



# 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);

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**AIACE/CENTRAL/2020 / 3**

**Dated 16-1-2020**

**To  
The Chairman  
Coal India Limited  
Kolkata**

**Sub:-- Promotion from E6 to E7 grade on the basis of cut off as on 30/9/2018 and 30/9/2019.**

**Dear Sir,**

All India Association of Coal Executives(AIACE) likes to bring into the notice of CIL management regarding voices of discontentment among E6 level executives who, even after putting in more than 27-28 years of service in executive grade, have not been promoted to E7 grade. Many of such executives, even after having excellent PRIDE rating, have been superseded by their juniors as they could not reach 75 point cut off for becoming eligible for promotion.

If this continues, 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 are from Civil, Excavation, E&M, Industrial Engg., E&T, Personnel, Finance and other cadre, who joined CIL in 1991,1992,1993 and who were promoted in E6 grade in 2013 and 2014 due to their long stagnation in E3(E4)/E5 grade.

Sir, for promotion, 3 years experience is taken in below grade and points allotted is 20. While deciding 3 years experience and 20 points what may be the logic? One cannot 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), considering 2 points for every year over 8 years
10 years experience.	12 (=8+4), considering 2 points for every year over 8 years
11 years experience.	14 (=8+6), considering 2 points for every year over 8 years
12 years experience.	16 (=8+8), considering 2 points for every year over 8 years
13 years experience.	18 (=8+10), considering 2 points for every year over 8 years
14 years experience.	20 (=8+12), considering 2 points for every year over 8 years

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 would like to suggest, points for experience, as below:-



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

Alternatively, total number 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.

AIACE requests CIL management, and particularly, Chairman, Sri A K Jha who is shortly going to superannuate, for initiating needful actions on war footing. His kind initiative will ensure **executives' promotion from E6 to E7 grade on the basis of cut off as on 30/9/2018 and 30/9/2019. Personnel Department executives are requested to Co-operate the Chairman in the promotion process.**

Yours sincerely

P K Singh Rathor  
Principal General Secretary  
All India Association of Coal Executives

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

P.K.SINGH RATHORE  
Principal General Secretary

CC--

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