

CHAPTER- VIII

COAL MINES PROVIDENT FUND AND OTHER SCHEMES

COAL MINES PROVIDENT FUND SCHEME

8.1 The Coal Mines Provident Fund Scheme framed under the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 provides provident fund benefits to all employees of coal mines in India. Neyveli Lignite Corporation Limited is not covered under this Act. The workers contribute to the Coal Mines Provident Fund at the rate of 10% of their emoluments and an equivalent amount is paid by the employers. Interest at the rate of 12% per annum is allowed on the closing balance of the previous year. The entire accumulations in the fund are invested in accordance with the guidelines laid down by the Ministry of Finance and Board of Trustees. The fund vests in and is administered by a tripartite Board of Trustees consisting of representatives of employers, employees and Central/ State Governments. The table below indicates the broad profile of the Scheme.

Particulars	1998-99 Actual	1999-00 Actual (Provisional) upto Oct.99	2000-2001 Estimated
Number of coal mines/plants covered (as at the end of the year).	962	963	965
Number of live membership during the year (lakhs).	7.73	7.58	7.28
Contribution during the year (Rs.in crores) including voluntary contribution.	873.35	436.84	800.00
Rate of interest allowed to the members of the fund	12%	12%	12%
Advance during the year (Rs.in crores)	137.63	104.55	155.00
Refund of Provident Fund during the year (Rs.in crores).	581.16	449.25	800.00
(i) No. of cases settled (refund)	28,112	18,619	32,000
(ii) No. of cases received(refund)	29,071	21,087	36,000
Officers in position	47	54	71
Staff in position	1,318	1,297	1,532

COAL MINES PENSION SCHEME, 1998

8.2 One of the most important landmarks in the history of Coal Mines Provident Fund Organisation is the introduction of Coal Mines Pension Scheme, 1998 which has been notified by the Central Government on 5th March, 1998, in exercise of the powers conferred by Section 3E of the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 (46 of 1948) and in supersession of the Coal Mines Family Pension Scheme, 1971.

8.3. The Coal Mines Pension Scheme has come into force with effect from the 31st day of March, 1998 and on that day its members were 7,82,578 working in different coal mines within the country. The highlights of the Scheme are :-

(i) Corpus of the Fund and its sustainability:

The Pension Fund consists of the following:-

- (a) net assets of the Coal Mines Family Pension Scheme, 1971 as on the appointed day;
- (b) an amount equivalent to two and one-third percent of the salary of the employee, being the aggregate of equal shares of the employee and the employer from their respective contributions to the Fund, to be transferred from the appointed day from the Fund of employee;
- (c) an amount equivalent to two percent of the salary of the employee from the first day of April, 1989 or the date of joining, whichever is later, upto the 31st day of March, 1996 and two percent of the notional salary of the employee from the 1st day of April, 1996 or the date of joining, whichever is later, to be transferred from his salary;
- (d) an amount equivalent to one increment to be calculated on the basis of the salary of the employee as on the first day of July, 1995 or the date of joining, whichever is later, to be transferred from the first day of July, 1995 or the date of joining, whichever is later, from the salary of the employee;
- (e) an amount equivalent to one and two-third percent of the salary of the employee to be contributed by the Central Government from the appointed day;

Provided that in the case of an employee whose salary exceeds rupees one thousand six hundred per month, the contribution payable by the Central Government shall be equal to the maximum of the amount payable on the salary of rupees one thousand six hundred per month only;

- (f) amounts to be deposited by new optees in terms of the provisions of the Scheme.

The Commissioner is responsible for getting the valuation of the Pension Fund done every third year by an Actuary, to be appointed by the Board of Trustees.

(ii) Coverage :-

- (a) All employees who were members of the ceased Coal Mines Family Pension Scheme, 1971 and were on rolls on 31st March, 1998.
- (b) All such employees who are appointed on or after 31st March, 1998.
- (c) All such optee members who opted for membership of the Pension Fund in Form PS-1 and PS-2 as the case may be.

(iii) Benefits:-

- (a) Monthly Pension.
- (b) Disablement Pension.
- (c) Monthly widow or widower pension.
- (d) Children Pension.

- (e) Orphan Pension.
- (f) Ex-gratia Payment.

8.8 The Central Government contributed a sum of Rs.41.22 crore during 1998-99 towards Pension Scheme, Rs.27.93 crores in 1999-2000 (R.E.) and Rs.24.69 crores for 2000-2001 (B.E.) have been proposed. In addition, the Central Government is likely to contribute Rs.3.64 crores in 1999-2000(R.E.) and Rs.3.80 crores for 2000-2001 (B.E.) towards the administrative expenses for maintaining the Pension Scheme.

8.5 The table below indicates the broad parameters of the Scheme

Particulars	Actual 1998-99	Actual 1999-00 (Upto 31.10.99)	Estimate 2000-2001
i) Membership of Coal Mines Pension Scheme.	7.73	7.58	7.28
ii) Contribution to Pension Scheme during the year by employers, employees, Govt. and interest (Rs.in crores).	1010.19	886.21 (Incl. arrear)	1055.00
iii) (a) Disbursement of benefits (ceased Family Pension Scheme). (Rs.in crores)	13.60	2.16	Depends upon No. of cases received for settlement
(b) Pension Scheme	0.44	-	
iv) (a) No. of family pension and Life Assurance benefit (now ceased) cases settled.	1,732	761	-do-
(b) Pension cases settled	900	533	
v) No. of family pension and Life Assurance benefit cases received.	1,686	1020	-do-
vi) No. of other benefits cases settled.	695	137	-do-
vi) No. of other benefits cases received.	972	157	-do-

COAL MINES DEPOSIT LINKED INSURANCE SCHEME

8.6 The Coal Mines Deposit Linked Insurance Scheme was introduced with effect from 1st August, 1976. The scheme provides for payment to the dependants of a member, an amount equivalent to the average of the last three years' balance at the credit of the member's provident fund if the member dies while in service, subject to a maximum of Rs.10,000/-.

8.7 In accordance with this scheme, the employers are required to contribute at the rate of 0.5% of the aggregate wages towards this scheme. The Central Government is also required to contribute an amount equal to 50% of the contribution made by the employers.

8.8 The Central Government contributed a sum of Rs.1.0368 crores in 1998-99 under this scheme. An amount of Rs.0.69crores has been proposed under R.E. for 1999-2000 and Rs.0.70 crores has been proposed for 2000-2001 (BE) for this scheme.

The table below indicates the broad parameters of the scheme.

COAL MINES DEPOSIT LINKED INSURANCE SCHEME:

(Rs.in crores)

Particulars	Actual 1998-99	Actual 1999-00 (upto 31.10.99)	Estimates (2000-2001)
1. Total amount of contribution (employers' & Govt. contribution)	2.10	0.85 excluding Government contribution	1.70
2. Total amount received in Central Admn. Account.	2.15	0.15 (without interest)	0.42(without interest)
3. Investment made out of DLI fund and deposited in Public Account.	5.57	0.61	5.00
4. Investment made out of Insurance Fund (Central Admn. Account).	7.63	1.81	2.00
5. Total investment made from Insurance fund(Central Admn. Account).	14.94	15.67	16.50

8.9 The cost of administration of the Deposit Linked Insurance Scheme is borne by the employers , who contribute 0.1% of the aggregate wages for the purpose. The Government is also required to contribute 50% of the employer's contribution for this purpose. No independent staff is employed for the Scheme. Proportionate share of expenditure on common items is charged to the scheme.
