



**AIACE/CENTRAL/2022/ 078**

**Dated –3<sup>rd</sup> August, 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 calling all executives in E7 grade of all disciplines for promotion to E8 grade in a defined proportion who have completed at least 2 years as on 31st March, 2022 in in E7 grade

Dear Sir,

The career growth is an important aspect for any executive serving in any industry. It is heartening that CIL is providing ample opportunity to its executives in the matter of promotion and in the last 2 years, many orders have been issued for all grades of executives.

It has been learnt that CIL is going to conduct interview for promotion to E8 grade and has called executives who have completed 3 years in E7 grade as on 30th September, 2021.

It is to inform that those who are in E7 grade now are the worst sufferers in the last in matter of career growth. Their career growth was completely blocked for many years due to wrong promotion policy and executives had to work in same grade in lower positions for many years in comparison to the stipulated period for next promotion.

Most of these E7 grade officers in non-mining disciplines are at the verge of retirement in next 3-4 years.

So, the criteria of 3 years in E7 grade should be removed, as most of them have experience of more than 30 years in the company.

It is pertinent to note that, the time bar for these E7 grade executives, is only 1 year for internal candidates and 2 years for external candidate to appear for interview, for the selection of board level Director's post. Some of such types of candidates are even successful in getting selected to these coveted posts. They would not have been called for the interview for E8 grade without completing 3 years in E7 grade but they have been directly selected as the Director without working in E8 grade.

Hence, it is requested that for promotion to E8 grade, all candidates in E7 grade, be called for interview, in a defined proportion against vacancy, and criteria of minimum experience of 3 years deserves to be relaxed.

This will enhance morale of the executives and trust on management action as well.

With regards,

(P K SINGH RATHOR)

Principal General Secretary

CC:  
D(P), Coal India Limited, Kolkata.