



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/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 blue ink, appearing to read 'P.K. Singh Rathor', with a horizontal line drawn underneath it.

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