



## 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);

Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2025 / 013**

**Dated 6.3.2025**

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 modification of eligibility criteria for appearing at the departmental exam for E2 grade

Dear Sir,

It is to recall that for ensuring equitable career growth of executives and promotion from non-executive to executive grade , AIACE had suggested various measures through letters viz., (i) AIACE/CENTRAL/2021/ 064 dated 26.5.2021 and (ii) AIACE/CENTRAL/2020/ 066 dated 8.7.2020

Recently, CIL has invited application from departmental candidates for selection to E2 grade in different disciplines through computer-based test. While going through, the Internal Notification-02/2025 dated 25.02.2025, it is, seen that equity has not been maintained for different disciplines viz - no experience has been kept for selection in E2 grade in personnel discipline while in Engg. disciplines, minimum three years' experience in Technical grade A has been kept for graduate engineers.

Similarly, while CIL is recruiting MBA (HR/Personnel/IR) as MT to work in HR discipline, but for departmental candidates, there is no mention of MBA/PGD in HR /Personnel/IR as qualification for making application and so, it is assumed that candidates having such qualifications are debarred from departmental promotion based on the basis of internal examination.

The advertisement seems to be favorable for some disciplines and un-favorable for others.

In the light of above facts, it is requested to revisit the eligibility criteria and allow maximum no. of aspiring candidates to appear at the exam.

It is brought to kind notice that many highly qualified graduates in engineering/ MBAs and others have joined the companies under land-ousted category or on compassionate ground. They must be given chance to appear at the examination and become E2 by clearing the departmental exam. But due to experience criteria or qualification bar, they have become ineligible.

Followings are suggested from AIACE side:

- a. Graduate engineers working in any category/grade may be allowed to appear for the promotion.
- b. MBA having relevant qualification and working in any category/grade may be allowed to appear for Personnel, Material, Marketing and Sales disciplines.
- c. The diploma engineers with 3 years' experience in Tech A grade may be allowed to appear at the exam for E2 grade, but those who do not appear may be upgraded to E1 grade after completion of 7 years in Tech A grade in reference to our letter nos. (i) AIACE/CENTRAL/2021/ 064 dated 26.5.2021 and (ii) AIACE/CENTRAL/2020/ 066 dated 8.7.2020, as attached in Annexures.
- d. Mock test (at least 3 nos. of CBT) be organised to acquaint eligible candidates who are provisionally shortlisted for appearing at the exam based on qualification and experience before actual exam.

In the light of above submission, it is requested to revisit the notification as above for issuing fresh notification to keep the employees motivated and to contribute for the growth of organization and for meeting the future challenges.

Thanking you,

Yours Sincerely,



(P.K.SINGH RATHOR)

Principal General Secretary

All India Association of Coal Executives (AIACE)

Encl:

Letter nos. (i) AIACE/CENTRAL/2021/ 064 dated 26.5.2021 and,  
(ii) AIACE/CENTRAL/2020/ 066 dated 8.7.2020

Copy to

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



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 demotivated 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 minimum experience 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)



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Email: [centralaiace@gmail.com](mailto:centralaiace@gmail.com); Ph. 9907434051

Ref No. **AIACE/CENTRAL/2021/ 064**

**Dated 26.5.2021**

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 and promotion from non-executive to executive grade

Dear Sir,

Kindly refer to our earlier letter no. AIACE/CENTRAL/2020/066 dt 8-7-2020 on the stated subject of Career growth in CIL.

It may be appreciated that in today's fast-paced world, if employees don't see equitable career growth, they become de-motivated and productivity is reduced. 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.

In the light of above, we had requested for re-designation of different grades and clubbing of disciplines for purpose of promotion from E5 to E6 grade onward along with redistribution of posts in various grades which will infuse motivational impact among the executives and staffs of Coal India Ltd.

We shall like to further add that Organizational structure should follow a pyramid structure.

Semi - qualified employees/ Tech A grade/ office superintendent and highest level non- executive be promoted to E1 grade on DPC basis after 7 years of service in that grade and E2 grade again after 7 years of service in E1 grade. This step will be beneficial to both employees and the organization. In such condition, non-executive employees will be motivated for promotion and exert more in their works and also the organization will be able to meet the requirement of lower level Executives from internal arrangement and from departmental employees. In this way, dedicated and talented employees will have opportunity to at least reach E2 /E3 grade before retirement.

It is suggested to continue the present arrangement of promotion of departmental candidates by clearing departmental exam and direct promotion to E2 grade. These candidates are eligible to reach up to E6 level if the age permits. Only E1 level executives should be made eligible for departmental exam and non-others for promotion to E2 grade and for promotion in E1 grade minimum experience in the company should be 15 years.

Adhering to the principle of pyramid of organizational structure, Grade wise % of executive manpower and promotional avenues purely on vacancy basis may be kept as shown below:

- 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 after one year of probation in E2 grade)
- E4 15% from E3 grade (direct recruits/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

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 favourable look on the proposal for deliberation, approval and implementation.

With Regards,



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Principal General Secretary  
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