



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/ 84

Dated 24/11/2018

To

**The Chairman
Coal India Limited, Kolkata.**

Sub:-- Implementation of job rotation and transfer policy issued vide office order number CIL/C5A(PC)/TRANSFER/2849 dated 21/5/2018.

Dear Sir,

In continuation of our letter no AIACE/CENTRAL/2018/58 Dated 14/8/2018 regarding implementation of job rotation and transfer policy issued vide office order number CIL/C5A(PC)/TRANSFER/2849 dated 21/5/2018, it is brought to your kind notice that a letter no 2217 dated 22/11/2018 has been issued by GM(Personnel), Coal India Limited inviting preference of posting from executives of all grades except medical discipline who have completed 15 years or will complete 15 years as on 3 1/3/2019 in a particular company so that while implementing the policy , their choice will be considered during their transfer to another company on promotion or for manpower rationaliation. Our association extends thanks for the kindness shown by the mgt towards executives.

Further, it is brought to your notice that some of the executives have been posted in CIL HQ, company HQ and regional offices of CIL since joining and are working there for more than stipulated period at the same place as mentioned in the above transfer policy where as those posted in field continue to be there for long.

The coalfield allowance to field executives has been abolished in 3rd pay revision, so there is no motivation for them to work in field for long years. The executives have started raising their voices against injustice and partiality being done to them and making favour to a few of executives posted in above offices.

In the light of above facts, AIACE demands that all executives who have worked for more than 5 years continuously in CIL HQ, Company HQ and regional offices, be transferred to field offices and those posted in coalfield areas be transferred to corporate offices as per requirement to gain an experience of corporate culture . This will create a pool of officers having varied experience of field as well as offices making them more efficient in works.

It is also requested to issue necessary instruction for effecting transfer of executives in true spirit from unit to unit within the same area after completion of five years and from one area to another area within the same company after completion of ten years as per provisions of the above policy.

Regards,



P K SINGH RATHOR

Principal General Secretary

CC-

DP/DF/DT, CIL, Kolkata.

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