



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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To

The Chairman,
Coal India Limited,
Newtown, Rajarhat,
Kolkata-700156

Sub:-- Non-submission of PRIDE/PAR by Retiring Executives due to (i) non-availability of PRIDE portal, and (ii) various other reasons leading to Non-payment of PRP to Executives who retired in the middle of last Financial Year

Dear Sir,

Recently from around 2015, a new type of Performance Management System has been introduced for executives working in Coal India. This PMS calls for submission of PRIDE & PAR of every executive. On the face of it this PMS looks very pretty and ideal system, but it has its own limitations and drawbacks in its implementation which has resulted in mental agony and financial hardship to executives retiring in the middle of any financial year. The problem also aggravated due to non-availability of PRIDE portal when the executives tried to fill them.

The executives failing to submit these reports at the time of their superannuation have been unsuccessful so far in receiving their due PRP payments. Now let us examine how an executive is expected to fill and submit these forms. The time frame showing Initial & Final activities for submitting PRIDE/PAR is as summarised in table below as an example.

	Task	Responsibility	Normal Timeline	Extended Timeline with Penalty
PRIDE <i>(Performance Report for Individual Development of Executive)</i>	Self-Appraisal	Executive concerned	1 st June, 2018 to 30 th June, 2018	1 st July, 2018 to 5 th July, 2018
	Publication of final ratings after appeal disposal	By 20 th October, 2018		
PAR <i>(Performance Appraisal Report)</i>	Self-Appraisal	Executive concerned	1 st June, 2018 to 30 th October, 2018	—
	Publication of final ratings after appeal disposal	By 25 th February, 2019		

A close look at the scheduled activities reveal that for PRIDE/PAR, self-appraisal is the primary responsibility of executive concerned and this activity begins only from 1st of June. Thus an executive retiring in the months of May & June are in no way in a position to initiate PRIDE/PAR report. Thus they are being penalised and their PRP withheld for no fault of their own.

Moreover, CIL's Office order no. CIL/C-5A(PC)/PMS-EIS/152 dt 20.4.2015 has also agreed at (1) that while the primary responsibility of initialising PRIDE lies with the executive concerned and (2) has also made the concerned Area Nodal Officer responsible for activating a PRIDE in case of an executive joining a new location due to (a) either his transfer, or (b) is subjected to change of current role. This clearly implies that when a change of current role has been initiated due to superannuation of an executive, the primary responsibility shifts to the Area Nodal officer. It is regretted that, Area Nodal officers have clearly failed in accomplishing this role and the executives are the resultant sufferer.

Moving further, the time frame proceeds further and mentions the last date of completion of PRIDE and PAR activities 20th October, 2018 and 25th February 2019 respectively. This is meaningless for an executive going to be superannuated during the middle of the financial year.

So, a request is made for immediate release of withheld PRP of such executives who maybe around 100 in entire Coal India who could not fill up PRIDE/PAR in time in the year of their superannuation.

Looking forward to a positive response from your end.

Regards,



P.K.SINGH RATHOR
Principal General Secretary

CC- DP/DF/DT/DM, CIL, Kolkata
CMD, ECL/BCCL/CCL/CMPDIL/NCL/SECL/WCL/MCL