



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

302, Block No. -4, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)

Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL /2025/ 034

Dated 10.6.2025

To

The Chairman
Coal India Ltd.,
Kolkata

Sub: Payment of Performance Related Pay (PRP) to left over executives

Dear Sir,

It is brought to your notice that some of our members have represented that they have not been paid Performance Related Pay (PRP). This was highlighted in our meeting with you on 15th January 2024. We had submitted a list of 51 such executives who have not received PRP vide our letter no. AIACE/CENTRAL/2024/022 dated 15th Feb 2024.

To our dismay, we find that there are still such left-over cases consisting of 45 such executives who have not received PRP as shown in **Enclosure – I**.

In the majority of the cases, PRP has not been paid for the terminal year of service, due to non-submission of PRIDE. This may be due to lack of awareness, no information from Personnel Department etc. In some cases, review of PRIDE has not been completed.

Earlier also, we had given a representation vide our letter no. AIACE/CENTRAL/2024/022 dated 15th Feb 2024 (**Enclosure – II**).

In view of the foregoing, we appeal to you to consider the above cases for review and release PRP to the affected executives.

Yours sincerely,

(P. K. SINGH RATHOR)
Principal General Secretary, AIACE

Enclosures- As above.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

PERFORMANCE RELATED PAY (PRP) NOT PAID DUE TO NON-SUBMISSION OF PRIDE

SL NO	NAME	SUBSIDIARY	DESIGNATION	AIACE MEM NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
1	DR, VIDYANAND PRASAD	BCCL	CMO	385	90139908	30-06-2013	2013-14
2	DR. O.P.NARAYAN	BCCL	CMS	364	90059353	31-03-2017	2016-17
3	DR. R C TRIPATHI	BCCL	CMO	1172	90075375	31-01-2014	2013-14
4	DR. SUTAPA BISWAS	BCCL	DY CMO	1267	90078205	30-04-2017	2016-17
5	UJJAL CHAUDHURI	BCCL	CM (FIN)	1181	90183963	31-10-2016	2016-17
6	ALOK KAR CHAUDHURI	CCL	CM (E&M)	1378	90030057	31-08-2012	2011-12 & 2012-13
7	AMIT CHATTERJEE	CCL	GM (F)	730	90063256	31-12-2016	2016-17
8	DEVRAJ KARAN SINGH	CCL	GM (CIVIL)	284	90154352	31-12-2011	2011-12
9	DR. A PARTHASARATHY	CCL	DY CMO	2349	90173022	28-03-2008	2007-08
10	JOYDEB GHOSH	CCL	DY. GM (M)	2346	90026949	31-01-2019	2018-19
11	MANGAL SAIN BHUTANI	CCL	CM (M&S)	1624	90187840	31-05-2017	2016-17 & 2017-18
12	SUDHANGSU SEKHAR PAL	CCL	SR.MGR (E&M)	889	90189762	30-11-2014	2014-15
13	UMESH PRASAD SINGH	CCL	CM (E&M)	1005	90130519	31-10-2014	2013-14 & 2014-15
14	V.V.PHALGUNAN PILLAI	CCL	CM (P)	27	90041922	31-01-2016	2015-16
15	AJIT KUMAR SAR	ECL	SOE (CIVIL)	1437	90238569	28-02-2015	2014-15
16	BIPAD TARAN BANERJEE	ECL	SR. MGR (M)	812	90026485	01-01-2013	2011-12 & 2012-13
17	N K MUKHERJEE	ECL	CM (M)	519	90027293	31-03-2013	2011-12 & 2012-13
18	NARENDRA PRASAD	ECL	CM (MINING)	2483	90027210	31-01-2017	2016-17
19	PARESH NATH BANERJEE	ECL	SOE (E&M)	605	90249202	28-02-2015	2014-15
20	PRASANTAGOPAL PATRA	ECL	SR.MGR (MINING)	998	90028945	31-08-2015	2015-16
21	RAJIB BANERJEE	ECL	ASST.MGR (SURVEY)	796	90047150	31-10-2016	2016-17

