



## 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)

Website: [www.aiace.co.in](http://www.aiace.co.in); Email: [centralaiace@gmail.com](mailto:centralaiace@gmail.com); Ph. 9907434051

Ref No. **AIACE/CENTRAL/2022 / 002**

**Dated 8.1.2022**

To

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

Sub:- Relaxation of eligibility criteria in policy for Promotion from E7 to E8 grade instead of 2 years to one year as on Sept 21 as residency period

Dear Sir,

Our association (AIACE) is happy to note that under your stewardship, career growth is being streamlined to the best of satisfaction of executives. The aspirations of a number of executives have been successfully met in the last two years and management is working hard to create a pool of ever motivated and satisfied lot of executives in the matter of career growth.

Our association has in the past vide our letter no. AIACE/CENTRAL/2021/087 dt 19 /8 /2020 (vide Annexure-I) had requested for removal of certain anomalies for ensuring career growth of executives in E6 grade and above. In the light of our above requests, we welcome recent order no. CIL/C5A(PC)/Manpower/854 dt. 6/1/2022 whereby a one-time relaxation of one year has been allowed for eligibility criteria in DPC for promotion from E7 to E8 grade with a cut-off date of September, 2021. (Office order attached in Annexure-II).

However, we feel that many efficient candidates in E7 grade are capable to fulfill the challenges of role in E8 grade. Most of the executives in E7 grade, except in mining discipline, have completed more than 30 years of service in the company but their promotions had been delayed in lower grade due to adoption of faulty promotion policy from time to time.

There is a huge vacancy in E8 grade in most of the disciplines and also vacuum is going to be created due to fast retirement of executives. In some of the disciplines, against vacancy of E8 grade, lesser number of executives are eligible for being called for interview as per the recent order and there is likely chance that E8 grade posts may remain vacant in spite of the relaxation.

There is a conception in executive community that this order has been clearly issued for benefiting some selected lots of executives. If this is true, the whole effort of management to create motivated and dedicated team of senior executives will completely fail, ultimately resulting into operational inefficiency.

Our association suggests that all E7 level executives who have completed one year as on Sept 2021 should be called for interview for E8 grade in the prescribed ratio against the vacancy on seniority basis and provide level playing ground for all.

This small gesture will go a long way to fulfill the interest of company as well as the executives. It is therefore requested to revisit the policy which can ensure curbing of frustration and demoralization of senior executives.

We hope, our above requests will be considered sympathetically for implementation.

Thanking You,

A handwritten signature in blue ink, appearing to read 'P.K. Rathor', with a horizontal line underneath.

(P.K. SINGH RATHOR)  
Principal General Secretary

CC

DT/DP/DF/DM, CIL, Kolkata



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E-mail : centralaiace@gmail.com ; Ph. 9907434051

**AIACE/CENTRAL/2021 / 087**

**Dated 19.8.2021**

To

The Chairman

Coal India Limited,

Coal Bhawan,

Premise No-04 MAR, Plot No-AF-III, Action Area-1A,

Newtown, Rajarhat, Kolkata-700156

Sub: Request for a meeting of AIACE with Chairman, CIL

Dear Sir,

AIACE had a meeting with, Economic Advisor, Ministry of Coal on behalf of coal secretary on 5th March, 21 on certain issues of serving and retired executives of CIL. We were advised to discuss the issues which can be well settled at CIL level and matter directly related to ministry be discussed there.

In the backdrop of that meeting, we submit following issues and request to call a meeting with us any day as per your convenience but at the earliest.

### 1) Career growth of executives

Adhering to the principle of pyramid of organizational structure, Grade wise % of executive manpower and promotional avenues purely on vacancy basis as below:

- E1 - 20% (By promotion from non-executives diploma holders in engg, Inter ICWA/CA/CS and others) after serving at least 15 years in non-executive grade)
- E2 - 17 % (7 % by promotion from E1 grade after serving at least 10 years in E1 grade, 5% by promotion from E1 after clearing departmental exam and 5% through direct recruitment as Management Trainee)
- E3 - 15%( 5% by promotion from E2 grade(diploma holders) having minimum 5 years experience in E2 grade, 5% by promotion from E2 who were promoted after clearing departmental exam and 5% from E2 who joined through direct recruitment as Management Trainee after one year of probation in E2 grade)
- E4 - 15% from E3 grade (direct recruits/those who were promoted through departmental exam) after completion of 5 years in E3
- E5 - 15% and promotion from E4 grade after completion of 5 years in E4
- E6 - 10% and promotion from E5 grade after completion of 5 years in E5
- E7 - 6% and promotion from E5 grade after completion of 5 years in E6
- E8 - 1.5 % and promotion from E7 grade without considering minimum residency period in case of vacancy in the particular discipline.

E9 - 0.5 % and promotion from E8 grade without considering minimum residency period in case of vacancy in the particular discipline.

