



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

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Dated 26.6.2025

To
The Secretary,
Ministry of Coal,
Government of India,
New Delhi.

Sub: Stoppage of ongoing online interview for E8 grade(General Manager) in Coal India and ensuring face to face interview (offline mode) within defined timeline

Dear Sir,

It is to bring to your kind notice that CIL management has started online interview for selection for E8 grade executives. This interview is going on at very slow pace due to management's lethargic approach and non-committal behavior towards professionalism. The interview continues over many months as the management and designated interviewers are not at all concerned to complete the interview process in defined timeline. This can be verified by requisitioning the history of last 2-3 interview processes from CIL

It has been seen that between start of the interview and actual issue of promotion order, many executives do retire and they do not get chance to appear for the interview.

The present ongoing interview should have been conducted between Oct- Dec, 2024 as the cut-off date to determine eligibility was Sept, 2024. If the interview would have been completed in time, many E7 executives would have got promotion and would have become General Managers. Due to faulty system and un-equitable distribution of vacancies across the disciplines, senior executives in some disciplines remain unsuccessful in getting promotion whereas in some disciplines, many juniors do get promotion and become seniors. Sometimes these promoted executives fail to justify positions in their original disciplines and, are shunted out to be made HODs of those departments where senior executives were left behind in promotion.

It is informed that the slow pace of the ongoing online interview has created mass dissatisfaction among the E7 level executives. The purpose of starting online interview for E8 Grade instead of Offline (Face to Face) interview Mode was to save time & cost, but, the management has utterly failed in the purpose. For selection of top level Executives, there must be face to face interview for not just to check subject knowledge but to check other qualities like commitment, sincerity, empathy, discipline, integrity and others.

There are many advantages of face to face interview as compared to Online / VC Mode namely trust between the interviewers and participants, chance to share thoughts and experiences more freely, observation of body language and facial expressions of participant's true feeling and attitude to judge suitability of the candidates for the higher positions.

Under the circumstances, seeing the benefits of face to face Interviews as stated as above, CIL Management may be advised to re-think for change of Interview Mode from online to offline for selection of General Managers (E8 Grade).

It is further requested for stopping ongoing online interview in Coal India for a short period to ensure face to face interview (offline mode) within defined timeline.

Hoping for appropriate direction to CIL management from your end.

With Regards,



(P. K. Singh Rathor)
Principal General Secretary,
AIACE.

CC- The Minister of Coal and Mines, Govt of India, New Delhi.