



# ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

( Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016 )

302, Block No. 4, Ram Krishna Enclave, Nutan Chowk, Sarkanda; Bilaspur (CG)

E-mail : [centralaiace@gmail.com](mailto:centralaiace@gmail.com) ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 073

Dated 1.9.2023

To

Prof Nageshwar Rao Gollpalli

Email-gollapallinr@yahoo.com

Independent Director

Chairman, Nomination & Remuneration Committee

Coal India Limited, Kolkata

Sub:- Resolution of Pay Conflict between executives and non-executives after implementation of NCWA XI and adoption of suitable measures to compensate executives to offset pay conflict by providing personal pay

Dear Sir,

AIACE has been drawing kind attention of Chairman, CIL and others regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos (i) AIACE/CENTRAL/2023/063 dt. 16/8/2023 (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iv) AIACE/CENTRAL/2023/049 dt. 25/7/2023 (Copies enclosed in Annexures I, II, III & IV)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, the issue is being brought to your knowledge for kind intervention and with a request to facilitate formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI. It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

Sri Kamesh Kant Acharya (Email- [cakamesh@gmail.com](mailto:cakamesh@gmail.com) ), ID, Member, NRC, CIL

Sri Arun Kumar Oraon (Email- [dr.arunoraon@gmail.com](mailto:dr.arunoraon@gmail.com) ), ID, Member, NRC, CIL

Sri Ghanshyam Singh Rathore (Email- [captghanshyam@gmail.com](mailto:captghanshyam@gmail.com) ), ID, Member, NRC, CIL

Sri Vinay Ranjan, D(P&IR), Member, NRC, CIL

(P. K. SINGH RATHOR)



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**Ref No. AIACE/CENTRAL/2023 / 063**

**Dated 16.8.2023**

To

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

Sub:- Formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to offset pay conflict arising due to implementation of NCWA-XI

Dear Sir,

AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023. (Copies enclosed in Annexures I, II & III)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.

It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi  
The Secretary, DPE, New Delhi.  
The CMD, SCCL, Singreni



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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 048

Dated 24.7.2023

To

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

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested for initiating appropriate needful actions immediately to provide PERSONAL PAY(PP) to executives and eliminate the conflict latest by 30th September 2023. Otherwise, executives may be compelled to resort to agitational path including strike, if needed afterward.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at [https://dpe.gov.in/sites/default/files/DPE\\_Guidelines\\_2019.pdf](https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf)

Thanking You,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi  
The Secretary, DPE, New Delhi.

Bcc - The Coal Minister, Govt of India, New Delhi.



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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 034

Dated 23.6.2023

To

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

Sub:- Thanks for finalizing NCWA-XI for implementation and demand for consequent Pay-protection to executives to resolve pay conflict arising due to wage revision latest by September, 2023

Dear Sir,

It is our pleasure to extend our heartiest congratulations, for successfully concluding MoA for NCWA-XI and implementing wef June 23. It has been confirmed by Ministry of Coal vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023 at Sl. No.3. (Copy enclosed vide Annexure-I)

This letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023 at Sl. No.4, has **“further advised that the guidelines of DPE, in this regard, issued from time to time, may be followed.”**

It is to repeat that, wage negotiations for workmen in CPSE are guided by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 on the subject “Wage Policy for the 8th round of wage negotiations for workmen in Central Public Sector Enterprises (CPSEs)” which says that, **“The management of the concerned CPSEs have to ensure that negotiated scales of pay do not exceed scales of pay of executives/officers and non-unionized supervisors of respective CPSEs.”**

Our association (AIACE) believes and is also firm that the NCWA-XI, when implemented will, result into pay conflict of workmen with that of executives.

Hence, to counter the resultant pay-conflicts arising out of this Agreement, executives must be compensated by allowing pay-protection through Personal Pay package to them, so that their salary does not fall below the wage of workers.

As such, we request CIL for initiating appropriate needful actions immediately to provide PERSONAL PAY(PP) to executives and eliminate the conflict latest by 30th September 2023. Otherwise, executives may be compelled to resort to agitational path including strike, if needed afterward.

Thanking You,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

The Secretary, DPE, New Delhi.  
The Coal Secretary, Govt of India.  
DP/DT/DF/DM, CIL  
CMD, subsidiary companies of CIL.  
Chairman, SCOPE.

Bcc - The Coal Minister, Govt of India, New Delhi.



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**AIACE/CENTRAL/2021 / 049**

**Dated 25.7.2023**

To

The Secretary  
 Department of Public Enterprises,  
 160, Udyog Bhavan,  
 New Delhi-110011.  
 Email: secy-dpe@nic.in

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Ministry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised as per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that of executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that **"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."**

(Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

- i) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
- ii) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,



P. K. Singh Rathor  
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.