SL NO	NAME	SUBSIDIARY	DESIGNATION	AIACE MEM NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
22	RAMRENU HAZRA	ECL	SR MGR (E & M)	1742	90032582	31-07-2011	2011-12
23	RANJIT KUMAR NAYAK	ECL	CM(MINING)	305	90027699	31-12-2012	2011-12 & 2012-13
24	SAMAR KUMAR BANERJEE	ECL	SR.MGR (MINING)	926	90029448	01-09-2016	2016-17
25	SAMIR KUMAR BISWAS	ECL	SOE (CIVIL)	923	90238973	31-03-2015	2014-15
26	DEBABRATA CHATTOPADHYAY	MCL	GM (HRD)	634	90024050	31-05-2014	2014-15
27	ASHOK KUMAR JHA	NCL	DGM (E&M)	617	90113549	31-12-2016	2016-17
28	RABINDRA NATH SINGH	NCL	SR.MGR (MINING)	1410	90154691	31-08-2014	2014-15
29	RAJESH CHANDRA GUPTA	NCL	SOE	1087	90251505	31-07-2017	2017-18
30	DR. PRAMILA KUMARI	SECL	DY CMO	1373	90140328	31-12-2017	2017-18
31	DR. VIJAY KRISHNA	SECL	DY CMO	887	90140377	31-03-2017	2016-17
32	GIRISH KUMAR MISHRA	SECL	MGR (EXCV)	241	90147117	30-04-2021	2020-21
33	MOHAMMAD KABIR MANSOOR	SECL	SR MGR (M&S)	474	90296203	30-09-2014	2014-15
34	MOHAMMAD MUIN KHAN	SECL	ASST, MGR (M)	131	90212390	01-06-2014	2014-15
35	PRADEEP KUMAR SINGH	SECL	SOE (EXCV)	2080	90260084	30-06-2018	2016-17
36	SANTWANA KRISHNA SINHA	SECL	SR. MGR (SURVEY)	1390	90136177	31-01-2012	2011-12
37	SUMANT KUMAR SINHA	SECL	DY MGR (SURVEY)	909	90150079	28-02-2011	2010-11
38	SUNIL KUMAR ROY	SECL	SR. MGR (M)	7	90128000	30-06-2012	2012-13
39	VIJAY THIAGARAJAN	SECL	SR. MGR (F)	777	90137944	01-04-2012	2011-12
40	DEBASHISH CHATTOPADHYAY	WCL	CM (MM)	58	90100314	2013-14	2013-14
41	DEEPAK KUMAR	WCL	SR. MGR (M)	1408	90103508	31-01-2019	2018-19
42	K.A. GOPALAN ACHARY	WCL	SR.MGR (SECTTL)	690	90107095	30-11-2016	2016-17
43	M.SURESH RAO	WCL	GM (P)	942	90089608	31-10-2015	2015-16
44	S V RAM MOHAN	WCL	CM (MINING)	1401	90083627	31-05-2017	2016-17
45	S.SURESH RAO	WCL	GM (F)	429	90078213	31-10-2016	2016-17



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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 022

Dated 15.2.2024

To

The Chairman
Coal India Ltd.,
Kolkata

Sub: Payment of Performance Related Pay (PRP) to left over executives

Dear Sir,

It is brought to your notice that some of our members have represented that they have not been paid Performance Related Pay (PRP). This was highlighted in our meeting with you on 15th January 2024. You were kind enough to assure that the cases may be reviewed. After verification, we are enclosing a list of 51 such executives who have not received PRP (Annexure-I).

In the majority of the cases, PRP has not been paid for the terminal year of service, due to non-submission of PRIDE. This may be due to lack of awareness, no information from Personnel Department etc. In some cases, review of PRIDE has not been completed.

Earlier also, we had given a representation vide our letter no. AIACE/CENTRAL/2020/072 dated 20th July 2020 (Annexure-II).

In view of the foregoing, we appeal to you to consider the above cases for review and release PRP to the affected executives.

Yours sincerely,

(P. K. SINGH RATHOR)
Principal General Secretary, AIACE

Enclosures- As above.

