

(An ISO 9001:2015, ISO 14001:2015 & ISO 50001: 2011 Certified Company)

Ref No. CIL/C-5A (vi)/50717 (Exe)/IDA /Jan 2026/ **B-173**

Dated: 06.03.2026

**OFFICE MEMORANDUM**

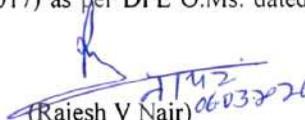
**Sub: Payment of Industrial Dearness Allowance (IDA) at revised rate @ 53.4% in respect of Board Level & Below Board Level Executives of Coal India Limited w.e.f 01.01.2026.**

In terms of item No. V of O.M. No. CIL/C5A(PC)/Pay Revision 2017/2972 dated 08.08.2018 Dearness Allowance is payable from 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October in every year based on price increase above Quarterly Index Average 277.33 points as on 01.01.2017.

As per OM No. W-02/0037/2025-DPE(WC)/FTS-14505 dated 27.02.2026 issued by Joint Director, Government of India, Ministry of Finance, Department of Public Enterprises received email dated 05.03.2025 from Under Secretary to the Govt. of India and in reference to para 7 and Annexure-III(B) of DPE's OM dated 03.08.2017 wherein the rates of IDA payable to the Board level and below Board level executives and non- unionized supervisors of CPSEs have been indicated, the rates of IDA payable to the executives and non- unionized supervisors of CPSEs following 2017 Pay Scales has been revised is as under:

***IDA rate has been revised to 53.4% payable w.e.f. 01.01.2026***

The above revised Industrial Dearness Allowance (IDA) rate @ 53.4% w.e.f. 01.01.2026 would be applicable in the case of IDA employees who have been allowed revised pay scales (2017) as per DPE O.Ms. dated 03.08.2017, 04.08.2017 & 07.09.2017.

  
(Rajesh V Nair) 06.03.2026  
General Manager (HR-EE)

***Distribution:***

1. Chairman-cum-Managing Director, CIL, Kolkata
2. Director (HR)/ Director (Marketing)/Director(Finance)/Director (Technical)/ Director(BD), CIL, Kolkata
3. Chief Vigilance Officer, CIL, Kolkata
4. CMDs SECL/ECL/CCL/BCCL/WCL/MCL/CMPDIL/ NCL
5. Director (HR)/Director (Finance) of all subsidiaries.
6. Director (T/CRD), CMPDIL, Ranchi.
7. Director(PAW), SCCL, Singareni Colliery, P.O. Kothagudem, AP
8. TS to CMD, CIL, Kolkata.
9. ED, IICM, Ranchi.
10. GM (IA), CIL, Kolkata.
11. Chief Manager(Excavation), CIL, Delhi
12. GM, DCC, Dankuni. / GM, NEC, Margherita, Assam./GM, CIL, Delhi
13. GM (System), CIL, Kolkata with a request to upload the same in CIL Website.
14. RSM, RSO, Mumbai
15. General Manager(HR-PRB), CIL, Kolkata
16. General Manager(ERP), CIL Kolkata
17. Chief Manager (Finance/Estb), CIL, Kolkata
18. Manager (Secretarial) to Director (HR), CIL, Kolkata.
19. Dy.Manager(Fin/Estb.), CIL, Kolkata
20. Guard file.