



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)

Website: www.aiace.co.in; Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2023 / 015**

Dated 16.3.2023

To

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

Sub:- Transfer & Posting of executives

Dear Sir,

The transfer of executives from one unit to another unit within area, one area to another area within the subsidiary company and inter- company transfer helps to develop excellent techno-managerial qualities in the executives. Working for long at one place creates inertia, retards the growth and the executives starts losing learning attitude thinking that they are master in their fields. It has been seen that when transferred to another area or company they feel bewildered and face adjustment problem in new environment. They lose interest in job also, which is reflected in the performance of the mines. Hence, our association, AIACE believes that executives must be transferred to other areas/subsidiaries after certain interval of time to acquaint themselves with different working culture prevailing there. This will ultimately benefit CIL, as well as executives, for future growth and requirements of CIL as a whole.

In continuation of our earlier letter no. AIACE/CENTRAL/2020/074 dt 24-7-2020, AIACE/CENTRAL/2021/029 dt.20-3-2021 and AIACE/CENTRAL 020 dt 5-3-2022 (Copies enclosed), we are reiterating our stand that, there should be compulsory inter -area/inter-company transfer of executives on promotion from one grade to another. The executives below 50 years of age must be rotated every five year as most of them are almost free from family liability like constructing houses, the marriageable of sons and daughters etc.

AIACE is of the view that they should work in at least 3 companies during service period so that they become capable of handling the challenges of mining and allied areas in different environment. This will also help in reducing corruption and proximity of executives with the local population.

As such, AIACE requests for adopting transfer/job rotation policy on the following lines:

- a) Posting of up to E5 level executives in coalfields only
- b) No inter-company transfer in case left Service period is less than 5 years, except in promotion.
- c) Compulsory transfer within area from one to another unit after 5 years
- d) Inter area transfer after 10 years
- e) Inter-company transfer after 15 years in one company irrespective of promotion or no promotion.
- f) For Corporate level posting at CIL /Subsidiary posting, minimum 10 years field posting be the requirement.
- g) Compulsory posting of new recruits in fields to understand field culture and no posting in corporate office.
- h) Additionally, the Executives up to E5 level, who are posted in corporate offices, must be transferred to coalfield areas

It is requested for making necessary amendments which have potential for growth of executives as well as the company.

It is further requested to avoid mid-session transfer of executives as it affects the education of school going children and also the executives face problem in admission of sons/daughters due to non-availability of seats.

The transfer order should be issued by the end of financial year ie in the month of March and, executives be released latest by 15th April so that they can join at transferred place and also secure school admission of their children if any.

Thanking You,



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

CC-

DP/DT/DF/DM, CIL HQ

All CMDs, ECL, BCCL, CCL, WCL, SECL, MCL, NCL, CMPDIL



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Ref No. **AIACE/CENTRAL/2022 / 020**

Dated 5.3.2022

To

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

Sub:- Amendments in Transfer & Posting of executives

Dear Sir,

In continuation of our earlier letter no. AIACE/CENTRAL/2020/074 dt 24-7-2020, and AIACE/CENTRAL/2021/029 dt.20-3-2021, we are reiterating our stand that, in order to develop excellent techno-managerial qualities in the executives, they must be transferred to other subsidiaries to acquaint themselves with different working culture prevailing there. This will ultimately benefit CIL, as well as executives, for future growth and requirements of CIL as a whole.

In the light of previous letters, AIACE is of the view that executives must be transferred in 5 years from one place to another and they should work in at least 3 companies during service period so that they become capable of handling the challenges of mining and allied areas in different environment. This will also help in reducing corruption and proximity of executives with the local population.

As such, AIACE requests for adopting transfer/job rotation policy on the following lines:

- i) Posting of up to E5 level executives in coalfields only
- j) No inter-company transfer in case left Service period is less than 5 years, except in promotion.
- k) Compulsory transfer within area from one to another unit after 5 years
- l) Inter area transfer after 10 years
- m) Inter-company transfer after 15 years in one company irrespective of promotion or no promotion.
- n) For CIL /Subsidiary posting, minimum 10 years field posting be the requirement.
- o) Compulsory posting of new recruits in fields to understand field culture and no posting in corporate office.
- p) Additionally, the Executives up to E5 level, who are posted in corporate offices, must be transferred to coalfield areas

It is requested for making necessary amendments which have potential for growth of executives as well as the company.

Thanking You,

(P.K.SINGH RATHOR)
Principal General Secretary
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Website: www.aiace.co.in; Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. **AIACE/CENTRAL/2021 / 029**

Dated 20.3.2021

To

The Chairman

Coal India Limited,

Coal Bhawan, Premise No-04 MAR, Plot No-AF-III, Action Area-1A,

Newtown, Rajarhat, Kolkata-700156

Sub:- Compulsory inter- company transfer of executives on promotion from E3 to E4 , E5 to E6 and E7 to E8 and posting of up to E5 level executives in coalfields only

Dear Sir,

The executives serving in Coal India Ltd are the assets and backbone of the company. Grooming them to meet the future challenges, it is necessary to provide them exposure to varied working environment prevailing in collieries, sub-areas & areas of subsidiaries.

In continuation of our earlier letter no. AIACE/CENTRAL/2020/074 dt 24-7-2020, we are reiterating our stand that, in order to develop excellent techno-managerial qualities in the executives, they must be transferred to other subsidiaries to acquaint themselves with different working culture prevailing there. This will ultimately benefit CIL, as well as executives, for future growth and requirements of CIL as a whole.

