



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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AIACE/CENTRAL/2018/ 20

Dated 17/4/2018

To

The Chairman
Coal India Limited
New Town, Rajarhat
Kolkata.

Sub:-- Recreation of E9 grade and promotion thereof from E8 to E9 instead of promotion from E8 to E8A in the same pay scale.

Dear Sir,

Kindly refer to our letter no AIACE/CENTRAL/2017/37 Dated 5/8/2017 sent vide email on the subject " **Re creation of E9 grade(Executive Director) and promotion thereof in CIL.**" Coal India Limited is a Maharatna company and as such should operate E1 to E9 grade as per pay revision 2007 for board level and below board level executives. It is painful to note that E9 grade in CIL has been abolished by Board of Directors of CIL and has been communicated vide OM no CIL/C5A(PC)/2099 dated 19/5/2017. At the same time, one new grade E8-A has been created in the same pay range of Rs 51300-73000(wef 1/1/2007) and it has been decided to promote executives from E8 to E8-A who have minimum three years experience in E8 grade. It is not understandable, being Maharatna company in which E9 grade pay scale has been sanctioned by the DPE and cabinet, how this has been abolished at one go. The E9 grade carries higher responsibility with the higher pay . It is also not conceivable how the creation of E8-A grade within the same pay scale will benefit either Coal India Ltd or the promoted officers as the latter will not be getting any financial benefit as well as change of status.

It is apprehended that the BOD did not consider all the facts while taking such decision for abolition of E9 grade and creation of E8-A grade.

It may be recalled that ALL INDIA ASSOCIATION OF COAL EXECUTIVES(AIACE) in its letter no 10 dated 30/1/2017 to The Prime-Minister, Govt of India with a copy to the Chairman, Coal India Ltd had demanded creation of sufficient nos of post of Executive Directors (E9 grade) below board level as per Maharatna Status of CIL. It had also sent its representation to PMO portal on different issues including the promotion of eligible executives to E9 grade .

AIACE was informed that there is already 14 posts of executive directors created below board level in CIL and there is no additional requirement of executive directors.

It is learnt that interview has been scheduled for promotion from E8 to E8A grade in this month itself. This promotion in no way can be treated as promotion but just as

upgradation of some selected executives as there will be no benefit to the promoted officer either in terms of status or financial benefit

AIACE demands recreation of E9 grade and abolition of newly created E8-A grades in the same pay scale and promotion of deserving candidates in transparent manner to higher posts. It may be noted that 3rd PRC has also recommended for E9 grade in schedule A company with pay range in Rs 150000-300000.

Hope , our demand will get proper attention of competent authority.

Regards,



P K SINGH RATHOR

Principal General Secretary

CC:--

- 1.The Coal Secretary, Govt of India, New Delhi -- For kind intervention.
2. The Secretary, Deptt of Public Enterprises, Govt of India, New Delhi--For kind intervention.
3. The Secretary,Deptt of Personnel and Training, Govt Of India, New Delhi--For kind intervention.

The Hon'ble Minister(Railway and Coal), Govt of India, New Delhi -- For kind information..