



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG);

Email: centralaiace@gmail.com; Ph. 9907434051

AIACE/CENTRAL/2019/ 120

Dated 13/9/2019

To

The Chairman
Coal India Limited,
Kolkata.

Sub: - Promotion of Sri R K Wadhawan(EIS- 90127846),Sr Mgr(M), SECL Kusmunda Area from E6 to E7 grade.

Dear Sir,

Sri R K Wadhawan is at present working as Nodal Officer, Land and Revenue at Kusmunda Area. He was promoted to E6 grade on 12/7/2010. He has been doing exceedingly well and actively working in land acquisition for expansion of the project. Kusmunda area is going to be the biggest OC mine in India with the capacity of 50 MT/annum by the next year. For the last 9 years, Sri Wadhawan's performance rating is given below.

YEAR	MARKS/POINTS	RATING
2010-11	85	E
2011-12	88	E
2012-13	86	E
2013-14	4.12	OS
2014-15	4.12	OS
2015-16	0	P
2016-17	4.12	OS
2017-18	1.32	OS
2018-19	1.46	OS

It is here to mention that Sri Wadhawan was transferred from Kusmunda project to Kusmunda AHQ during 2015-16. Due to change of his role, a new PRIDE was created on 4/8/2015. But during 15 days period, HRMS portal was not accessible due to technical and other reasons and he could not complete the goal setting in time. He was never reminded by area nodal officer or company nodal officer, HRMS to complete the goal setting and also he was not informed about likely consequences of not doing it. As the goal setting was not done in time, he could not complete his annual assessment and so he was rated POOR. Due to this poor rating, he was not considered for recent promotion from E6 to E7 grade.

Sir, you will appreciate that a dedicated officer, having excellent/outstanding performance in last 9 years was debarred from his due promotion due to technical fault beyond his control. There may be many other such cases which need attention of the management.

All India Association of Coal Executives(AIACE) demands review of all such cases in which the rating has been done as POOR for delay in goal setting /completion of yearly PRIDE and due to which executives have been debarred from promotion in spite of their excellent ratings in other years.

It is further requested to direct concerned officials for constituting a special DPC for promotion of such executives as per laid down criteria.

Thanking You,

With Regards,



P K SINGH RATHOR
Principal General Secretary

CC

DP,Kolkata.
CMD /DP, All subsidiary companies of CIL.

Copy for information:-

The Secretary, Ministry of Coal, Govt. of India, New Delhi.