- 2) Attractive VRS for executives with monetary compensation for left over years.
3. Payment of Interest on the corpus accumulated from 2007 to 2019 on account of CIL Defined Contribution Pension Scheme for executives.
- 4) View of CIL Mgt on the suggestions of AIACE referred by CMPFO to CIL for strengthening Coal Mines Pension Fund.
- 5) CPRMSE issues
  - I) Flawless implementation of cashless treatment in company hospitals irrespective of subsidiary restriction.
  - ii) One point call centre for resolving grievances of retired Executives and employees.
  - iii) Revision of hospital charges,
  - Iv) Settlement of OPD medical bills within stipulated time,
  - v) Inclusion of eligibility of dibyang children under CPRMSE in line with CPRMSNE
- 6 ) Restoration of Coal field allowances (CFA)
- 7) PRP Payment of PRP to retired executives who failed to submit PRIDE due to various reasons in initial years of its implementation.
- 8) Restoration of LTC/LLTC and its exclusion from perks which is limited to 35%.
- 9) Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:
  - Operation :-- Mining, Excavation, E&M, Survey, Civil
  - Commercial :-- Finance, Sales & Marketing, Materials Mgt.
  - General Services :-- Personnel, Legal, Industrial Engg., CD(Community Development), Security, Medical, Secretarial, and others
  - Technical services :-- Geology, Drilling ,Environment and others.
- 10) HR Policy
  - I) Re-designation of grades from E1 to E9.
  - ii) Promotion of semi -qualified diploma holders in engineering/Inter CA/Inter ICWA - upto E3 grade on DPC basis and up to E8 grade who qualify Deptt. Exam for Executive grade.
  - iii) Proper authority and responsibilities to each grade of executives.
  - Iv) Compulsory inter-company transfer in case of promotion from E3 to E4 grade, E5 to E6 grade and E7 to E8 grade to break Inertia.
  - v) No inter-company transfer of executives of more than 55 years of age except in case of promotion or otherwise.

vi) Interview of all E7 level executives, irrespective of minimum residency period in disciplines, in prescribed ratio in which there is vacancy of E8 level officers .

vii) Compulsory posting of officers up to E5 level, in mines and fields to make them robust for shouldering future responsibility.

viii) Strengthening of Industrial Engg. Deptt. at subsidiary level and establishment of this department at CIL HQ.

11 ) Appointment of Doctors (specialist and GDMOs).

12) Any other matter

Hoping for early fixing of time for the meeting in which 3-5 members of AIACE will wish to attend.

With Regards,



(P.K.SINGH RATHOR)

Principal General Secretary

All India Association of Coal Executives (AIACE)

कोल इण्डिया लिमिटेड  
(भारत सरकार का उपक्रम)  
COAL INDIA LIMITED  
(A Govt. of India Enterprise)  
कोल भवन "COAL BHAWAN"  
Premise No. 04, MAR, Plot No. AF-III  
Action Area-1A, Newtown, Rajarhat  
KOLKATA-700156 (WB)



एक महारत्न कंपनी  
A Maharatna Company

PERSONNEL DIVISION POLICY  
CELL

CIN: L23109WB1973GOI028844  
E-Mail: policycell.cil@coalindia.in  
Tel: 033-7110 4271  
Website: www.coalindia.in

(An ISO 9001:2015, ISO 14001:2015 & ISO 50001:2011 Certified Company)

संदर्भ सं: CIL/C5A (PC)/Manpower/854

दिनांक: 06.01.2022

कार्यालय ज्ञापन

**विषय: One time relaxation in minimum eligibility criteria norms for promotion from E7 to E8 grade**

The Competent Authority has approved a one -time relaxation of one year in the minimum eligibility period for consideration during DPC in E7 to E8 grade in terms of Clause 1.7 (e) and 1.7(f) of Cadre Scheme and Promotion Procedure in the CIL HR Manual.

In pursuance of aforementioned approval, all such Executives in E7 grade who have completed residency period of 2 years as on Cut off of Sept, 2021, instead of the mandatory minimum eligibility of 3 years as specified in Clause 1.7 (b) of Cadre Scheme and Promotion Procedure in the CIL HR Manual, will be considered for promotion to E8 grade.

The said relaxation is owing to the delayed promotions to E7 grade on account of litigations in new promotion policy which has resulted in non-availability of enough eligible candidates for consideration in promotion to E8 grade.

This issues with approval of Competent Authority.

नायक  
06.01.2022

(राजेश वी. नायर)

उप मप्र./विभाग्यध्यक्ष (का./नीति)

ई-मेल के माध्यम से वितरण:

1. D(T) D(M) D (P&IR) D(F), CIL
2. CMD, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
3. CVO, CIL
4. D(P), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
5. D(T/CRD), CMPDIL
6. CVO, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
7. ED (Co-ordination), CIL
8. GM(P/Rect)/ Dy.GM(P/EE), CIL
9. GM (ICT), CMPDIL
10. GM, NEC
11. Company Secretary, CIL
12. HoD, CIL New Delhi Office
13. HoD, IICM
14. Mgr. (P/PC), CIL – for updation of HR Manual.