



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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AIACE/CENTRAL/2019/ 115

Dated 17/8 /2019

To
The Chairman
Coal India Limited
Kolkata

Sub:-- Thanks for issuance of promotion order from E6 to E7 in mining discipline ,discontentment and suggestion for allotting score/point for experience.

Dear Sir,

All India Association of Coal Executives (AIACE) extends the heartiest thanks to Sri A K Jha, Chairman, Coal India Ltd , other directors and executives & staffs of CIL Personnel deptt who worked day and night for issuance of promotion orders from E6 to E7 in mining discipline.

Some voices of discontentment have also come and it is claimed that many have been superseded by their juniors as they could not reach 75 point cut off for becoming eligible for promotion.

If this happens in non-mining disciplines and criteria of 75 point is kept as it is without changing the points for experience, many of executives with continuous excellent pride rating for three years will not reach the cut off and so will not qualify for promotion in spite of sufficient vacancy in E7 grade. The most affected executives will be from civil, excavation, E&M, Industrial Engg, Finance and others who joined CIL in 1991,1992,1993 and who were promoted in E6 grade in 2013 and 2014 due their long stagnation in E3(E4)/E5 grade.

Sir, for promotion, 3 years experience is taken in below grade and points allotted are 20. While deciding 3 years experience and 20 points what may be the logic? One can not get 20 point by having even 10 years of experience.

The example for point allotment is as below.

8 years experience.	8 (1/year)
9 years experience.	10 (8+2 /year over 8 years)
10 years experience.	12(8+4)
11 years experience.	14(8+6)
12 years experience.	16(8+8)
13 years experience.	18(8+10)
14 years experience.	20(8+12)

From the above, it is clear that for scoring 20 points in experience, one has to have at least 14 years experience in E6 grade.

AIACE suggests points for experience as below,

3 years experience	18 (6/year)
4 years experience	19(1/year over 3 yrs)
5 years experience.	20

Alternatively, total nos of years in Executive grade should be considered for allotment of points in experience and after 20 years of service, all should have 20 points.

The above suggestion is logical and rational and will be acceptable to all executives.

By doing as above, all executives of E6 grade who have already completed more than 27 years will have 29/30 points (20 for experience and 9/10 for qualification). This will enable them to achieve cut off of 75 points by having very good PRIDE rating.

In this condition, PRIDE rating as well as experience both will be taken for deciding eligibility for promotion.

The highest scorer may be put at the top and in descending order, merit list be prepared for promotion. Accordingly, vacancy should be filled up by promotion as per serial. In no case, vacancy be kept unfilled.

It is therefore requested to look into the above suggestion and do needful for maximum satisfaction of executives who will be retiring in coming 5-6 years.

Yours sincerely



P K SINGH RATHOR
Principal General Secretary

CC-- DP/DT/DF/DM, CIL, Kolkata
CMD/DP/DT/DF, all subsidiary companies of CIL