



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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Ref No. **AIACE/CENTRAL/2022 / 018**

Dated 3.3.2022

To

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

Sub: Promotion policy for promotion from E6 to E7 onward for Second-Class Mine Managers in Mining discipline.

Dear Sir,

Our association extends the heartiest thanks for issuing promotion order from E6-E7 grade.

However, we want to bring to your kind notice the matter of denial of opportunities to 2nd Class Mine Managers. It is submitted that a Graduate Mining Engineer is considered to be having a certificate of passing 2nd Class Mine Manager after submitting first-aid certificate.

All 2nd class Mining Engineers are required to pass through 1st class Mining Engineer's examination in their professional career for holding the post of Mine manager. The idea is to make all of them aware of various safety aspects/rules/laws related to mines. Those who do not pass the 1st class examination are not considered for promotion to E7 and beyond. In the recent promotion order of E6 to E7 grade in mining discipline, they have not been considered for promotion. These include many mining engineers who have graduated from reputed Institutions like IIT, IIT-ISM and others. This is very badly affecting the morale of those executives who are deprived of promotion.

It is a reality that, their counterpart engineers in other disciplines do not face any hurdle of passing an examination in their professional career, whereas, the Mining Engineers of equivalent potential are expected to pass in an examination conducted by an outside agency like DGMS. This goes against the spirit of our letter no. AIACE/CENTRAL/2021/091 dt 14th September, 2021 where we had pleaded for Revisit of Promotion policy in case of promotion from E6 to E7 onward by keeping adherence to merit -cum - seniority in true sense.

These 2nd Class Mining Engineers are not inferior in any way to their counterparts in other branches of engineering. They must be given equal opportunity for promotion to E7 and beyond.

If they are considered to be unfit for promotion in mine manager channel, their cadre can be suitably changed to other cadres, except mining cadre, where lot of opportunity exist in various fields like environment, coal preparation, contract management, industrial engineering etc.

If not utilizing their services so, they may be shown the door with full compensation.

It is high time to think of their betterment as well as the betterment of company. Needless to say, executives familiar with Coal India's work can suitably man the different vacancies available within CIL. This will suitably increase the productivity of CIL as these mining engineers will be far better than fresh recruits. This will ensure curbing of frustration and demoralization of senior executives.

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

Thanking You,



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

CC

DT/DP/DF/DM,CIL, Kolkata
All CMDs - ECL, BCCL, CCL, WCL, SECL, MCL, NCL