



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 / 066**

Dated 8.7.2020

To

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

Sub:-- Career Growth of Executives in CIL

Dear Sir,

It may be appreciated that an individual who engages in the same set of duties for a long duration might not end up happy with his/her work life. To feel valued and noticed for their efforts, employees seek promotions as a form of incentive to stay in the company. In today's fast-paced world, if employees don't sense any appreciation for their work, they are de-motivated and productivity is reduced.

As a general rule, it is best to keep the interval between promotions short of the average tenure of the employee. While it may not be possible for each staff to be promoted at the same pace, employees should at least be given a chance to explore other roles within the organization. When employees feel that they can apply their skills in distinct spheres of work, they tend to feel a higher sense of job satisfaction.

In the light of above, CIL should revisit promotion policies and also ensure that every employee is aware of these so that their expectations are kept in check. We may be permitted to suggest 3 major reforms which will infuse motivational impact among the executives of Coal India Ltd.

1. Re designation of grade as follow except medical discipline

- E1- Sub-ordinate Manager
- E2- Junior Manager/Management Trainee
- E3- Assistant Manager
- E4- Deputy Manager
- E5- Manager
- E6- Asst General Manager
- E7- Deputy General Manager
- E8- General Manager
- E9- Executive Director.

For medical discipline, the designations may be as below:

E3- Assistant Medical Superintendent

E4- Deputy Medical Superintendent

E5- Medical Superintendent

E6- Dy Chief Medical Superintendent

E7- Chief Medical Superintendent

E8- Chief of Medical Services

E9- Executive Director(Medical)

2. Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:

Clubbing of disciplines for purpose promotion

Operation :-- Mining,Excavation,E&M,Survey,Civil

Commercial :-- Finance,Sales & Marketing, Material
Mgt.

General Services :-- Personnel, Legal, Industrial Engg,ED, Security, Medical
,Secretarial, Community development and others.

Technical services :-- Geology, Drilling ,Environment and others.

3. Hierarchy , grade wise % of executive manpower and promotional avenues purely on vacancy basis.

E1	20%(By promotion from non-executives diploma holders in engg, Inter ICWA/CA/CS and others) after serving at least 15 years in non-executive grade)
E2	17 %(7 % by promotion from E1 grade after serving at least 10 years in E1 grade, 5% by promotion from E1 after clearing departmental exam and 5% through direct recruitment as Management Trainee)
E3	15%(5% by promotion from E2 grade(diploma holders) having minimum 5 years experience in E2 grade, 5% by promotion from E2 who were promoted after clearing departmental exam and 5% from E2 who joined through direct recruitment as Management Trainee)
E4	15% from E3 grade (direct recruitees/those who were promoted through departmental exam) after completion of 5 years in E3
E5	15% and promotion from E4 grade after completion of 5 years in E4
E6	10% and promotion from E5 grade after completion of 5 years in E5
E7	6% and promotion from E5 grade after completion of 5 years in E6
E8	1.5 % and promotion from E7 grade after completion of 5 years in E7
E9	0.5 % and promotion from E8 grade after completion of 1 year in E8

Only E1 level executives be made eligible for departmental exam and non-others for promotion to E2 grade and for promotion in E1 grade minimum experience in the company should be 15 years.

The ratio of executives comes as shown below:

E9:E8 1:3

E8:E7 1:4

E7:E6 1:1.66

E6:E5 1:1.5

E5:E4 1:1

E4:E3 1:1

E3:E2 1:1.13

E2:E1 1:1.18

It is submitted that the above proposal, if implemented, will be able to arrest frustration among executives/non-executive employees regarding career growth. It will also create promotion avenue for semi-qualified employees (diploma holders in Engg and inter CA/ICWA/CS and others) up to E3 grade on the experience basis. As of now, the career of such employees is blocked which has created acute frustration and demoralisation in them.

In the light of above facts, AIACE demands to give a favorable look on the proposal for deliberation, approval and implementation.

Thanking You,

Yours Sincerely,



(P.K.SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)