930.80</b>			

### Example - Three

NCWA -VIII T & S A1 (Rs.15199.08) Daily		As on 30.06.2011	NCWA - IX T & S A1 (Rs.28566.68)		As on 01.07.2011
Basic Wage		15199.08	Basic Wage		28566.68
Attance Bonus		1519.91	Attance Bonus		2856.67
Special D.A		272.82	Special D.A		512.77
Variable D.A		8557.08	Variable D.A		0
<b>TOTAL</b>		<b>25548.89</b>	<b>TOTAL</b>		<b>31936.12</b>
Fittment Benefit		6387.23			
<b>TOTAL</b>		<b>31936.12</b>			

Annexure- V D A  
(vide Clause 2.6.0)

PERIOD		AICPI	Rates of VDA
From	To	INDEX (1960=100)	(% of basic) (Base = 4245)
01.07.2011	31.08.2011	4245	0.0
01.09.2011	30.11.2011	4276	0.7
01.12.2011	28.02.2012	4443	4.7

**ANNEXURE-III**  
**(Vide Clause 3.2.0)**

**Revised Basic Wage Rates for Piece Rated Workers**

<b>Group</b>	<b>NCWA - VIII Rates</b>		<b>Revised NCWA-VIII Rates (w.e.f. 1<sup>st</sup> July, 2011)</b>	
	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>	<b>Rate (Rs.)</b>	<b>Fall Back Wages (Rs.)</b>
<b>I</b>	<b>323.32</b>	<b>321.54</b>	<b>607.68</b>	<b>604.33</b>
<b>II</b>	<b>330.25</b>	<b>326.07</b>	<b>620.71</b>	<b>612.85</b>
<b>III</b>	<b>338.85</b>	<b>331.66</b>	<b>636.87</b>	<b>623.36</b>
<b>IV</b>	<b>340.52</b>	<b>340.52</b>	<b>640.01</b>	<b>640.01</b>
<b>V</b>	<b>352.47</b>	<b>352.47</b>	<b>662.47</b>	<b>662.47</b>
<b>VA</b>	<b>354.19</b>	<b>354.19</b>	<b>665.70</b>	<b>665.70</b>
<b>PR Trammers</b>	<b>352.47</b>	<b>352.47</b>	<b>662.47</b>	<b>662.47</b>

**Annexure – IIB**  
(Vide Clause 3.2.0)

**Workload Rates of Wages of PR Workers of North East**

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft. (Rs.)
<b>A. Baragolai, Tipping &amp; Ledo</b>			
1. Solid Cutting (Coal)	24 Cft	721.82	30.08
2. Side Cutting (Coal)	36 Cft	721.82	20.05
3. Stone Cutting			
i) Manual	14 Cft	721.82	51.56
ii) With Drilling and Blasting	22 Cft	721.82	32.81
<b>B Fall Back Wages</b> When employed on Hazree		721.82 747.20	
<b>C. SPRA will be @ Rs.16.26</b> per day			
<b>D. Jeypore/Drill Collieries</b>			
i) Composite works as agreed to in the earlier agreements.	36 Cft	731.05	20.31
ii) Fall back wages When employed on Hazree		731.05 747.20	
iii) SPRA will be @ Rs.16.26 per day.			

**Lead, Lift & Tub Pushing for Miners and Loaders**

		<b>NCWA – VIII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>	<b>Revised NCWA – IX Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>
<b>1.</b>	<b>Lead (for Miners &amp; Loaders)</b>		
	0 to 50 ft.	NIL	NIL
	51 to 100 ft.	3.59	6.75
	101 to 150 ft	10.62	19.96
	151 to 200 ft	17.94	33.72
	201 to 250 ft	25.60	48.12
	For every addl. 50 ft. beyond 250 ft	11.11	20.88
<b>2.</b>	<b>Lift for Miners &amp; Loaders</b>		
	0 to 10 ft.	NIL	NIL
	11 to 15 ft.	3.59	6.75
	16 to 20 ft.	6.75	12.69
	21 to 25 ft.	10.76/10.62	20.22/19.96
	For every addl. 5 ft. above 25 ft.	7.17	13.48
<b>3.</b>	<b>Tub Pushing</b>		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	1.28	2.41



