



# 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/ 60**

**Dated -- 17 /4/2019**

To

The Chairman,  
Coal India Limited  
Coal Bhawan  
Premise No-04 MAR,  
Plot No-AF-III, Action Area-1A,  
Newtown, Rajarhat,  
Kolkata-700156

Sub:-- Launching of Executive Defined Contributory Pension Scheme, 2007 (NPS) and faulty implementation process.

Dear Sir,

With much pomp and show and glamorous media publicity, the above scheme Defined Contributory Pension Scheme, 2007 was launched on 1<sup>st</sup> April, 2019 but honourable Secy (Coal) was kept in dark about the incomplete status of this scheme.

In our past correspondences, we have been repeatedly reiterating the facts of faulty implementation of the scheme, mainly due to incompetent and unprofessional members of the Team entrusted with the task. The recent letter CIL/D(F)/75(B)/146 dated 12<sup>th</sup> April, 2019 further strengthens our earlier views, as per which it has been accepted by CIL management that out of total 3842 retirees, only 1364 retirees have been able to successfully complete the hurdle race for completion of the task of Profile Form submission. This is a poor 30% success rate. Needless to say the main reasons behind all this fuss is nothing but,

- Inadequate publicity of requirement to be fulfilled by executives, relying heavily on Website mode rather than depending on age old proven method of newspaper publicity and sending information to retirees by post/courier
- Callous attitude of persons in various departments of subsidiaries involved in uploading of NPS contribution data of executives
- Inability of Personnel and Systems departments of various subsidiaries to keep pace with functioning of Finance departments who toiled hard to transfer the corpus to the Fund Manager, LIC.
- Pending updation and entry of missing data of executives in NPS data uploaded on the website pushing the executives at a disadvantage.
- Inhuman and undignified responses from the so called Nodal officers who are either overloaded & under-staffed, eager to shift their responsibilities to "Area Nodal Officers" – a kind of designated officers never mentioned in CIL's website. All these Nodal Officers prefer to keep their phones in "switch-off" mode.
- Inability to accept the Profile forms by these Nodal officers till date, apparently for the reasons best known to them and conclusively due to rigorous day-today directives from top management of CIL seeking various types of compliances.

- Lack of awareness and proper training of persons involved in NPS implementation
- Failure of top management of CIL in taking the generous help and services of erstwhile stalwarts of CIL, who are incidentally members of our association and had volunteered their services.
- Over-engagement of policy-making top management of CIL in finalizing and settling the troubled core issue of payment of accrued interest on the accumulated corpus

The above list can be extended to an infinite length, if proper intervention from your end is not initiated at the earliest. We feel sorry for the state that inclusion of representatives of AIACE in the Pension trustee board could have solved much of these problems in their bud, but this never happened.

Finally, we can only hope that, we will not be let down by lack of appropriate actions from your end.

Regards,



P K SINGH RATHOR  
Principal General Secretary

CC: The Secretary, Ministry of Coal, Govt of India, New Delhi.

DP/DF, Coal India Limited, Kolkata.