



## 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/2021/ 064**

**Dated 26.5.2021**

To

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

Sub:- Career Growth of Executives in CIL and promotion from non-executive to executive grade

Dear Sir,

Kindly refer to our earlier letter no. AIACE/CENTRAL/2020/066 dt 8-7-2020 on the stated subject of Career growth in CIL.

It may be appreciated that in today's fast-paced world, if employees don't see equitable career growth, they become de-motivated and productivity is reduced. 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.

In the light of above, we had requested for re-designation of different grades and clubbing of disciplines for purpose of promotion from E5 to E6 grade onward along with redistribution of posts in various grades which will infuse motivational impact among the executives and staffs of Coal India Ltd.

We shall like to further add that Organizational structure should follow a pyramid structure.

Semi - qualified employees/ Tech A grade/ office superintendent and highest level non- executive be promoted to E1 grade on DPC basis after 7 years of service in that grade and E2 grade again after 7 years of service in E1 grade. This step will be beneficial to both employees and the organization. In such condition, non-executive employees will be motivated for promotion and exert more in their works and also the organization will be able to meet the requirement of lower level Executives from internal arrangement and from departmental employees. In this way, dedicated and talented employees will have opportunity to at least reach E2 /E3 grade before retirement.

It is suggested to continue the present arrangement of promotion of departmental candidates by clearing departmental exam and direct promotion to E2 grade. These candidates are eligible to reach up to E6 level if the age permits. Only E1 level executives should 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.

Adhering to the principle of pyramid of organizational structure, Grade wise % of executive manpower and promotional avenues purely on vacancy basis may be kept as shown below:

- 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 after one year of probation in E2 grade)
- E4 15% from E3 grade (direct recruits/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

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 favourable look on the proposal for deliberation, approval and implementation.

With Regards,



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