

# ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE )

(Regd under The TU Act,1926,Reg no 546/2016,PAN -- AAEEA7978E)

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Dated 22/11/2017

To

The Hon'ble Minister

Ministry Railway and Coal

Govt of India

New Delhi.

Sub-- 3rd pay revision for CIL/SCCL executives wef 1/1/2017 and growing resentment among junior executives.

Dear sir,

All India Association of Coal Executives(AIACE) wants to draw your kind attention towards pay revision for coal executives of CIL and SCCL which is yet to be implemented wef 1/1/2017.

Following facts are submitted for your kind consideration .

The Xth wage board recommendation has been implemented in CIL and SCCL and the minimum basic salary of the highest level wage board staff is more than Rs 40000/ month but the scale approved by the govt for executives of E1 grade is Rs 40000/ month. If this scale is implemented, this will create a big pay anomaly due to which executives will be too much demoralised. This may seriously impact the working performance of CIL/SCCL as executives will be very much demotivated and will loose enthusiasm .

Irreparable pay anomaly had already been created during 2007 pay revision due to which senior executives are getting lesser salary than junior executives/ higher level wage board staffs. Since ,CIL has been given ambitious target for producing 1000 MT by 2020,it is urgently needed to build up a team of ever enthusiast, self motivated, dedicated and honest executives to take up this bigger responsibility. The old guards will be retiring in coming 7- 8 years within this pay period (2017-2026) and young executives are joining in big numbers. They as of now constitute about 30-35 % of total strength of CIL executives. They will be serving Coal India for another 30- 35 years till 2050.We need to keep them satisfied and motivated by suitable compensation.

In the light of above facts, we request you to direct CIL board to approve anomaly less pay revision wef 1/1/2017 by adopting following pay scale of executives of CIL .

E1 -- Rs 50000- 160000(for upgraded from non-executives to executives)

E2 - Rs 60000 -180000( for direct recruitment as management trainee)

E3 - Rs 70000-200000

E4 --Rs 80000 -220000

E5 -- Rs 90000 -240000

E6 -- Rs 100000 -260000

E7 -- Rs 120000 -280000

E8 - Rs 120000- 280000

E9- Rs 150000 - 300000

If the above scale is implemented, it is hoped that pay anomaly may be abolished and the morale and enthusiasm of executives will increase to shoulder bigger responsibility in years to come.

The above scale will no way affect additional financial outgo in case of executives beyond E3 grade as the fitment will be as per formula approved by the govt @15 % of (basic salary+ DA as on 31/12/2016) but benefit only junior executives of E1 and E2 grade who are backbone and frontline executives shouldering the operational responsibility in the fields.

Regards

Regards

P K SINGH RATHOR  
Principal General Secretary  
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CC- The Chairman/DP/DT/DF/DM. Coal India Ltd, Kolkata.