



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 ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 093

Dated 11.10.2023

To

The Chairman,

Coal India Limited,

Coal Bhawan,

Premise No-04 MAR, Plot No-AF-III, Action Area-1A,

Newtown, Rajarhat, Kolkata-700156

Sub:- Resolution of pay conflict between executives and Non-executives after implementation of NCWA XI and inclusion of AIACE members in pay conflict resolution committee

Dear Sir,

It has been gathered that CIL management has formed a committee to suggest ways to resolve pay conflict arisen due to implementation of wage revision of non-executives as per NCWA-XI agreement.

AIACE had been drawing your kind attention and had given some suggestions vide letter nos. (i) AIACE/CENTRAL/2023/034 dated 23/6/23, (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023 and AIACE/CENTRAL/063 dt. 16/8/2023 on how to solve the conflict and keep all the employees satisfied and motivated. (attached in Enclosures)

It is brought to your kind notice that the semi - qualified employees having diploma in engineering in Civil, Mechanical, Electrical, Electronics etc. branches were upgraded to E1 grade long back in the year 2010 and they are still in E1 grade who could not compete departmental examination conducted from time to time for promotion to executive grade after their upgradation. It is also a fact that many of them (in E 1 grade) opted out just after upgradation and they were reverted back to non-executive grade. Such Non-executive employees are much benefitted and they are drawing much more salary than their counterparts who are in E1 grade and also who got promotion after competing departmental exam and now working at E4/E5 level.

The pay slips of one A1 grade employee (Pawan Kumar Rai) and one E5 executive (Sutanu Dey) are enclosed here with to know what is what as pay conflict. Both of them joined as foreman in 1987 in the same period. (Payslips attached in Enclosures). By observing both the payslips for the month of September 2023, it is seen that Basic wage and Gross wage of A1 grade employee is respectively Rs 155253.53 and Rs 248714.04 respectively whereas, Basic Salary and Gross salary of E5 level executive is Rs 100100.00 and Rs 198650.15 respectively. Thus, it is seen that there is huge difference in monthly earnings as well as statutory contributions resulting into loss of terminal benefits also.

We invite reference to our letter no AIACE/CENTRAL/2020/66 dated 8/7/2020 regarding career growth of executives as well as promotion of employees into executive grade E1 and E2 on DPC basis after completion of certain years in the highest grade of wage board employees. We had also suggested to promote to E2 grade from non-executive employees after competing at limited departmental exam who can go up in the ladder on the basis of experience. By doing this, 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. Afterwards, these E2 grade executives may be considered for direct promotion to E 3 grade after departmental examination.

We believe that, if our above proposal would have been considered and implemented earlier, this pay conflict would not have occurred.

The classification of E1 and E2 grade as Non-unionised supervisor may also be considered as they will remain in supervisory position. It may be recalled that the 3rd PRC mentions pay revision of board level, below board level and non-unionised supervisors.

As of now, there is no classification of non-unionised supervisor in CIL under PRC.

AIACE has been struggling for complete resolution of pay conflict and we will not accept any ad-hoc measure in this regard. We apprehend that the committee formed to resolve the pay conflict has limited scope of work and it's recommendation may not help in resolving the issue.

We have already given demonstration call on 30th October before CIL office, if the issues including pay conflict are not resolved.

In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level which should examine and recommend measures to compensate executives to resolve the pay-conflict issue on one to one basis. It is suggested that Pay conflict should be resolved fully on case to case basis and avoid ad-hoc measure.

It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently. Needless to emphasize the fact that these members, who are stalwart of yester years, had also faced and resolved such problems while they were in active service life of CIL and SCCL.

Hoping positive and the earliest action on our proposal.

With regards,



(P. K. SINGH RATHOR)

Principal General Secretary

Enclosure

1. All the letters mentioned

CC

Secy, MOC, New Delhi

Secy, DPE, New Delhi.

CMD, SCCL, Kothagudem

All CMDs of every subsidiary of CIL



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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

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

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.