CC

D(P&IR), CIL, Kolkata

All CMDs - BCCL/CCL/ECL/MCL/NCL/CMPDIL/SECL/WCL

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

PERFORMANCE RELATED PAY (PRP) NOT PAID DUE TO NON-SUBMISSION OF PRIDE

SL NO	NAME	SUBS.	DESIGNATION	MEMB NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
1	C P SINHA	BCCL	GM(CP)	278	90196536	30-06-2013	2013-14
2	DR. O.P.NARAYAN	BCCL	CMS	364	90059353	31-03-2017	2016-17
3	DR. R C TRIPATHI	BCCL	CMO	1172	90075375	31-01-2014	2013-14
4	DR. SUTAPA BISWAS	BCCL	DY CMO	1267	90078205	30-04-2017	2016-17
5	R.K.SRIVASTAVA	BCCL	CM (MM)	229	90154626	30-11-2014	2014-15
6	RAMESH CHANDRA	BCCL	DY CE (E&M)	1400	90179839	30-11-2016	2016-17
7	AMIT CHATTERJEE	CCL	GM (F)	730	90063256	31-12-2016	2016-17
8	DR. A PARTHASARATHY	CCL	CMO	2349	90173022	28-03-2008	2007-08
9	DRK SINGH	CCL	GM(Civil)	284	90154352	31-12-2011	2011-12
10	JOYDEB GHOSH	CCL	DY. GM (M)	2346	90026949	31-01-2019	2018-19
11	MANGAL SAIN BHUTANI	CCL	CM (M&S)	1624	90187840	31-05-2017	2016-17
12	NILAMANI KUMAR SINHA	CCL	GM(X)	2547	90177767	31-12-2019	2009-10
13	NRIPENDRA KUMAR SINHA	CCL	PROJECT OFFICER	894	90068677	31-10-2014	2014-15
14	SWAPAN KUMAR DAS	CCL	MANAGER (SURVEY)	578	90190471	30-04-2014	2014-15
15	UMESH PRASAD SINGH	CCL	CM (E&M)	1005	90130519	31-10-2014	2014-15
16	V.V.PHALGUNAN PILLAI	CCL	CM (P)	27	90041922	31-01-2016	2015-16
17	N RAMAKRISHNA	CMPDIL	GM	3172	90098989	30-11-2020	2019-20
18	ASHOK KUMAR BANERJEE	ECL	SR. MGR (M)	1745	90028234	30-11-2019	2019-20
19	DINESH PRATAP SINGH	ECL	SR, MGR (P)	2992	90042326	31-01-2021	2014-15
20	DR. INDRADEO CHOUDHARY	ECL	Dy CMO	2503	90045980	28-02-2019	2018-19
21	HARADHAN LAIK	ECL	SOE (E&M)	1209	90249947	31-01-2017	2016-17
22	NARENDRA PRASAD	ECL	CM (MINING)	2483	90027210	31-01-2017	2016-17
23	PANKAJ KUMAR LODH	ECL	CM (MINING)	2329	90186602	31-03-2020	2019-20
24	PARESH NATH BANERJEE	ECL	SOE	605	90249202	28-02-2015	2014-15
25	PRASANTAGOPAL PATRA	ECL	SR.MGR (MINING)	998	90028945	31-08-2015	2015-16

SL NO	NAME	SUBS.	DESIGNATION	MEMB NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
26	RAMRENU HAZRA	ECL	SR. MGR. (E&M)	1742	90032582	31-07-2011	2011-12
27	RANJIT KUMAR NAYAK	ECL	CM(MINING)	305	90027699	31-12-2012	2011-12 & 2012-13
28	SAMAR KUMAR BANERJEE	ECL	SR.MGR (MINING)	926	90029448	01-09-2016	2016-17
29	UDAY MONDAL	ECL	SOE (CIVIL)	663	90238684	31-01-2016	2015-16
30	HRUDANANDA PRADHAN	MCL	SR.MGR (MINING)	1377	90083734	31-01-2017	2016-17
31	RAJEN KUMAR DUTTA	MCL	GM(P)	2093	90165507	31-01-2016	2015-16
32	RABINDRA NATH SINGH	NCL	SR.MGR (MINING)	1410	90154691	31-08-2014	2014-15
33	SURESH KUMAR SINGH	NCL	CM(X)	3211	90109729	30-04-2016	2015-16
34	ANIL KUMAR SHARMA	SECL	SR MGR(M)	2115	90126830	30-09-2018	2015-16
35	ANTARYAMI SURYA	SECL	MGR (EXCV)	1525	90146762	31-07-2015	2015-16
36	DR. VIJAY KRISHNA	SECL	DY CMO	887	90140377	31-03-2017	2016-17
37	JASWANT KUMAR TAUNK	SECL	SR. MGR (F)	793	90138272	31-08-2016	2016-17
38	K VIJAY THIAGARAJAN	SECL	SR. MGR (F)	777	90137944	30-04-2012	2011-12
39	MOHANLAL SONI	SECL	SR MGR(M)	1015	90128406	30-06-2019	2015-16
40	SUMANT KUMAR SINHA	SECL	DY. MANAGER (SURVEY)	909	90150079	28-02-2011	2010-11
41	SUNIL KUMAR ROY	SECL	SR MGR(M)	7	90128000	30-06-2012	2012-13
42	BIJOY KUMAR BHAGAT	WCL	SR.MGR (F)	1884	90116963	31-12-2018	2018-19
43	DEBASISH CHATTOPADYAY	WCL	CM(MM)	58	90100314	30-04-2014	2013-14
44	DEEPAK KUMAR	WCL	SR. MGR (M)	1408	90103508	31-01-2019	2018-19
45	K.A. GOPALAN ACHARY	WCL	SR.MGR (SECTTL)	690	90107095	30-11-2016	2016-17
46	M.SURESH RAO	WCL	GM (P)	942	90089608	31-10-2015	2015-16
47	MOKHTAR AHMED ANSARI	WCL	CM (EXCV)	2553	90035080	28-02-2019	2017-18 (3M)
48	S V RAM MOHAN	WCL	CM (MINING)	1401	90083627	31-05-2017	2016-17
49	S.SURESH RAO	WCL	GM (F)	429	90078213	31-10-2016	2016-17
50	SUDHIR KUMAR GUPTA	WCL	GM (EXCV)	721	90133059	30-04-2017	2016-17
51	VIJAY MAHAJAN	WCL	CM (E&M)	510	90062050	31-08-2012	2012-13



