

Ref : MCL/GM(L&R)/2020/24

Date 16/04/2020

सेवा में,

महाप्रबंधक,

जगन्नाथ / हिंगुला / ळिंगराज / भरतपुर / कनिहा / ताळचेर/ सुभद्रा
इब वैली / लखनपुर / ओरिएंट / बसुन्धरा गरजनबहाल/महालक्ष्मी एरिया एम.सी.एल

प्रिय महोदय,

A proposal for providing Medical benefits to land oustees who avail one time cash compensation or annuity in lieu of employment or nominate daughter-in-laws/ grand daughter-in-laws for employment was placed before the Board of Directors of MCL for deliberation in their 224th meeting held on 28.03.2020.

The Board after detailed deliberation, approved the proposal for providing medical facilities to family members of persons who avail one time cash compensation or annuity in lieu of employment and also to parents of major sons / grandsons who nominate their daughter-in-law and grand daughter-in-law for employment with a condition that such facilities are limited to be extended in dispensaries and hospitals of MCL only.

This will be implemented with immediate effect.

This is for your information and further necessary action in the matter.

भवदीय,

15.4.2020

महाप्रबंधक(एल एंड आर)

Copy to:-

- 1) TS to CMD, MCL.
- 2) TS to Director Tech. (OP), MCL
- 3) TS to Director Tech. (P&P), MCL
- 4) TS to Director (Finance), MCL
- 5) TS to Director (Personnel), MCL
- 6) GM (Finance), MCL.
- 7) GM (P&IR), MCL
- 8) CMS, MCL HQ.
- 9) Incharge CMS, Central Hospital, Talcher / IB Valley



MCL

Ref. No. MCL/SBP/CS/BD-224/Exct/2020/425

Date: 08.04.2020

गोपनीय/CONFIDENTIAL

सेवा में,
महाप्रबंधक (L&R)
एम सी एल मुख्यालय, सम्बलपुर ।

Sub: Extract from the minutes of the 224th meeting of Board of Directors of MCL held at 11.00 AM on Saturday, the 28th March, 2020 at Registered Office of the Company at Jagruti Vihar, Burla, Sambalpur, Odisha-768020.

प्रिय महोदय,

आप के सूचनार्थ एवं उचित कार्यवाही हेतु एम.सी.एल. निदेशक मण्डल की 224 वी बैठक का उद्धृत दिया जा रहा है।

224.C/4 Approval for appointment of Shri Pradeep Nautiyal, Ex-Ch. Manager (Min/L&R), as full time Advisor(L&R), on contractual basis for a period of one year as per CIL Policy.

4.1 The Board deliberated on the proposal and based on the clarifications offered by GM(L&R), approved the proposal for appointment of Shri Pradeep Nautiyal, Ex-CM(Mining), as full time Advisor(L&R), MCL, on contractual basis for a period of one year as per CIL Policy on nomination basis as per the details brought out in the agenda note.

4.2 Shri S. Mohan, ID suggested that there should be a proper succession planning in the Company to replace the retiring employees.

224.C/5 Provision of Medical benefits to land oustees who avail onetime cash compensation or annuity in lieu of employment or nominate their daughter-in-laws / granddaughter-in-laws for employment.

5.1 The GM(L&R) explained the proposal in detail. He brought to the notice of the Board that salient features of existing R&R Policy of Govt. of Odisha and existing annuity / cash compensation scheme of MCL. It has been observed that very few land oustees opt for cash compensation or Annuity scheme. It has been gathered that one of the reason for not opting the scheme is the non availability of medical facilities to the family members, who opt for Annuity and which is provided along with employment. As a result, we have been adding unproductive force in our manpower, which could not be gainfully utilized in direct production activities. If medical benefit is provided to the families, who opt for annuities or cash compensation, this will certainly induce many for opting such scheme. It is expected that the scheme will attract mainly ladies.

5.2 The Board after detailed deliberation, approved the proposal for providing medical facilities to family members of persons who avail one time cash compensation or annuity in lieu of employment and also to parents of major sons / grandsons who nominate their daughter-in-law and grand daughter-in-law for employment with a condition that such facilities are limited to be extended in dispensaries and hospitals/of MCL only as per the details brought out in the agenda note

Sri Venu
9/4/20

224.C/11 Enhancement of amount of Annuity in lieu of employment to land oustees in MCL from Rs.12,000/- per month to Rs.21,000/- per month.

11.1 GM (L&R) informed the Board that Annuity scheme for land oustees was approved in the 146th Board meeting of MCL Board dated 06.02.2013. The schemes inter-alia includes payment of Annuity to the tune of Rs.12000/- per month with an increment of Rs. 1000/- in every 2 year. In case of occurrence of death of the beneficiary before attending the age of 60 (sixty) years, the spouse or one major son or major unmarried daughter or widow of son or one major grandson (son's son) (as per legal heir certificate) will be entitled to get 75 % of annuity amount upto 60 (sixty) years of the 1st beneficiary. The amount worked out to 59.56 % as compared to minimum category 1 wages i.e. Basic + DA + Attendance Bonus of NCWA at that point of time.

It has been found that scheme is not being opted by many considering the fact that Annuity amount is very low, whereas there has been sharp increase in Wages under NCWA. It is therefore proposed to enhance the amount of annuity in the scheme to Rs.21,000/- with increment of Rs.1,000/- once in two years. This will attract land oustees, especially ladies to opt for such scheme. This will reduce the unproductive employment, which is compulsorily being offered in compliance of R&R Policy.

Project Affected Persons who are already availing Annuity at the existing rate of Rs.12,000/- plus increment will also be covered under the proposed revised rate of annuity to maintain parity with prospective date. Further, whenever the wage of CIL employees are revised under NCWA, rate of annuity is recommended to be revised by 59.65% of minimum wages applicable for General Mazdoor, Category-I i.e. Basic + DA + Attendance Bonus, at that point of time.

The proposal was placed in the 138th meeting of "MCL Board Sub-committee of FDs for land oustee cases" held on 24.03.2020 and the Sub-committee recommended the proposal to MCL Board.

11.2 The Board, after due deliberation and based on the clarification offered by GM(L&R) and recommendation of the 138th meeting of "MCL Board Sub-committee of FDs for land oustee cases", approved the proposal as per the following:

- i) The revision of annuity amount from Rs.12,000/- per month with an increase of Rs.1000/- once in two years to Rs.21000/- with an increase of Rs.1000/- once in two years.
- ii) Eligible families in Category 'A' & 'B' of R&R Policy, 1989 and 1998 and Category – (i) & (ii) of R&R Policy, 2006 of Govt. of Odisha, who are being considered for employment will be entitled to avail the Annuity scheme.
- iii) The scheme will also be applicable for the land oustees who are already in employment and want to change over from employment to annuity scheme.
- iv) Project Affected Persons who are already availing Annuity at the existing rate of Rs.12,000/- plus increment will also be covered under the proposed revised rate of annuity to maintain parity with prospective date.

भवदीय,

कंपनी साचिव