

No.49016/1/2017-CSR&W  
Government of India  
Ministry of Coal

New Delhi, dated the 28<sup>th</sup> May, 2018

To,

The Chairman,  
Coal India Limited,  
New Town, Rajarhat,  
Kolkata.

Subject: Implementation of CIL Executive Defined Contribution Pension Scheme, 2007-approval of the Ministry thereof.

Sir,

I am directed to refer to the proposal of Coal India Limited (CIL) vide its letter No.CIL/C5A (PC)/Pension/2235, dated 08.08.2017 seeking approval of this Ministry for a new pension scheme (Superannuation Benefits) called *CIL Executive Defined Contribution Pension Scheme, 2007* and to convey the approval of the Competent Authority for implementation of the said pension scheme meant for both Board Level and Below Board Level Executives of CIL with effect from 01.01.2007 subject to the following conditions:

- a. Government budgetary support would not be provided to operate the aforesaid scheme;
- b. CIL Executive Defined Contribution Pension Scheme, 2007 will be restricted to 9.84% of Basic Pay + DA minus the Central Government contribution to CMPS @ 1.67% of the salary limited to Rs.1600/- (Rs. 27/-);
- c. The affordability to contribute towards pension and superannuation medical benefits is required to be reviewed each year to ensure that the additional expenditure on pay revision, including pension and Superannuation medical benefits, remains within 20% of PBT. In the event of the additionality exceeding 20% of PBT, the contribution towards the pension and superannuation medical benefits will have to be restricted;
- d. On Government acceptance of the Board of Trustees (CMPF) approved enhancement of employer's contribution to Coal Mines Pension Scheme to 7%, CIL will be required to contribute to Coal Mines Pension Fund the increased amount with effect from the date from which such increase is effected;
- e. All the terms and conditions prescribed by DPE in the matter from time to time are to be adhered to.
- f. The ceiling of 30 % of Basic Pay + DA towards Superannuation Benefits as per DPE guidelines will be inclusive of the Central Government contribution to CMPS @ 1.67% of the salary limited to Rs.1600/- (Rs. 27/-).

Yours faithfully,



(D.K.Sharma)  
Deputy Director