

ALL INDIA ASSOCIATION OF COAL EXECUTIVES
(AIACE)

(Regd under The TU Act,1926,Reg no 546/2016,PAN -- AAEEA7978E)

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Dated -- 24 /8/2017

To
The Chairman
Coal India Limited
Kolkata.

Subject: Constitution of Reveiw Commitee at director level for resolving grievances regarding PRIDE rating.

Dear Sir,

The PRIDE rating has been uploaded in CIL website for the year 2016-17 and it is brought to your kind notice that this communication has created shock, agony and frustration among many officers who have been working through out the year for fulfilling the targets of the companies even by forgetting their personal comforts. Throughout the year, they worked with full integrity, best efforts and hard work to achieve the KPI targets and complete the work in time and even exceeded the expectations with full responsibility, dedication and zeal. Even having completed all the tasks mentioned in PRIDE, as well as tasks assigned from time to time ,the rating given is far low from their expectations, which hurts inspiration to work with competence.

Here , We want to bring to your kind notice sample cases of Anuj Kumar, Area Civil Engineer/WD, Mrs Manisha Basu Roy, Dy. Mgr(Fin)/WD, Sri Jai Prakash Patel, Dy. Manager(CP)/SCW , Anita Minz, Finance Officer/WD , all from BCCL. They invested their full time, did not even care about Sundays/ Holidays and kept office work above their personal responsibilities. But the their rating is beyond imagination and this has demoralized them and they are in dilemma as to how to inspire themselves to work with dedication and integrity.

In this regard, we would like to bring to your notice salient points: -

- a. Quantified Target Achievements > 100 %, has also been rated low. Such as: Production Target; Reduction in Loss per Ton; Dispatch of Products etc.
- b. Submission of Scheduled Reports and Compliance of Statutory Compliances is rated low; late submission/non-compliance would have accrued penalty.
- c. PMS Cycle was completed on time, but it has been rated low.
- d. Man-days of Training undergone against release have been rated low, despite 100 % participation.
- e. External influence for personal Gains has been rated low. No external influences were used; and this puts a question mark on their integrity. Using external influence is also a violation of CDA Rule; and mandates disciplinary action.

There are many such cases in different subsidiary companies which need to be taken care of. The executives concerned should be given a chance to represent their grievance regarding PRIDE rating and Reporting authority and Accepting authority be given authority to review the rating so as to satisfy the executives who feel their ratings have been below their expectations.

In the light of above facts, it is requested to constitute an apex review committee consisting of directors at CIL level to review such representation regarding ratings within a fixed time of one month and increase/ decrease the ratings based on the facts and figures.

This will send a positive signal among executives regarding management concerns towards their growth and development.

Regards

P K SINGH RATHOR
Principal General Secretary
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CC:-- DP/DT/DM/DF, Coal India Ltd.
CMD/DP/DT/DF, ECL/BCCL/CCL/CMPDIL/NCL/SECL/MCL/WCL