



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/ 038

Dated 24.6.2025

To
The Chairman
Coal India Ltd.,
Kolkata

Sub: Deplorable Side by side announcement of Postponement and Withdrawal of PRP payment due for the FY 2023-24

Dear Sir,

It is a matter of regret that a Maharatna company like Coal India Ltd seems to be working cluelessly where, right-hand does not know how the left-hand is working.

In a bizarre incident, on same date 23/6/2025, within seconds/minutes/hours, 2 different letters have been issued. The first one, vide letter no. CIL/C5A(HRMS)/PRP 2023-24/742 dated 23.06.2025 postpones the cut-off date for PRP payment to Executives of CIL to an uncertain date. (Annexure-I)

This letter is, within fraction of time, subsequently withdrawn vide letter no. CIL/C5A(HRMS)/PRP 2023-24/743 dated 23.06.2025. (Annexure-II)

Such incidents have occurred in past also. This exposes casual approach of CIL management and their executives where there is no correlation between various departments in arriving at certain decision. Conflicting decisions within a short time-frame occur due to various factors, including time pressure, emotional influences, lack of clear information, or conflicting priorities. These factors can lead individuals to make decisions that are later perceived as inconsistent or even contradictory.

It is time that CIL tightens its belt to overcome the above stated reasons which unfortunately have the potential to tarnish the image of a Maharatna company.

Thanking you,

Yours sincerely,

(P. K. SINGH RATHOR)

Principal General Secretary, AIACE

CC

The Coal Secretary, Govt of India, New Delhi-- With a request for an appropriate direction to Coal India Ltd for non-repetition of such situation in future

इण्डिया लिमिटेड

कंपनी)

सरकार उपक्रम)

री स्वायत्त विभाग कार्मिक डिविजन,

खन, प्रमिसिज सं.04, एमएआर,

एएफ-III, एक्शन एरिया-1 ए, न्यूटाउन, राजरहाट,

कोलकाता-700 156,

www.coalindia.in

एन सं. 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, Rajarhat,

Kolkata - 700 156

Website: www.coalindia.in

CIN No.L23109WB1973GOI028844

संदर्भ सं: CIL/C5A(HRMS)/PRP 2023-24/ 742

दिनांक: 23.06.2025

The GM/ Dy. GM (HR-EE),
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL/CMPDI

ई - मेल द्वारा

विषय: Postponed of PRP payment date for the FY 2023-24

महोदया/ महोदय,

In reference to this office letter no. 654 dated 05.06.2025, wherein the date of payment/disbursement of PRP for FY 2023-24 was communicated as 25.06.2025 to CIL and its subsidiaries, it is informed that due to certain unavoidable circumstances, the said date for PRP payment has been postponed.

All concerned are requested to kindly prepare and keep the final PRP bill ready as per the prescribed guidelines.

Payment of PRP will be required to be done at very short notice on receipt of instructions from the competent authority.

This is for kind information and compliance by all concerned.

भवदीय,
[Signature]
23.06.2025

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

ई-मेल के माध्यम से वितरण:

1. D(HR), CIL – for kind information
2. D(HR)/ D(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
3. D(T/CRD), CMPDIL

कोल इण्डिया लिमिटेड

(महाराज कंपनी)

(भारत सरकार उपक्रम)

अधिकारी स्थापना विभाग कार्मिक डिविजन,

'कोल धवन', प्रेमिस्सिज सं. 04, एमएआर,

प्लॉट सं.-एएफ-III, एन्कन एरिया-1 ए, न्यूटाउन, राजरहाट,

कोलकाता-700 156,

वेबसाइट: www.coalindia.in

सी आई एन सं. L23109WB1973GOI028844

**5 DECADES OF UNEARTHING ENERGY****COAL INDIA LIMITED**

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Executive Establishment Department, Personnel Division,

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CIN No.L23109WB1973GOI028844

संदर्भ सं: CIL/C5A(HRMS)/PRP 2023-24/743

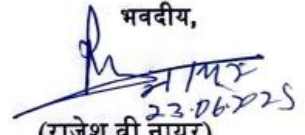
दिनांक: 23.06.2025

**The GM/ Dy. GM (HR-EE),
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL/CMPDI**

ई-मेल द्वारा

विषय: PRP payment date for the FY 2023-24-reg.**महोदय/ महोदया,**

The letter no. 742 dated 23.06.2025 issued by this office is hereby stands withdrawn. This is for kind information and needful.

भवदीय,

 23.06.2025
 (राजेश वी नायर)
 महाप्रबंधक (मा.सं./ अ. स्था.)

ई-मेल के माध्यम से वितरण:

1. D (HR), CIL - for kind information
2. DHR/ D (F), BCCL/ CCL/ ECL/ MOL/ NCL/ SECL/ WCL
3. D (T/CRD), CMPDIL
4. ED (Coordination), CIL
5. ED(IICM), Ranchi
6. GM(Fin), CIL
7. GM, NEC/GM, CIL Delhi Office
8. GM(ICT), CMPDIL