

AIACE JINDABAD

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On the issue of absence of any transparent Transfer Policy of executives in Coal India Ltd and its subsidiaries, AIACE had been taking up the issue with Coal India Ltd with a request for proper adherence to a transparent policy. Some of our letters are, AIACE/CENTRAL/2020/074 dt 24-7-2020, AIACE/CENTRAL/2021/029 dt.20-3-2021, AIACE/CENTRAL 020 dt 5-3-2022 and AIACE/CENTRAL 015 dt 16-3-2023.

The issue was also highlighted at appropriate forums. It is heartening to note that Ministry of Coal has taken cognizance of this matter and has directed CIL **to maintain in letter and spirit**, the notified transfer policy meant for executives.

Really it is a big victory achieved by AIACE, and all working executives will be greatly benefitted.

LONG LIVE AIACE

LONG LIVE AIACE

LONG LIVE AIACE

Cord-A0605/7/2019-CO-ORDINATION  
Government of India  
Ministry of Coal  
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New Delhi, Shastri Bhawan,  
Dated: 12th June , 2023

To,

The CMD, CIL

**Subject: Compliance to Transfer Policy for Executives and Framing of Transfer policy for non-executives -reg**

Sir,

I am directed to refer to the information furnished by CIL vide email dated 18.4.2023 related to the employees, as sought by the Office of Hon'ble Minister of Coal and to say that the following have been observed after examination of the said information:

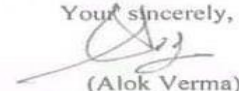
- (i) CIL has existing transfer policy for Executives only and that policy is not fully complied with.
- (ii) CIL has no transfer policy for Non-Executives.

In view of the above, it is requested that transfer policy in respect of non-executives be made at the earliest to maintain efficiency in work.

The transfer policy for executives be maintained in letter & spirit and transfers/postings be effected in compliance of the transfer policies at the earliest, especially in respect of employees who have exceeded the duration of posting in one company/station/office/sensitive posting beyond the prescribed period stipulated in the transfer policy

Compliance report of the above may please be furnished to Coordination Division at coord.moc@nic.in.

Yours sincerely,



(Alok Verma)

Under Secretary to the Govt. of India  
Email: alok.verma07@gov.in



## 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/2023 / 015**

**Dated 16.3.2023**

To

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

Sub:- Transfer & Posting of executives

Dear Sir,

The transfer of executives from one unit to another unit within area, one area to another area within the subsidiary company and inter- company transfer helps to develop excellent techno-managerial qualities in the executives. Working for long at one place creates inertia, retards the growth and the executives starts losing learning attitude thinking that they are master in their fields. It has been seen that when transferred to another area or company they feel bewildered and face adjustment problem in new environment. They lose interest in job also, which is reflected in the performance of the mines. Hence, our association, AIACE believes that executives must be transferred to other areas/subsidiaries after certain interval of time 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.

In continuation of our earlier letter no. AIACE/CENTRAL/2020/074 dt 24-7-2020, AIACE/CENTRAL/2021/029 dt.20-3-2021 and AIACE/CENTRAL 020 dt 5-3-2022 (Copies enclosed), we are reiterating our stand that, there should be compulsory inter -area/inter-company transfer of executives on promotion from one grade to another. The executives below 50 years of age must be rotated every five year as most of them are almost free from family liability like constructing houses, the marriageable of sons and daughters etc.

AIACE is of the view that they should work in at least 3 companies during service period so that they become capable of handling the challenges of mining and allied areas in different environment. This will also help in reducing corruption and proximity of executives with the local population.

As such, AIACE requests for adopting transfer/job rotation policy on the following lines:

- a) Posting of up to E5 level executives in coalfields only
- b) No inter-company transfer in case left Service period is less than 5 years, except in promotion.
- c) Compulsory transfer within area from one to another unit after 5 years
- d) Inter area transfer after 10 years
- e) Inter-company transfer after 15 years in one company irrespective of promotion or no promotion.
- f) For Corporate level posting at CIL /Subsidiary posting, minimum 10 years field posting be the requirement.

- g) Compulsory posting of new recruits in fields to understand field culture and no posting in corporate office.
- h) Additionally, the Executives up to E5 level, who are posted in corporate offices, must be transferred to coalfield areas

It is requested for making necessary amendments which have potential for growth of executives as well as the company.

It is further requested to avoid mid-session transfer of executives as it affects the education of school going children and also the executives face problem in admission of sons/daughters due to non-availability of seats.

The transfer order should be issued by the end of financial year ie in the month of March and, executives be released latest by 15th April so that they can join at transferred place and also secure school admission of their children if any.

Thanking You,



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

CC-

DP/DT/DF/DM, CIL HQ

All CMDs, ECL, BCCL, CCL, WCL, SECL, MCL, NCL, CMPDIL