



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG);

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Ref No. **AIACE/CENTRAL/2020 / 072**

Dated 20.7.2020

To

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

Sub:-- Payment of Performance Related Pay (PRP) to executives who could not fill up PRIDE in the year of retirement.

Dear Sir,

It is brought to your kind notice that CIL shifted to online PRIDE by getting rid of earlier offline yearly EER system. The newly introduced online system of PRIDE was not well understood by majority of executives who were almost computer illiterate. In the month of retirement, they were supposed to fill up PRIDE. But due to failure on the part of personnel executives In -charges as well as unawareness on the part of retiring executives, the PRIDE was not filled up.

It is further brought to your knowledge that some of our members have represented to us that they have not been paid Performance Related Pay (PRP) for the financial years in which they retired. After verification, we are enclosing a list of 37 such executives who have not received PRP ranging from FY 2013-14 to 2016-17. In a majority of the cases PRP has not been paid for the terminal year of service due to non-submission of PRIDE. This was due to lack of awareness among executives and failure on the part of Personnel Department in communicating about consequences there upon on the payment of PRP. Also, in some of the cases, review of PRIDE has not been completed.

We quote below extract from Operational Guidelines for payment of PRP for the years 2009-10 to 2014-15 issued vide Ref. No. CIL/C-5A(PC)/PRP/1192 dated 11-03-2016.

PMS Score under EER/PRIDE

1. *The rating of retired executives, whose performance appraisal could not be completed for the period of service in the retiring year, will be taken as the average of the immediately preceding 3 years' rating for computation of PRP.*
2. *In case of Executive retires from the Company and has spent less than 4 months in the financial year, he will be entitled to PRP as per his previous year's rating.*
3. *If the Executive has submitted his self-appraisal form but not appraised by the Accepting Authority, then his PMS rating may be considered as one grade lower than the MOU of the Company for the relevant Financial Year.*
4. *The rating recorded in the DPC for the relevant Year can be taken as final for computation of PRP, in case physical forms are not traceable.*

In view of the foregoing, we appeal to you to consider the above cases and release PRP to the affected executives.

Thanking You,



(P.K.SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)

Encl: 1 a/a

CC

CMD, BCCL/CCL/ECL/MCL/NCL/CMPDIL/SECL/WCL
Director (P'nnel) CIL/ BCCL/CCL/ECL/MCL/ NCL/CMPDIL/SECL/WCL



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
PERFORMANCE RELATED PAY (PRP) NOT PAID DUE TO NON-SUBMISSION OF PRIDE

SL NO	NAME	SUBSIDIARY	DESIGNATION	MEM B NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
1	ASHOK KUMAR SARBAJNA	BCCL	SR.EE (E&M)	1777	90056052	01/10/2015	2014-2015
2	DR. O.P.NARAYAN	BCCL	CMS	364	90059353	31/03/2017	2016-2017
3	DR. SUTAPA BISWAS	BCCL	DY CMO	1267	90078205	30/04/2017	2016-2017
4	R.K.SRIVASTAVA	BCCL	CM (MM)	229	90154626	30/11/2014	2014-2015
5	AMIT CHATTERJEE	CCL	GM (F)	730	90063256	31/12/2016	2016-2017
6	MANGAL SAIN BHUTANI	CCL	CM (M&S)	1624	90187840	31/05/2017	2016-2017
7	MOHAN PRASAD SINGH	CCL	SO (CIVIL)	892	90034539	31/01/2017	2016-2017
8	NRIPENDRA KUMAR SINHA	CCL	PROJECT OFFICER	894	90068677	31/10/2014	2014-2015
9	V.V.PHALGUNAN PILLAI	CCL	CM (P)	27	90041922	31/01/2016	2015-2016
10	BIKASH BANERJEE	ECL	DY FM	1671	90045436	30/04/2018	2016-2017
11	HARADHAN LAIK	ECL	SOE (E&M)	1209	90249947	31/01/2017	2016-2017
12	MANAS KUMAR DAS	ECL	SOE (E&M)	1435	90249285	31/01/2017	2016-2017
13	MANOJIT KUMAR SINHA	ECL	SR. MGR (M)	NEW	90027145	31/12/2018	2015-2016
14	PRASANTAGOPAL PATRA	ECL	SR.MGR (MINING)	998	90028945	31/08/2015	2015-2016
15	RAJIB BANERJEE	ECL	AM(SURVEY)	796	90047150	31/10/2016	2016-2017
16	SAMAR KUMAR BANERJEE	ECL	SR.MGR (MINING)	926	90029448	01/09/2016	2016-2017
17	UDAY MONDAL	ECL	SOE (CIVIL)	663	90238684	31/01/2016	2015-2016
18	HRUDANANDA PRADHAN	MCL	SR.MGR (MINING)	1377	90083734	31/01/2017	2016-2017
19	ANAND BHUSHAN	NCL	G M (EXCV)	995	90133174	28/02/2017	2016-2017
20	ASHOK KUMAR JHA	NCL	DGM (E&M)	617	90113549	31/12/2016	2016-2017
21	RAVINDRA NATH SINGH	NCL	SR.MGR (MINING)	1410	90154691	31/08/2014	2014-2015
22	ANTARYAMI SURYA	SECL	MGR (EXCV)	1525	90146762	31/07/2015	2015-2016
23	ASHOK KUMAR MISHRA	SECL	SR.MGR (EXCV)	443	90134156	31/10/2016	2016-2017
24	BIKASH SINHA RAY	SECL	SOE (CIVIL)	950	90262916	30/11/2017	2016-2017

25	DR. VIJAY KRISHNA	SECL	DY CMO	887	90140377	31/03/2017	2016-2017
26	JASWANT KUMAR TAUNK	SECL	SR. MGR (F)	793	90138272	31/08/2016	2016-2017
27	JAWAHAR LALL	SECL	GM (EXCV)	566	90177213	31/10/2015	2013-2014
28	L.C.KUNDU ROY	SECL	SR.MGR (SURVEY)	1125	90136300	31/03/2017	2016-2017
29	SHANTANU CHAKRABORTY	SECL	MGR (EXCV)	1583	90151747	01/07/2016	2016-2017
30	V.K.ASTHANA	SECL	SR.MGR (E&M)	1744	90146259	31/03/2017	2016-2017
31	K.A. GOPALAN ACHARY	WCL	SR.MGR (SECTTL)	690	90107095	30/11/2016	2016-2017
32	M.SURESH RAO	WCL	GM (P)	942	90089608	31/10/2015	2015-2016
33	PRADIP KUMAR	WCL	GM (EXCV)	901	90154774	31/01/2017	2016-2017
34	S V RAM MOHAN	WCL	CM (MINING)	1401	90083627	31/05/2017	2016-2017
35	S.SURESH RAO	WCL	GM (F)	429	90078213	31/10/2016	2016-2017
36	SAJAL KUMAR DAS	WCL	CM (EXCV)	697	90092081	31/03/2017	2016-2017
37	SYED AIJAZ ALI	WCL	GM (M)	1517	90107111	31/07/2016	2016-2017