



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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Ref No. **AIACE/CENTRAL/2020 / 042**

Dated 5.5.2020

To

The Chairman,
Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:-- Suggestions for Employee Motivation by rewarding them Membership of Productivity Clubs formed at Mine level, Area level, Subsidiary level and CIL level.

Dear Sir,

CIL has fixed an ambitious target of 710 MT in 2020-21 and aspires to reach 1000 MT by 2023-24. For achieving this target, it is needed to have highly motivated team of executives and staffs. For giving a boost to production as well as morale of employees, it is proposed to form a competitive environment at different levels.

This competitive environment can be created by awarding the employees a Membership of Productivity Club. These Clubs are proposed to be formed at Unit/Area/Subsidiary/CIL levels where the respective Heads of Unit/Area/Subsidiary/CIL will be ex-officio President and members will be chosen on quarterly basis by measuring the productivity performance of employees in the current quarter. At the end of every quarter, the respective President(s) will hold an informal meeting among club members to felicitate and appreciate their contribution. Within a Club, interaction of the top most person with the juniors in the hierarchy, will certainly add to boost the morale and will result in increased productivity.

To elaborate further, let the various proposed productivity clubs, and criteria for awarding their membership, be described as discussed below.

1. Manager level Productivity Club (Manager's club)--

Membership criteria -- It will consist of 10 the most productive SDL/LHD/UDM/Shovel/Dumpers operators/foreman/overman/under manager/engineer in the three months of the mine (April-June, July- Sept, Oct- Dec and Jan-March).

2. General Manager level Productivity Club (General Manager's club)--

Membership criteria -- It will consist of 20 the most productive SDL/LHD/UDM/Shovel/Dumpers operators/foreman/overman/mine manager/sub area manager/ colliery engineer/Personnel managers/survey officer/office staffs of all the mines in the area in three months(April- June, July- Sept, Oct- Dec and Jan-March)

3. Director level Productivity Club (Director's club)--

Membership criteria -- It will consist of the 30 most productive SDL/LHD/UDM/Shovel/Dumpers operators/foreman/overman/mine manager/ sub area manager /colliery engineer/Survey officer/personnel manager/General Manager/other officers/staffs of all the areas in 6 months(April- Sept and , Oct- March) under the respective directorate.

4. CMD level Productivity Club (CMD's club)--

Membership criteria -- It will consist of the 50 most productive SDL/LHD/UDM/Shovel/Dumpers operators/foreman/overman/mine manager/ sub-area manager /colliery engineer/Survey officer/personnel manager/General Manager /HOD of respective departments of all the areas in a financial year (like April- March)

5. Chairman level Productivity Club (Chairman's club)--

Membership criteria -- It will consist of the 50 most productive SDL/LHD/UDM/Shovel/Dumpers operators/foreman/overman/mine manager/ sub-area manager /colliery engineer/Survey officer/personnel manager/General Manager /HOD of respective departments of all the areas in a financial year (like April- March)

The inclusion and exclusion of membership every quarter is proposed to be widely publicised every quarter so that every employee is motivated to vie for a membership in every subsequent quarter.

It is hoped that our above proposed idea will find an appreciative favour from your end, and hence, it is requested to look into the above proposal for needful action.

With Regards,



P.K.SINGH RATHOR
Principal General Secretary