



## 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 / 21**

**Dated 25.2.2020**

TO,

CHAIRMAN-cum-MANAGING DIRECTOR  
Singareni Collieries Company Ltd,  
Kothagudem Collieries (PO)-507101  
Bhadradi, KothagudemDistt  
TELENGANA STATE

SUB: Release of withheld Performance Related Pay (PRP) for the F. Years 2007-08 to 2013-14 forming part of Salary as per Pay revision of executives w.e.f. 1/1/2007.

Dear Sir,

As you are kindly aware that in line with the decision taken by the Board of Directors of the Company way back on 5.3.1974, SCCL has been adopting pay scales, allowances, "Service conditions etc. as applicable to Board and below Board Level executives' & workmen as prevailing in Coal india Ltd (CIL).

The Board in the meeting held on 27.4.09 approved to extend revised pay package to the Board and below Board level executives of the Company as implemented in CIL from 1.1.2007 and it is valid for a period of 10 years. Performance Related Pay (PRP) forms part of the revised pay package.

As the modalities for payment of PRP were not finalized by CIL at that time, it was informed to the Board an 27.4.09 that separate proposal will be brought before the Board in due course. In line with the above decision, SCCL has been kind enough to implement pay revision with effect from 01.01.2007 to its Board and below Board level executives, vide its circular dated.15.05.2009 and paid all allowances, perks etc. which are the fixed components of the revised pay scales.

CIL vide OM. Nos. CIL/Pers/PRP/2010-11/738/G at-15.11.2011 & CIL/Pers/PRP/2010-11/254 dt. 18/19.1.2012 paid 75% of amount of PRP as recoverable advance for the financial years 2007-08, 2008-09, 2009-10 and 2010-11 to their Board end below Board level executives. The salient features of PRP are as under:

- a) The PRP scheme will begin from the financial year'2007-08,
- b) It is directly linked to the profits of the Company and performance of the executives.
- c) The PRP is payable based on physical and financial performance and will come out of profits. 60% ofthe PRP will be given with the ceiling of3% of Profit Before Tax (PBT} and 40% PRP from incremental profit over previous year.

Though SCCL has been fulfilling and exceeding the targets set for production, productivity, coal dispatches and has been earning profits consistently for more than a decade, the executives are denied their legitimate payment of PRP, which is a variable pay and part of the salary as being implemented in CIL with effect from 1.01.2007.

Though the Board of SCCL is empowered to approve payment of PRP to the Executives, it only released PRP payment to executives from FY 2014-15 onwards and the PRP for past years viz. from FY 2007-08 to 2013-14 has been kept pending so far.

SCCL management unnecessarily adopted a delay policy and referred the issue to the State Govt. for the reasons best known to the management. It is pertinent to mention here that SCCL has not been receiving any budgetary support from Government of India & the State government since F.Y 2001-02. All the operations and developmental activities are being carried out with internal resources only. Therefore, payment of PRP by SCCL does not require financial support from any of the government.

Under the circumstances AIACE strongly demands immediate Payment of PRP from FY 2007-08 to 2013-14 by removing the hurdles which are unnecessarily blocking the roadway. This will go a long way in lifting the sinking moral of SCCL executives.

*Regards,*



P. K. Singh Rathor  
Principal General Secretary, AIACE

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1. The Honourable Minister of Coal, Government of India, New Delhi
2. The Honourable Chief Minister, Telangana State
3. The Secretary, Ministry of Coal, Government of India, New Delhi
4. The Secretary, Department of Public Enterprises, Government of India, New Delhi
5. The Director (PAW), SCCL, Telangana State