

**ALL INDIA ASSOCIATION OF COAL EXECUTIVES  
(AIACE )**

(Regd under The TU Act,1926,Reg no 546/2016,PAN -- AAEAA7978E)

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Dated 9 /10/2017

To

The Chairman,  
Coal India Ltd  
Coal Bhawan, New Town  
Rajarhat, Kolkata (WB).

Sub: - Allowing refilling of PRIDE form by Sri Sharma for the year 2015-16 and payment of PRP on the basis of PRIDE rating.

Dear Sir,

Sri Anil Kumar Sharma(EIS -90126830) working as Dy GM/Colliery Manager, Dharam mine,Chhall sub area, SECL Raigarh Area was transferred from Kumda sub area, Bishrampur Area to Raigar Area in June,2015.He has not been paid PRP for the year 2015-16 for following reasons.

1. He had completed his goal setting for the year 2015-16 in Bishrampur Area with reporting authority as Sri Nitin Plilip, CM(M), Kumda Sub Area.
2. After his transfer from Bishrampur Area to Raigarh Area, he contacted Nodal Officer(HRIS) several times for resetting the goal in changed condition.
3. He was informed on 27/7/2015 to complete his goal setting with reporting authority as Sri A K Dhal, Sub Area Manager, Chhal Sub area. But the goal setting window remained inactive till October'2015.In the mean time, Sri Sharma continuously followed up Ms Seema Kumari, Nodal Officer(HRIS), SECL Raigarh Area for taking needful action for completing his goal setting
4. In October'2015, the goal setting/review window appeared with

previous reporting authority, shown as Sri Nitin Plilip, Sub Area manager, Kumda sub area, Bishrampur Area but not the present controlling officer, Sri A K Dhal, sub area manager, Chhall sub area, Raigarh area. This error was reported several times verbally to Nodal officer,(HRIS, Raigarh Area, but every time he was advised to complete the goal setting and rest should be left to her for correction.

5. Sri A K Sharma completed his goal setting and feedback on 27/10/2015.

6. During final rating, two forms were shown in respect of Sri Sharma with controlling/reporting authority as Sri A K Dhal for form filled up on 27/10/2015 and another blank. This was reported to Area Personnel Manager, Raigarh immediately.

7. Sri A K Dhal ,SAM, Chall Sub Area reported this error to Dy GM(EE), SECL Bilaspur vide his letter no 828 dated 12/4/2016.

8. After that the PRIDE form was not visible and performance evaluation could not be done as the form was deleted/edited due to software problem.

9. In this connection, it is stated that ,Sri Sharma's performance evaluation for following years was as below,

2010-11	Outstanding
2011-12	Outstanding
2012-13	Outstanding
2013-14	Very good
2014-15	Very good
2015-16	Missing.

On the basis of above performance rating, Sri Sharma was promoted to E7 grade on 02/02/2016 with notional seniority from 28/07/2009.

10. Due to missing Pride rating for 2015-16, Sri Sharma was not paid PRP for the year 2015-16 and as such has been put to financial loss due to fault of Nodal Officer(HRIS), Raigarh Area, APM, Raigarh Area, Dy GM(EE), SECL Bilaspur and system administrator, CMPDIL, Ranchi.

It is requested to issue necessary instruction to all concerned for allowing refilling of PRIDE form by Sri Sharma and payment of PRP on the basis of PRIDE rating.

Sir, there may be another a few cases like this across subsidiaries.

Therefore, it is requested to resolve all such cases at the earliest and take needful action for improving the system for detecting this type of abnormal cases to infuse confidence among executives towards this system of digitalised performance appraisal.

Hope, early action will be taken on our request.

Regards

P K SINGH RATHOR  
Principal General Secretary  
AIACE  
CAMP- SECL KORBA AREA  
DISTT:- KORBA, CG 495677

CC:--

- 1.The D(P)/ DT/DF/DM ,Coal India Ltd
2. CMD/DT/DP /DF  
ECL/BCCL/CCL/CMPDIL/NCL/SECL/WCL/MCL