



# ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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**AIACE/CENTRAL/2019/ 127**

**Dated 14/ 10/2019**

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, AIACE/CENTRAL/2018/ 84 Dated 24/11/2018, AIACE/CENTRAL/2019/ 43 Dated -- 28/2/2019 and AIACE/CENTRAL/2019/86 Dated 18/ 6/2019 regarding implementation of job rotation and transfer policy issued vide office order number CIL/C5A(PC)/ TRANSFER/2849 dated 21/5/2018, it is to inform that the executives posted in fields have started raising their voices against injustice and partiality being done to them and making favour to a few of executives in the matter of transfer and posting as well as in promotion. It may be recalled that in recent promotion from E6 to E7 grade of mining and non-mining disciplines, the executives posted in fields and shouldering responsibility in field operations have been sidelined and those posted in corporate office in non-production jobs have been preferred in promotion on the basis of their super excellent annual rating. Many of mine managers who worked day and night to excavate coal to light the country were left and those who did not have a single day experience as mine managers got promotion to E7 grade. Similar is the case in other disciplines too. The situation has become very much alarming as executives with more than 25-30 years experience in executive grades have been debarred from promotion in spite of having commendable rating and executives having lesser experience in fields have got promotion due to faulty promotion criteria. In near future, CIL is going to face administrative problem due to this uneven promotion. The last promotion has just created a pool of dissatisfied executives at middle level and loss of appetite to work with zeal and enthusiasm.

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 the experience of corporate culture and also to get promotion. This will create a pool of officers having varied experience of field as well as offices making them more efficient in works. The recently promoted mining executives who have been far off from production activities for long must be sent to fields and those who have not worked as mine managers must be posted as managers of mines for at least two years to get managerial experience of managing man, machine, material and outside day to day pressure.

As far as young executives are concerned, they are to shoulder very big responsibility in coming days due to mass retirement of executives in coming 5-7 years, so they must gain at least 5-10 years coalfield experience before assigning them key responsibilities. Many of Management Trainees since joining have been posted in corporate HQs and regional offices, they are mostly unaware of field culture. If they rise to higher position without having field experience, it will be difficult for them to manage and ultimately CIL will suffer. It is therefore needed that all such executives who have not worked in coalfields irrespective of their disciplines be posted in fields for minimum 10 years.

Many executives have been posted in NEC since joining as JET/MTs and have worked for more than 15-20 years there. They are unaware of workings in main fields and mega mines. It is urgently needed that they should be transferred to other companies after completion of 15 years at the same place for their career growth.

It is requested to issue firm instruction for effecting transfer of executives in true spirit from unit to unit within the same area after completion of five years , from one area to another area/subsidiary HQ within the same company after completion of ten years and from one company to another company after completion of 15 years in the same company as per provisions of the above policy. In case of inter-company transfer, choice of executives be invited who are more than 50 years of age so that posting may be done as per their choice and those who are more than 55 years of age should not be transferred to other companies . It is also requested to ensure that round the year transfer is fully stopped .The education of school going children must also not get disturbed due to the transfer and it should be done well in advance of start of new academic session of school.

Regards,



P K SINGH RATHOR  
Principal General Secretary

CC-

- 1.The Secretary, Ministry of Coal., Govt of India, New Delhi -- with a request for suitable direction to CIL.
- 2.DP/DF/DT/DM, CIL,Kolkata.
- 3.CMD/DP/DT/DF,ECL/BCCL/CCL/CMPDIL/NCL/SECL/WCL/NCL