



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)

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Ref No. **AIACE/CENTRAL/2022 / 100**

Dated 25.10.2022

To

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

Sub:-Choice posting / transfer to executives with less than 3 years service and compulsory intercompany transfer after completing 15 years of service in one company

Dear Sir,

We are thankful to you for your Office order no. CIL/C5A (PC)/transfer/ 935 dt 21.06.2022 on the subject **“Amendments in the CIL Executive Job Rotation and Transfer Policy”** (Copy enclosed in Annexure – I).

Through this amendment, executives with less than 3 years of service left, have been exempted from inter-company transfer as per earlier job rotation policy. This has greatly provided relief to such older executives who are now able to perform their duties at the present place of posting without worrying for their transfer as per existing transfer policy.

It is brought to your kind notice that prior to issue of this office order, many executives were transferred in 2021 from one subsidiary to another on the basis of more than 15 years service in a subsidiary. Many of such executives are having less than 3 years of service left. Most of these elderly executives are suffering from different diseases and their respective families are residing at old places of working as many of them have constructed house and purchased flats. These executives are unable to pay required attention to their jobs at the transferred place as they have to come back frequently to see the family and meet their needs. As such, the works of the company suffer badly and performance is affected. Many of them want to come back to older place and settle there after retirement. They may be allowed choice transfer and peaceful settlement after retirement.

It is requested that difficulties of these executives be kindly considered favourably for the mutual interest of the company as well as the executives and request option should be invited from executives for choice transfer.

It is also requested to transfer such executives who have completed more than 15 years in a company as per prevailing job rotation and transfer policy. This will help such executives to work in changed environment and gain experience for overall growth of the individual as well as the company.

Thanking You,

(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)/transfer/ 935

दिनांक: 21.06.2022

कार्यालय ज्ञापन

ई-मेल द्वारा


विषय: Amendments in the CIL Executive Job Rotation & Transfer Policy.

In reference to CIL OM No. CIL/ C5A(PC) /transfer/2849 dated 21.05.2018 and its further amendments and OM No. CIL/ C5A(PC)/CCC/880 dated 18.02.2022, the Competent Authority of CIL has approved the following amendments in CIL Executive Job Rotation and Transfer Policy for implementation with immediate effect.

Clause No.	EXISTING PROVISION	PROPOSED AMENDMENT
7(d)(i)	Executives who have less than TWO years service left may not normally be transferred, or maybe given a posting of their choice, if vacancies are available, keeping in mind administrative requirements.	Executives who have less than THREE years service left, as on date of Issue of order, may not normally be transferred, or maybe given a posting of their choice, if vacancies are available, keeping in mind administrative requirements.
8(i)	Executives on promotion from E5 to E6 grade shall be transferred out of the subsidiary / establishment of CIL. However, such executives in E5 grade who have spent less than ONE year in a subsidiary / establishment of CIL would be exempted from transfer on promotion to E6 grade. <i>The bar of one year will not apply in cases of request transfers.</i>	Executives on promotion from E5 to E6 grade shall be transferred out of the subsidiary / establishment of CIL. However, such executives in E5 grade <i>(including those who have come on request transfer)</i> who have spent less than THREE year, as on date of DPC, in a subsidiary / establishment of CIL would be exempted from transfer on promotion to E6 grade.
9.0.(g)	NEW PROVISION >>	Executives who have less than THREE years of service, as on date of order, will not be transferred.
12.0.(5)	Candidates who have less than TWO years of service, as on date, will not be transferred.	Candidates who have less than THREE years of service, as on date of DPC, will not be transferred.

The above amendments are applicable for orders, which will be issued after issuance of this office memorandum and not upon orders issued earlier.

This issues with approval of Competent Authority.


21.06.2022
(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. ED, IICM
9. HOD(P/Rect)/(P/EE), CIL
10. GM (ICT), CMPDIL
11. GM, NEC
12. Company Secretary, CIL
13. HoD, CIL New Delhi Office
14. Mgr. (P/PC), CIL – for updation of HR Manual.