



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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AIACE/CENTRAL/2018/22

Dated 21 /4 /2018

To

The Chairman,
Coal India Limited
Kolkata.

Sub:- Promotion from E6 to E-7 Grade and only need based transfer from one company to other company.

Dear Sir,

Kindly refer to our letter no AIACE/CENTRAL/2017/50 Dated 7 /10/2017 and AIACE/CENTRAL/2017/67 Dated 18 /12/2017 AIACE/CENTRAL/2017/ 67 Dated 18 /12/2017 on the above subject.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES(AIACE) wants to draw your kind attention towards injustice done to the executives of E6 grade as below.

1. The executives who joined CIL in Civil, Excavation, IED, E&T, System and others in 1991 /1992 had to work in revised E-4 grade i.e. old E-3 Grade for more than 10 years and in revised E-5 grade i.e. old E-4 grade for more than 7 years in the same grade due to abolition of cluster system which was existing up to 2011.
2. They were deprived from promotion to E-6 grade even being eligible as per cluster system which was in vogue in 2010.
3. Since August 1996 (in 22 years), they got only two promotions viz., one in October' 2006 from E3 to E4 (new E5) and the second in Sept'2013 from E5 to E6 . This has severely affected the career growth of these executives of E-6 grade of these disciplines.
4. Executives of other CPSEs/PSUs are being promoted to higher grade in schedule time period. After being promoted to E-7 grade and having completed two years in E-7 grade, executives become eligible to appear for the selection as Director in Schedule – B CPSEs/PSUs and suitable candidates also get selected.
5. In spite of vacancy in E6 grade in 2010, no promotion order was issued from E5 to E6 grade in 2010, 2011, 2012 and also till Sept'2013.
6. There has been irregular career growth for executives of different disciplines which can be seen in the table below .

Discipline	Date of joining in CIL	Date of coming into subsequent grade				Time taken to reach E-6 grade
		E-2	E-3 (Revised E-4) as per cluster	E-4 (revised E-5)	E-5 (revised E-6) as per cluster system	
MM	1992	1993	1996	2004	2007	15 years
S&M	1992	1993	1996	2004	2007	15 years
Mining class 1 st	1997	1998	2001	2003	2007	10 years

Remaining disciplines such as Excavation, Civil, IED etc	Oct-Dec 1991/ Jan 1992	Oct-Dec 1992/ Jan 1993	1996	2006/ 2007	Sept 2013	23 years (An unforgettable delay of 8 to 13 years in a service period of 23 years only)
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7. According to the present promotion policy, the promotions are being considered to next higher grade considering the seniority (period) in the present grade without considering these anomalies.

FACTS FOR THE ABOVE ANOMALIES ARE AS UNDER :-

1. Upto 1998, executives who completed 5 years in E3 (revised E4) grade were promoted to E4 (revised E5) grade irrespective of vacancies. These executives were again promoted from E4 to E5 (revised E5 to E6) grade under cluster concept after completing three years in the previous grade.
2. The 1991 and 1992 batch executives had completed only 2 years in E3 grade upto 1998, so they were not considered for promotion to E4 grade (Present E5 grade) at that time.
3. Upto 2002, all those executives who had completed 7 years in E3 (revised E4), in September 2002, were promoted to E4 (revised E5) grade, as one time arrangement i.e. without vacancies.
4. The 1991 and 1992 batch executives got same promotion in 11th year in Oct 2006 against vacancies after completing 10 years of service in same grade and also vacancies were not transparently displayed.
5. The executives who had been promoted in E4 (revised E5) grade in 2002, were again promoted to E5 (revised E6) grade under cluster concept in 2006/2007.
6. The 1991 and 1992 batch executives got promoted in E6 grade in Sept 2013 in spite of the cluster concept for promotion from E4 to E5 (revised E5 to E6) was existing till 2011 ie after completion of 3 years in same grade, they were eligible for promotion to E6 grade.
7. The vacancy based promotion from revised E5 grade to E6 grade had also not been considered since 2009/2010 in spite of clear vacancies.
8. **It is also worth to mention that executives promoted to E-6 Grade in 2002 are considering themselves 11 years senior to those executives who had been promoted to E-6 Grade in 2013 whereas as per joining in CIL they are only 2-3 years seniors.**

It is also brought to your kind notice that promotion orders for other grades as per vacancy as on 2016 and as on 2017 have been issued in recent past but promotion from E6 to E7 grade has not been done in spite of huge stagnation at E6 level in all disciplines. Executives has been stagnating in E6 grade for long in spite of vacancy in E7 grade.

In the light of above facts, it is requested to

1. to provide notional seniority to affected executives from the date of existence of vacancies in E-6 grade and to consider total length of service (since joining in executive grade) but not the service length in E6 grade only while promoting to next higher grade ie E7 grade to fill the void created in previous years.

2. to hold the DPC every year for issuing promotion orders against the vacancies, whatsoever as per deadline i.e. 30th September every year.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES(AIACE) also demands that mass transfer should not be done from one company to other company on promotion and only need based transfer should be done. This will reduce financial burden on company as executives are required to be paid TA in case of transfer as well as reduce inconvenience to promoted officers at new place of posting.

Hope, our request will be given due attention for restoring morale of demotivated, demoralised executives who are expecting promotion to just E7 grade after completing more than 25 years in the company and crossing the age of 52 years whereas some of the executives of smaller PSUs reach the post of directors in lesser time.

Regards,



P K SINGH RATHOR

Principal General Secretary

CC:-- 1.The D(P)/ DT/DF, Coal India Ltd
2. CMD/DT/DP/DF
ECL/BCCL/CCL/CMPDIL/NCL/SECL/WCL/MCL
3. The Secretary, Ministry of Coal, Govt of India ,New Delhi.

Copy to

1. The Hon'ble Minister(Railway & Coal), Govt of India, New Delhi.