



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; Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2021 / 016**

Dated 28.2.2022

To

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

Sub:- Request for relief in transfer of executives on promotion from E5 to E6 in certain specific conditions

Dear Sir,

The executives serving in Coal India Ltd are the assets and backbone of the company. Grooming them to meet the future challenges, it is necessary to provide them exposure to varied working environment prevailing in collieries, sub-areas & areas of subsidiaries.

In continuation of our earlier letter no. AIACE/CENTRAL/2020/074 dt 24-7-2020 and AIACE/CENTRAL/2021/029 dt 20-3-2021, we are reiterating our stand that, in order to develop excellent techno-managerial qualities in the executives, they must be transferred to other subsidiaries to acquaint themselves with different working culture prevailing there. This will ultimately benefit CIL, as well as executives, for future growth and requirements of CIL as a whole.

Exception to this transfer policy for executives in E5 promoted to E6 can be made in respect of following categories of executives:

- a. Executives who have not completed more than 15 years in one subsidiary
- b. Executives who came on request transfer to a particular company
- c. Executives who have less than 5 years of service left; because at this age most of the executives try to fulfill their family liabilities like constructing houses, marriage of their sons and daughters etc., well before they superannuate. However, such executives may be considered for transfer on promotion.

Adopting such a human-friendly transfer policy is likely to motivate executives under above category, to work with more enthusiasm as they will be relieved of unnecessary anxiety of transfer and resettling to new place at the crucial junction of their life.

We hope that our above request will be considered for implementation in a favorable way.

Thanking You,

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