



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 / 17

Dated 20.2.2020

To

The Chairman
Coal India Limited
New Town, Rajarhat, Kolkata.

Sub:- Implementation of job rotation and transfer policy issued vide office order no CIL/C5A(PC)/TRANSFER/2849 dated 21/5/2018.

Dear Sir,

All India Association of Coal Executives(AIACE) believes that job rotation and transfer policy as per above will help executives in their career development as they will have varied experience and exposure in different functional areas by working in different units, areas, companies and corporate head quarters.

Vide letter numbers AIACE/CENTRAL/2018/32 dated 23/5/2018, AIACE/CENTRAL/2018/37 dated 11/6/2018 , AIACE/CENTRAL/2018/84 dated 24/11/2018, and AIACE/CENTRAL/2019/86 dated 18/ 6/2019,it had requested for the implementation of the stated policy in the true spirit.

It is brought to your kind knowledge that satisfactory implementation of the referred policy is still a dream. We are compelled to reiterate our demands for your kind perusal and favourable actions which are as below.

1. All Mining, E&M, Excavation, Survey, Civil Engg. and Materials Mgt discipline executives must be given at least 5 years posting in opencast mines in first 15 years of their career.
2. Posting in CMPDIL should be done to executives only after they gain experience of at least 5 years in UG and 5 years in OC mines.
3. Executives of Mining, Personnel, Finance, E&M, Excavation, Environment and posted in CMPDIL for more than 15 years must be transferred to production companies to make available their theoretical expertise in field jobs.
4. Executives posted in NEC Assam should have tenure of not more than five years in that field.
5. All the executives must have a corporate level experience for at least five years in entire service span. Therefore, executives below the rank of General Manager should continuously be replaced by newer faces every year at corporate HQs.
6. For effective utilization of the services of Industrial Engg. Discipline vis-a-vis implementation of their suggestions, Industrial Engg. executives need to be placed directly under the control of CMD of respective companies.

7. Looking at the growing importance of environment deptt. and its effect on mining operations, engineers belonging to Mining, Civil, E&M, Excavation (Below the age of 40 year) should be placed in the environment deptt. for a period of at least one year to gain the knowledge for application in their respective fields.
8. Land & Revenue department should be multi-disciplinary consisting of executives from Mining, Civil, Survey, Personnel and Legal executives.

It is brought to your notice that some of the executives have been posted in CIL HQ, company HQ and regional offices of CIL for a very long period and for more than stipulated period at the same place as mentioned in the above transfer policy where as those posted in field continue to be there for long.

The Coalfield Allowance to field executives has been abolished in 3rd pay revision, so there is no motivation for them to work in field for long years. The executives have started raising their voices against injustice and partiality being done to them and making favour to a few of executives posted in above offices.

In the light of above facts, AIACE demands that all executives who have worked for more than 5 years continuously in CIL HQ, Company HQ and regional offices, be transferred to field offices and those posted in coalfield areas be transferred to corporate offices as per requirement to gain an experience of corporate culture. This will create a pool of officers having varied experience of field as well as offices making them more efficient in works.

It is also requested to issue firm instructions for effecting transfer of Executives in true spirit from Unit to Unit within the same area after completion of five years, from one area to another area/subsidiary HQ within the same company after completion of ten years and from one company to another company after completion of 15 years in the same company as per provisions of the above policy.

It is also requested to ensure the transfer in such a way that education of children may not get disturbed due to it. It is mentioned in the transfer policy that transfer will preferably be done in the month of April to avoid any academic disturbance of the children.

Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE