



SINGARENI RETIRED OFFICERS WELFARE ASSOCIATION

OFFICE : Singareni Collieries Officers Co-op. House Building Society Ltd.,

Singareni Colony, Saidabad, Hyderabad - 500 059. Telangana, Ph : 040- 2407 3059 (Office)

Regd. No. 182/2007 Email: info@srowa.org website: ww.srowa.org

P VASUDEVA RAO

President
9963387444

J V DATTATHREYULU

Gen Secretary
9701515875

V V SATHYALINGAM

Vice president
9989051490

P V V S N REDDY

Jt Secretary
9704482335

A NUKIAH SETTY

Treasurer
9949391996

To

Date : 18-09-2016

The Honorable Chief Minister,
Telangana State,
Hyderabad

Respected Sir,

Sub: Payment of Performance Related Pay (PRP) to the executives of The Singareni Collieries Company Limited - Seeking your intervention—regarding.

As you are kindly aware, Singareni Collieries Company Limited (SCCL), a unique public sector company under the ownership of government of Telangana (being the major shareholder with 51% share) and government of India (with 49% share) is the Crown Jewel of Telangana, meeting the growing requirement of coal for power utilities within and outside the State. With its sterling performance over the years, SCCL occupies a place of pride amongst the Indian public sector coal companies.

You would very much appreciate that we the retired officers gave our blood, sweat, toil and tears during our three to four decades of service to this great organization. We are very proud to inform you that we served our mother SINGARENI with utmost dedication, honesty and highest level of integrity because of which today SCCL stands tall in public sector coal companies in India for its professionalism and efficiency.

Considering operational issues, the Board of Directors of the Company comprising nominees of the erstwhile Govt. of A.P (now Telangana) and the Govt. of India took a conscious decision for adoption of pay scales, allowances etc. as prevailing in Coal India Limited (CIL) for the executives and non-executives of SCCL since 1974/1975 respectively.

In this background, we the retired executives of SCCL, would like to bring the following for your kind attention and issuing necessary orders to the C&MD of The Singareni Collieries Company Limited for payment of Performance Related Pay (PRP) at an early date.

1. PRP is an integral part of Executives' Pay revision which was implemented from 01.01.2007. The PRP is payable based on physical and financial performance and will come out of profits. 60% of the PRP will be given with the ceiling of 3% of Profit Before Tax (PBT) and 40% PRP from incremental profit over previous year. However, the total PRP will be limited to 5% of the year's PBT.

2. As per the provisions of Tripartite Agreement entered between Govt. of India, the State government and the Company for each 5-Year plan period, the performance of SCCL is reviewed by the Govt. of India as per its guidelines.
3. Though SCCL has been fulfilling and exceeding the targets set for production, productivity, coal despatches and has been earning profits consistently for more than a decade, the executives are denied their legitimate payment of PRP, which is a variable pay and part of the salary as being implemented in CIL with effect from 01.01.2007.
4. Though the Board of SCCL is empowered to approve payment of PRP to the Executives, the issue has been referred to the State Govt. for the reasons best known to the management. It is learnt that the issue is pending with the State government for decision since a long time.
5. It is pertinent to mention here that SCCL has not been receiving any budgetary support from government of India & the State government since F.Y 2001-02. All the operations and developmental activities are being carried out with internal resources only. Therefore, payment of PRP by SCCL does not require financial support from any of the governments.

In the light of the above, it is requested to kindly arrange to issue necessary orders to the SCCL for payment of PRP to the eligible executives at the earliest as the same is payable effective from 1.1.2007.

Thanking you,

Yours faithfully,


(J.V.Dattatreya)

General Secretary