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG);

Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2020 / 072**

Dated 20.7.2020

To

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

Sub:-- Payment of Performance Related Pay (PRP) to executives who could not fill up PRIDE in the year of retirement.

Dear Sir,

It is brought to your kind notice that CIL shifted to online PRIDE by getting rid of earlier offline yearly EER system. The newly introduced online system of PRIDE was not well understood by majority of executives who were almost computer illiterate. In the month of retirement, they were supposed to fill up PRIDE. But due to failure on the part of personnel executives in -charges as well as unawareness on the part of retiring executives, the PRIDE was not filled up.

It is further brought to your knowledge that some of our members have represented to us that they have not been paid Performance Related Pay (PRP) for the financial years in which they retired. After verification, we are enclosing a list of 37 such executives who have not received PRP ranging from FY 2013-14 to 2016-17. In a majority of the cases PRP has not been paid for the terminal year of service due to non-submission of PRIDE. This was due to lack of awareness among executives and failure on the part of Personnel Department in communicating about consequences there upon on the payment of PRP. Also, in some of the cases, review of PRIDE has not been completed.

We quote below extract from Operational Guidelines for payment of PRP for the years 2009-10 to 2014-15 issued vide Ref. No. CIL/C-5A(PC)/PRP/1192 dated 11-03-2016.

PMS Score under EER/PRIDE

1. *The rating of retired executives, whose performance appraisal could not be completed for the period of service in the retiring year, will be taken as the average of the immediately preceding 3 years' rating for computation of PRP.*
2. *In case of Executive retires from the Company and has spent less than 4 months in the financial year, he will be entitled to PRP as per his previous year's rating.*
3. *If the Executive has submitted his self-appraisal form but not appraised by the Accepting Authority, then his PMS rating may be considered as one grade lower than the MOU of the Company for the relevant Financial Year.*

4. *The rating recorded in the DPC for the relevant Year can be taken as final for computation of PRP, in case physical forms are not traceable.*

In view of the foregoing, we appeal to you to consider the above cases and release PRP to the affected executives.

Thanking You,



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

Encl: 1 a/a

CC

CMD, BCCL/CCL/ECL/MCL/NCL/CMPDIL/SECL/WCL

Director (P'nnel) CIL/ BCCL/CCL/ECL/MCL/ NCL/CMPDIL/SECL/WCL



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
PERFORMANCE RELATED PAY (PRP) NOT PAID DUE TO NON-SUBMISSION OF PRIDE