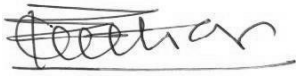
Exception to this transfer policy can be made in respect of executives who are above 55 years of age, because at this age most of the executives try to fulfill their family liabilities like constructing houses, marriage of their sons and daughters etc., well before they superannuate.

Needless to say, that it has been observed that many executives joining in one company retire in the same company and they do not get the opportunity to work in other companies and acquaint themselves with prevailing environment. By this practice, at one hand, CIL is losing the valuable human resources who would have been better utilized in other subsidiaries, on the other hand, executives' career is blocked in the same company where more number of seniors are already deployed. This can be seen in the case of mining discipline where many E7 level officers are posted as colliery managers, which were being occupied by E4/E5 level officers in the past.

In this way, with the passage of time, they become dead wood after working in the same company for more than 20-25 years. AIACE is of the view that executives must be transferred in 5 years from one place to another and they should work in at least 3 companies during service period so that they become capable of handling the challenges of mining and allied areas in different environment .This will also help in reducing corruption and proximity of executives with the local population.

In the light of above facts, AIACE requests for adopting transfer/job rotation policy of compulsory inter- company transfer of executives on promotion from E3 to E4 , E5 to E6 and E7 to E8 and posting of up to E5 level executives in coalfields only. Additionally, the Executives up to E5 level, who are posted in corporate offices, must be transferred to coalfield areas.

Thanking You,

A handwritten signature in black ink, appearing to read 'P.K. Singh Rathor', written over a horizontal line.

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



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Ref No. **AIACE/CENTRAL/2020 / 074**

Dated 24.7.2020

To

The Chairman

Coal India Limited,

Coal Bhawan, Premise No-04 MAR, Plot No-AF-III, Action Area-1A,

Newtown, Rajarhat, Kolkata-700156

Sub:-- Compulsory inter- company transfer of executives on promotion from E4 to E5 and E6 to E7, who are less than 50 years of age

Dear Sir,

Executives serving in Coal India Ltd are the asset of this industry and can be regarded as its backbone. Grooming them to meet the future challenges, it is but natural to provide them exposure to the working environment prevailing in collieries, sub-areas & areas of subsidiaries followed by their ultimate exposure to work culture prevailing at Corporate HQs. Thus, posting in corporate offices comes in the top-most ladder of posting.

However, it is observed that executives even at lower level of E2/ E3/E4 in the age group of 22-30 years, are managing their posting in corporate offices at CIL HQ/Subsidiary Company HQs by adopting different means. This is mainly due to their desire to live in city culture and stoppage of any incentive for posting in coalfields. Earlier, there was provision of paying Coalfield Allowance which used to attract for colliery level field posting, but now the same has been withdrawn.

Coal India has been given a mammoth responsibility of meeting national coal demand and its target is 1000 MTY during 2023-24. For meeting this target, it needs young officers to have operational experience in fields and mines. It is well in knowledge of CIL management that in coming 5-10 years, there will be huge retirement of executives at senior level.

As of now executives in the age group of 50-55 are forced to work in mines and fields where as many lower level executives are posted in corporate HQs having a little experience of field and management of human resources. The need of the hour is that posting of all executives up to E4 grade, be made in collieries, irrespective of disciplines excepting (Company Secretary). This will make them understand the works at mine and area level. In the present situation, one reaches E4 grade within 5 years of joining as Management Trainee and maximum in 10 years reaches up to E5 grade. Emphasis be given on posting of young officers for at least 10 years in field, and only after that in corporate offices as per need. Also, after 10 years of deployment in fields, all executives must be posted for at least 5 years in corporate HQ turn by turn to acquaint themselves with corporate work culture.

It has also been observed that many executives joining in one company retire in the same company and they do not get the opportunity to work in other companies and their prevailing environment. By this, at the one hand, CIL is losing the valuable human resources who would have been better utilized in other companies, and at the other hand, executives' career is blocked in the same company if more number of seniors are deployed there. This can be seen in the case of mining discipline where many E7 level officers are posted as colliery manager which was being occupied by E4/E5 level officers in the past. In this way, with the passage of time, they

become dead wood after working at the same place for more than 20-25 years. AIACE is of the view that executives must be transferred in 5 years from one place to another and they should work in at least 3 companies during service period so that they become capable of handling the challenges of mining and others in different environment .This will also help in reducing corruption and close ties of executives with the localities.

Moreover, there should be compulsory inter-company transfer of executives on promotion from E4 to E5 and E6 to E7 grade when executives are generally below 50 years of age and almost free from family liability like constructing houses, the marriage of sons and daughters etc. This will enable them to acquire varied experience of working in different environment and making them robust to take up higher responsibility. In no case, executives who join as Management Trainees should be posted in corporate offices up to E4 level. Those posted since joining at the corporate level are being under-utilized and most of them, are working just as computer/data entry operator, irrespective of their core disciplines in which they have been appointed. This is also going to affect the working in the future because field executives will feel envious of these executives who have proved themselves lucky in the matter of posting and better Performance Appraisal. Also these young executives will keep on compromising with seniors and will be blindly following the diktat due to fear of field posting. At later stage, once they are posted in fields, they will completely fail in managing the show as they will be lacking field managing skill.

In the light of above facts, AIACE requests for posting of up to E4 level Executives in Coalfields who are working incorporate offices and inter-company transfer as suggested above.

Thanking You,



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