



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/ 036

Dated 13.6.2025

To

The Chairman
Coal India Ltd.,
Kolkata

Sub: Payment of PRP for 2023-24 to retired executives along with working executives

Dear Sir,

It is heartening to note that vide order no. CIL/C5A/(HRMS)/PRP/2023-24/654 dt 5th June, 2025, CIL has announced payment of PRP for the year 2023-24 to the executives of CIL within a given time frame.

It has been observed that retired executives are not going to be paid PRP along with their counterparts who are still on rolls and working. A time delayed payment has been envisaged for them as per practice in vogue since past few years. This practice undermines the efforts of retirees who had contributed a lot for profitability of the company and their age-factor has played a deterring factor for their timely receipt of PRP.

This delay, accompanied by the unforeseen circumstances in delayed/non-submission of PRIDE form, further adds to delayed payment of PRP. Only recently, vide our letter no. AIACE/CENTRAL/2025/035 dt 13/6/2025 we have identified 45 cases of retirees who are still awaiting their PRP payment.

Under these circumstances, we request your directions for paying PRP to all eligible executives, whether Retired OR Working, at the same time.

Thanking you,

Yours sincerely,

(P. K. SINGH RATHOR)

Principal General Secretary, AIACE

CC

The Coal Secretary, Govt of India, New Delhi.

कोल इण्डिया लिमि

(सहायक कंपनी)

(भारत सरकार उपक्रम)

अधिकारी स्थापना विभाग, कार्मिक विभाग,

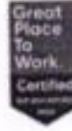
कोल भवन, प्रेमिस् नं. 04, एमए.एड.

प्लॉट नं. एएच-III, एम्पन एरिया-1 ए, न्यूटाउन, राजरहाट,

कोलकाता-700 154,

वेबसाइट: www.coalindia.in

सी आई एन नं. L23109WB1973GOI028844



5 DECADES OF UNEARTHING ENERGY

COAL INDIA LIMITED

(A Maharatna Company)

(A Govt. of India Undertaking)

Executive Establishment Department, Personnel Division,

'Coal Bhawan', Premises No.04-MAR,

Plot No-AF-III, Action Area -IA,

New Town, Rajrhat,

Kolkata - 700 154

Website: www.coalindia.in

CIN No.L23109WB1973GOI028844

संदर्भ सं: CIL/C5A(HRMS)/PRP 2023-24/ 654

दिनांक: 05.06.2025

**The GM/ Dy. GM (HR-EE),
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL/CMPDI****ई - मेल द्वारा****विषय: Payment of Performance Related Pay for the FY 2023-24****महोदया/ महोदय,**

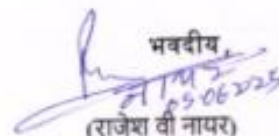
CIL Corporate Planning department has communicated the MoU ratings of CIL & its Subsidiaries for the FY 2023-24 vide letter No. 2697 dated 23.05.2025 which has already been communicated.

In this regard, for disbursement of PRP payment, the following timeline to be adhered:

Sl.No.	Task	Timeline
1	Communication of tentative percentage eligibility of PRP benefit under Individual's performance component of PRP Modalities by concerned Executive Establishment Department of CIL & its Subsidiaries to the concerned Finance Department of CIL and its Subsidiaries.	By 16.06.2025
2	Communication of the provisional required total amount payable for both 65% & 35% component separately for disbursement of PRP by assuming the 'Cut-off factor 1' & 'Cut-off factor 2' as 100% by the concerned Finance department of CIL & its Subsidiaries to CIL Finance department.	By 18.06.2025
3	Communication of grade wise kitty factor by CIL Finance department to the concerned Finance department of CIL & its Subsidiaries.	By 20.06.2025
4	Disbursement of PRP to the entitled Executives by CIL & its Subsidiaries based on the communicated Kitty factor.	By 25.06.2025

Note: In case of non-availability of final ratings i.e. of E8 & above grade Executives, Management Trainees, etc. the ratings to be presumed by CIL/ Subsidiaries for derivation of kitty factor. However, the payment to be made as per the actual final ratings.

This is for kind information and compliance by all concerned.


भवदीय
(राजेश वी नायर)
महाप्रबंधक (एच आर /अधि. स्था.)

ई-मेल के माध्यम से वितरण:

1. D(HR&IR), CIL - for kind information
2. D(HR)/ D(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
3. D(T/CRD), CMPDI
4. ED (Coordination), CIL
5. ED (HCM), Ranchi
6. GM (Fin), CIL
7. GM, NEC/ GM, CIL Delhi Office
8. GM (ICT), CMPDI - with a request for necessary facilitation through HRMS
9. Manager (HR/EE), CIL