



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 / 067**

Dated 10.6.2021

To

The Chairman

Coal India Limited,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Implementation of job rotation policy, inter- company transfer of executives and judicious scheduling of their release in view of Covid-19

Dear Sir,

AIACE had been pleading since long vide letter nos. AIACE/CENTRAL/2020/074 dt 24-7-2020 and AIACE/CENTRAL/2021/029 dt 29-3-2021 for job rotation and transfer of Executives as per the policy framed by CIL. It believes that transfers ensure well grooming of the executives to meet the future challenges by providing them exposure to different types of working environment prevailing in collieries, sub-areas & areas of subsidiaries and in different states.

Our Association is thankful to CIL management for accepting it's request for implementing job rotation policy and doing inter-company transfer of executives by issuing transfer order vide CIL/C5A(ii)/52036/15YB-433-441 dt. 8th June, 2021. The executives in different disciplines & grades have been transferred to other subsidiaries as part of implementation of the policy.

It is expected that company and also executives will be highly benefitted by this transfer as they will apply their expertise in new environment to bring positive changes in the system. This will also help in removing misconceptions from mind of general masses about the Executives of CIL and will also help in curbing corruption, if any, creeping in certain sections of coal mines.

AIACE, while welcoming these transfers, also likes to bring to your kind notice that many of Executives and their family members had been infected by Covid-19, in last 2-3 months and suffered unbearable trauma. Many of them have not fully recovered from this suffering. Many of these Executives are still awaiting vaccination.

We heartily welcome the move of CIL, vide its order CIL/C-5B/Medical/2021/239 dated 2nd June, 2021, allowing subsidiary companies for mass vaccination of employees and their eligible dependents, But, it is apprehended that this vaccination will take some months to cover all.

In the view of these facts, it is requested that release of executives may be made effective in such a way that their movements to new places be smooth without compromising their health, as well as, the interest of the company.

For taking care of unexpected difficulties of transferred Executives, we request you to give some flexibility to CMDs/Directors of companies to take decision depending upon situations prevailing at the time of release.

We further request you to kindly allow Executives who were infected with Covid-19 in last 2-3 months to stay at the present place of posting for this session and release them next year in the month of March.

Hope, our request will be considered on the right note.

Thanking You,



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

CC

The Secretary, Ministry of Coal, Govt of India, New Delhi.
DT/DP/DF/DM,CIL, Kolkata
All CMDs - ECL, BCCL, CCL, WCL, SECL, MCL, NCL