

# ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd under The TU Act, 1926, Reg no 546/2016, PAN -- AAEEA7978E)

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AIACE/CENTRAL/2017/48

Dated -13 /9/2017

To  
The Chief Minister  
Govt of Telangana  
Hyderabad.

Sub: Payment of Performance Related Pay (PRP) to the serving and retired executives of Singareni Collieries Company Limited (SCCL) with effect from 1/1/2007.

Dear Sir,

Following facts are brought to your kind notice on the above subject for consideration and needful action for payment of Performance Related Pay (PRP) to the serving and retired executives of Singareni Collieries Company Limited (SCCL) with effect from 1/1/2007.

1. SCCL is a State Level Public Enterprise (SLPE) jointly owned by the Government of Telangana and the Government of India with equity participation in the ratio of 51:49.
2. The Board of Directors of SCCL have been adopting pay scales, allowances etc. as applicable in Coal India Limited (CIL) for its executives since 1974/75.
3. SCCL board also implemented pay revision for its executives wef 01.01.2007 to its Board and below Board level executives as implemented in Coal India Limited .It is continuing to pay all allowances, perks etc which is the fixed component of the revised pay scales.
4. It was mentioned in the office order regarding revision of pay scale for executives of SCCL that the instructions regarding implementation of PRP (variable pay) and superannuation benefits would be issued in due course of time.
5. Coal India Limited implemented PRP long back and also made payment till 2015-16 to its serving and retired executives as per their eligibility.
6. The payment of PRP is based on the profitability of the company and performance rating of the individual executive starting from the financial year 2007-08.
7. CPSEs like CIL have a system of signing MOU with their administrative ministries, whereas SCCL has no such system. It is understood that SCCL has submitted to the State government, a proposal for monitoring of performance parameters in line with that of CIL from the financial year 2007-08 till date, seeking its approval.

8. It is pertinent to mention that as per the Tripartite Agreement between Government of India, Government of Telangana and the Singareni Collieries Company Limited, signed up to the end of XII five-year plan period, the performance of the company was continued to be reviewed by Government of India as per relevant guidelines.

9. Unfortunately no guidelines were issued by the Government of India or the state government to SCCL regarding MOU, thus denying the executives their legitimate right to the payment of PRP, though SCCL had been making profits consistently for more than a decade.

10. It is also learnt that necessary funds have been provided in the books of accounts of the company for meeting this expenditure.

In the light of the above facts, it is requested to resolve PRP issue at the earliest and make payment to all eligible serving and retired executives of SCCL.

Regards

P K SINGH RATHOR  
Principal General Secretary  
AIACE  
CAMP- SECL KORBA AREA  
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**CC:** -- The Minister of Coal, Govt of India, New Delhi.  
The Energy Minister, Govt of Telangana, Hyderabad.  
The Secretary, Ministry of Coal, Govt of India, New Delhi.  
The Secretary, Dept of Public Enterprises, Govt of India, New Delhi.  
The Chief Secretary, Govt of Telangana, Hyderabad