



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/ 025**

Dated 21.3.2022

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 / upgradation of E-1 grade Executives stagnating for more than 11 years and now on verge of retirement

Dear Sir,

We want to draw your kind attention to our earlier letter nos. AIACE/CENTRAL/2020/066 dt 8-7-2020 and AIACE/CENTRAL/2021/064 dt 26-5-2021, on the subject of career growth in CIL.

It is a fact that in today's fast-paced world, employees become de-motivated seeing blocked career growth and the frustration out of it impacts the productivity of the organisation to a great extent. While it may not be possible for each staff to be promoted at the same pace, employees should at least be given a chance to explore other roles within the organization.

In the light of above, semi - qualified employees having diploma in engineering in Civil, Mechanical, Electrical, Electronics etc. branches were promoted to E1 grade long back in the year 2010 and they are still in E1 grade. They had opted for E1 executive cadre with much aspirations but now regret their decisions due to loss of financial benefits they as might be getting in staff grade.

It is brought to your kind notice that these E1 grade executives are shouldering the challenging responsibility of frontline executives in fields with a hope that management will some day take sympathetic view for promotion.

It is suggested that, these executives who are stagnant for 10 years or more in E1 grade may be promoted to E2 grade so that these employees will be motivated to exert more in their works in the fag end of their service life as most of them are in late 50's and will be retiring in coming 4-5 years.

Further, the organization will be able to meet the requirement of E2 level Executives from internal arrangement. In this way, these executives will have opportunity to at least reach E2 /E3 grade before retirement.

It is submitted that the above proposal, if implemented, will be able to arrest frustration among E1 grade executives towards career growth.

Hence, AIACE requests to give a favourable look on the proposal for deliberation, approval and implementation.

With Regards,

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