



## ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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**AIACE/CENTRAL/2020 / 12**

**Dated 18.2.2020**

To

The Director (Personnel)  
Coal India Limited,  
Newtown, Rajarhat,  
Kolkata-700156

Sub:-- Release 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.

In this context, it is to state that 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 middle of Financial year are in no way in a position to initiate PRIDE/PAR report. Many of retired executives have been deprived of PRP for no fault of their own. The problem also aggravated due to non-availability of PRIDE portal when the executives tried to fill them.

In another type of case, executives could not submit PRIDE due to change of their Posting/Role at an Existing/New location leading to the failure on the part of Area Nodal Officer to activate PRIDE.

Thus, these executives failing to submit these reports at the time of their superannuation have been unsuccessful so far in receiving their due PRP payments.

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