



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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AIACE/CENTRAL/2018/32

Dated 23/5/2018

To

The Chairman
Coal India Limited
New Town, Rajarhat, Kolkata.

Sub:-- Implementation of job rotation and transfer policy issued vide office order no CIL/C5A(PC)/TRANSFER/2849 dated 21/5/2018.

Dear Sir,

All India Association of Coal Executives(AIACE) welcomes the recent order issued regarding job rotation and transfer policy for executives. We believe that this policy will help executives in their career development as they will have varied experience and exposure in different functional areas by working in different units, areas, companies and corporate head quarters.

In this connection AIACE wants to bring below points for your kind consideration.

1. All mining , E&M, Excavation, Survey .Civil engg and material mgt discipline executives must be given at least 5 years posting in mega opencast mines in first 15 years of their career.
2. Posting in CMPDIL should be done to executives only after they gain experience of at least 5 years in UG and and 5 years in OC mines.
3. Executives of Personnel, Finance, E&M, Excavation, Environment and posted in CMPDIL for more than 15 years must be transferred to production companies to make available their theoretical expertise in field jobs.
4. Executives posted in NEC Assam should have a tenure of not more than five years in that field.
5. All the executives must have a corporate level experience for at least five years in entire service span. Therefore, executives below the rank of General manager should continuously be replaced by newer faces every year at corporate HQs.
6. For effective utilization of the services of Industrial Engg Discipline vis –a vis implementation of their suggestions, Industrial Engg executives need to be placed directly under the control of CMD of respective companies.
7. One finance executive should be attached to every major department for dealing with financial aspects independently.
8. Looking at the growing importance of environment deptt and its effect on mining operations, engineers belonging to Mining, Civil, E&M, Excavation (Below the age of 40 year) should be placed in the environment deptt for a a period of at least 6 months to gain the knowledge for application in their respective fields. Land & Revenue department should be multi-disciplinary consisting of executives from Mining, Civil,Survey ,Personnel and Legal departments.

It is anticipated that above suggestions will be given due cognizance during job rotation and transfer of executives.

It is requested to take needful action for implementation of the transfer policy latest by the 2nd week of June'18 so that transferred executives may settle in all respects at the new place of posting.

Regards,



P K SINGH RATHOR

Principal General Secretary

CC:-- DT/DP/DF/DM, CIL ,Kolkata.

CMD/DT/DP/DF,ECL/BCCL/CCL/CMPDIL/MCL/NCL/WCL/SECL

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