SL NO	NAME	SUBSIDIARY	DESIGNATION	MEM B NO	EIS	DATE OF RETIREMENT	PRP DUE FOR YEAR
1	ASHOK KUMAR SARBAJNA	BCCL	SR.EE (E&M)	1777	90056052	01/10/2015	2014-2015
2	DR. O.P.NARAYAN	BCCL	CMS	364	90059353	31/03/2017	2016-2017
3	DR. SUTAPA BISWAS	BCCL	DY CMO	1267	90078205	30/04/2017	2016-2017
4	R.K.SRIVASTAVA	BCCL	CM (MM)	229	90154626	30/11/2014	2014-2015
5	AMIT CHATTERJEE	CCL	GM (F)	730	90063256	31/12/2016	2016-2017
6	MANGAL SAIN BHUTANI	CCL	CM (M&S)	1624	90187840	31/05/2017	2016-2017
7	MOHAN PRASAD SINGH	CCL	SO (CIVIL)	892	90034539	31/01/2017	2016-2017
8	NRIPENDRA KUMAR SINHA	CCL	PROJECT OFFICER	894	90068677	31/10/2014	2014-2015
9	V.V.PHALGUNAN PILLAI	CCL	CM (P)	27	90041922	31/01/2016	2015-2016
10	BIKASH BANERJEE	ECL	DY FM	1671	90045436	30/04/2018	2016-2017
11	HARADHAN LAIK	ECL	SOE (E&M)	1209	90249947	31/01/2017	2016-2017
12	MANAS KUMAR DAS	ECL	SOE (E&M)	1435	90249285	31/01/2017	2016-2017
13	MANOJIT KUMAR SINHA	ECL	SR. MGR (M)	NEW	90027145	31/12/2018	2015-2016
14	PRASANTAGOPAL PATRA	ECL	SR.MGR (MINING)	998	90028945	31/08/2015	2015-2016
15	RAJIB BANERJEE	ECL	AM(SURVEY)	796	90047150	31/10/2016	2016-2017
16	SAMAR KUMAR BANERJEE	ECL	SR.MGR (MINING)	926	90029448	01/09/2016	2016-2017
17	UDAY MONDAL	ECL	SOE (CIVIL)	663	90238684	31/01/2016	2015-2016
18	HRUDANANDA PRADHAN	MCL	SR.MGR (MINING)	1377	90083734	31/01/2017	2016-2017
19	ANAND BHUSHAN	NCL	G M (EXCV)	995	90133174	28/02/2017	2016-2017
20	ASHOK KUMAR JHA	NCL	DGM (E&M)	617	90113549	31/12/2016	2016-2017
21	RAVINDRA NATH SINGH	NCL	SR.MGR (MINING)	1410	90154691	31/08/2014	2014-2015
22	ANTARYAMI SURYA	SECL	MGR (EXCV)	1525	90146762	31/07/2015	2015-2016
23	ASHOK KUMAR MISHRA	SECL	SR.MGR (EXCV)	443	90134156	31/10/2016	2016-2017
24	BIKASH SINHA RAY	SECL	SOE (CIVIL)	950	90262916	30/11/2017	2016-2017
25	DR. VIJAY KRISHNA	SECL	DY CMO	887	90140377	31/03/2017	2016-2017
26	JASWANT KUMAR TAUNK	SECL	SR. MGR (F)	793	90138272	31/08/2016	2016-2017
27	JAWAHAR LALL	SECL	GM (EXCV)	566	90177213	31/10/2015	2013-2014
28	L.C.KUNDU ROY	SECL	SR.MGR (SURVEY)	1125	90136300	31/03/2017	2016-2017
29	SHANTANU CHAKRABORTY	SECL	MGR (EXCV)	1583	90151747	01/07/2016	2016-2017
30	V.K.ASTHANA	SECL	SR.MGR (E&M)	1744	90146259	31/03/2017	2016-2017
31	K.A. GOPALAN ACHARY	WCL	SR.MGR (SECTTL)	690	90107095	30/11/2016	2016-2017

32	M.SURESH RAO	WCL	GM (P)	942	90089608	31/10/2015	2015-2016
33	PRADIP KUMAR	WCL	GM (EXCV)	901	90154774	31/01/2017	2016-2017
34	S V RAM MOHAN	WCL	CM (MINING)	1401	90083627	31/05/2017	2016-2017
35	S.SURESH RAO	WCL	GM (F)	429	90078213	31/10/2016	2016-2017
36	SAJAL KUMAR DAS	WCL	CM (EXCV)	697	90092081	31/03/2017	2016-2017
37	SYED AIJAZ ALI	WCL	GM (M)	1517	90107111	31/07/2016	2016-2017