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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2020 / 066**

Dated 8.7.2020

To

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

Sub:-- Career Growth of Executives in CIL

Dear Sir,

It may be appreciated that an individual who engages in the same set of duties for a long duration might not end up happy with his/her work life. To feel valued and noticed for their efforts, employees seek promotions as a form of incentive to stay in the company. In today's fast-paced world, if employees don't sense any appreciation for their work, they are de-motivated and productivity is reduced.

As a general rule, it is best to keep the interval between promotions short of the average tenure of the employee. 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. When employees feel that they can apply their skills in distinct spheres of work, they tend to feel a higher sense of job satisfaction.

In the light of above, CIL should revisit promotion policies and also ensure that every employee is aware of these so that their expectations are kept in check. We may be permitted to suggest 3 major reforms which will infuse motivational impact among the executives of Coal India Ltd.

1. Re designation of grade as follow except medical discipline

- E1- Sub-ordinate Manager
- E2- Junior Manager/Management Trainee
- E3- Assistant Manager
- E4- Deputy Manager
- E5- Manager
- E6- Asst General Manager
- E7- Deputy General Manager
- E8- General Manager
- E9- Executive Director.

For medical discipline, the designations may be as below:

- E3- Assistant Medical Superintendent
- E4- Deputy Medical Superintendent
- E5- Medical Superintendent

E6- Dy Chief Medical Superintendent

E7- Chief Medical Superintendent

E8- Chief of Medical Services

E9- Executive Director(Medical)

2. Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:

Clubbing of disciplines for purpose promotion

Operation :-- Mining,Excavation,E&M,Survey,Civil

Commercial :-- Finance,Sales & Marketing, Material

Mgt.

General Services :-- Personnel, Legal, Industrial Engg,ED,

Security, Medical

,Secretarial, Community development and others.

Technical services :-- Geology, Drilling ,Environment and others.

3. Hierarchy , grade wise % of executive manpower and promotional avenues purely on vacancy basis.

E1 20%(By promotion from non-executives diploma holders in engg, Inter ICWA/CA/CS and others) after serving at least 15 years in non-executive grade)

E2 17 %(7 % by promotion from E1 grade after serving at least 10 years in E1 grade, 5% by promotion from E1 after clearing departmental exam and 5% through direct recruitment as Management Trainee)

E3 15%(5% by promotion from E2 grade(diploma holders) having minimum 5 years experience in E2 grade, 5% by promotion from E2 who were promoted after clearing departmental exam and 5% from E2 who joined through direct recruitment as Management Trainee)

E4 15% from E3 grade (direct recruitees/those who were promoted through departmental exam) after completion of 5 years in E3

E5 15% and promotion from E4 grade after completion of 5 years in E4

E6 10% and promotion from E5 grade after completion of 5 years in E5

E7 6% and promotion from E5 grade after completion of 5 years in E6

E8 1.5 % and promotion from E7 grade after completion of 5 years in E7

E9 0.5 % and promotion from E8 grade after completion of 1 year in E8

Only E1 level executives be made eligible for departmental exam and non-others for promotion to E2 grade and for promotion in E1 grade minimumn experince in the company should be 15 years.

The ratio of executives comes as shown below:

E9:E8 1:3

E8:E7 1:4

E7:E6 1:1.66

E6:E5 1:1.5

E5:E4 1:1

E4:E3 1:1

E3:E2 1:1.13

E2:E1 1:1.18

It is submitted that the above proposal, if implemented, will be able to arrest frustration among executives/non-executive employees regarding career growth. It will also create promotion avenue for semi-qualified employees (diploma holders in Engg and inter CA/ICWA/CS and others) up to E3 grade on the experience basis. As of now, the career of such employees is blocked which has created acute frustration and demoralisation in them.

In the light of above facts, AIACE demands to give a favorable look on the proposal for deliberation, approval and implementation.

Thanking You,

Yours Sincerely,



(P.K.SINGH RATHOR)

Principal General Secretary

All India Association of Coal Executives (AIACE)