**Lead & Lift for Overburden Removal Workers**

		<b>NCWA – VIII Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – IX Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b>Lead</b>		
	<b>First 100 ft.</b>	NIL	NIL
	<b>For every 50 ft. or part of 50 ft. over the first 100 ft.</b>	94.67	177.93
<b>2.</b>	<b>Lift</b>		
	<b>First 10 ft.</b>	NIL	NIL
	<b>For every 5 ft. or part of 5 ft over the first 10 ft.</b>	47.33	88.96

**Lead & Lift Rate for Piece Rated Workers  
Other than Miners & Loaders**

		<b>NCWA – VIII Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – IX Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b>Lead</b>		
	<b>For every 50 ft. or part of 50 ft. over the first 100 ft.</b>	8.50	15.98
<b>2.</b>	<b>Lift</b>		
	<b>For every 5 ft. or part of 5 ft over the first 10 ft.</b>	1.80	3.38

Grouping & Workload for Piece Rated Workers

The Piece-rated workers shall be placed in six groups and their workload would be as indicated below :

		Workload
Group-I		
	1. Sand Cleaner	108 Cft.
	2 Earth Cutter(Outside quarry)	84 Cft. Measured in solid as hitherto
Group-II		
	1. Depot Sand Loader	150 Cft
	2. River sand Loader	122 Cft. Measured in solid as hitherto
Group-III		
	1. Overburden Removal	(a) Spoil removal : 72 Cft. (b) Earth Cutting & removal : 66 Cft. (c) Soft stone, shale and morrum : 53 Cft (d) Hard Stone : 40 Cft.
	2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
	(a) Wagon loading (Coal)/ Wagon unloading	4.5 tonnes 6.75 tonnes
	(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
	(c) Coal Staking	4.5 tonnes
	(d) Soft Coke loading Soft Coke unloading	3.6 tonnes 5.4 tonnes
	(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes
	(f) Stacking soft coke Stacking hard coke	3.6 tonnes 4.8 tonnes
	(g) Coal screening (both products)	4.5 tonnes
	(h) Coal stacking (Soft coke manufacturing	4.5 tonnes.

(i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)\* 4.5 tonnes

Note: Shale pickers to be paid separately  
\*Does not include breaking of lumpy coal

Group-IV

1. Soft Coke 3.75 tonnes (Raw Coal)  
(I.I.No.62 dated 8.7.86)

2. Stone Stacker(underground) 72 Cft.

Group-V

1. Main Driver (This workload applies to drivage of mains in level and rise galleries. Fro Drivage in Dip direction an extra payment of not less than 100% of the rate is to be paid) Size of the main 38 width x 58 height should be 1.5 running ft. per shift per head.

2. Dyke cutter Cutting when done  
(i) With hand 5 Cft.  
(ii) By Elec. & pneumatic drill 8 cft.

3. Jhama (preceeding and succeeding Dyke) When done with :  
(i) Hand – 14 cft.  
(ii) Elec. & pneumatic drill – 21 cft.

4. Stone Cutter (a) Cutting by chisels and hammer  
(i) Hard stone – 8 cft.  
(ii) Soft stone – 10 cft.

(b) Drilling, Blasting & Muckling manually  
(i) Drilling by hand – 15 cft.  
(ii) Drilling by power drill – 25 cft.

Group-VA

1. Pick Miner 40.5 cft.  
2. Quarry Pickminer 47.25 cft.  
3. Quarry Miner 67.5 cft.  
4. Quarry Loader 94.5 cft.  
5. Basket Loader 81 cft.  
6. ( M.C Loader ) To be decided at unit level  
Shovel Loader (at face)  
7. Filler (Andhra Pradesh) 81 cft.  
8. Mechanised Face Crew Unit level  
Drill Coal Miners 61 cft.

Note: There will be no difference between development and depillaring area.