



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 / 105

Dated 3.11.2020

To

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

Sub: Implementation of amendments in PMS Manual with retrospective effect

Dear Sir,

Coal India Ltd. has issued a circular no. CIL/C5A (PC)/PMS/469 dated: 13.08.2020, whereby, it has done some amendments in Performance Management System (PMS) Manual with immediate effects.

These amendments have laid out various provisions related to generation of PRIDE form of an executive and the Role & Responsibility of authorities have been defined. Further, a new provision has been added too, whereby, in the event of non-submission of self-appraisal by an Executive, the concerned Reporting Authority (RA) will initiate the PRIDE form and rate the Executive for that particular period. On completion of the scheduled timeline, the initiated PRIDE form will be automatically moved to higher authorities for further appraisal alike normal PRIDE forms.

This new provision will mostly help the executives who are on the verge of retirement OR are transferred to a new place of posting as they are unable to generate their PRIDE forms timely in the existing Performance Management System.

This provision is a welcome addition and going to help a lot to the present executives on roll of CIL.

We request that, this provision be made effective with retrospective effect since the implementation date of PMS in CIL. This will greatly benefit the executives who have retired in the past without being able to submit their PRIDE form for PMS due to non-availability of clear-cut directives. This situation has deprived them of PRP payment which is naturally a part of their salary.

Under the circumstances, it is requested to kindly issue directive for retrospective implementation of this amended PMS Manual which will amicably settle many pending PRP payment cases.

Thanking You,

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE