

# THE SINGARENI COLLIERIES WORKERS' UNION

(Regd No. 7) Affiliated to A.I.T.U.C.

H.O. Seshagiri Bhavan, **KOTHAGUDEM** - 507 101., Bhadradi Kothagudem Dist, T.S.

Ref.No.SCWU/V/IEC/2022/54

Dt.13.05.2022

To

The Director (P, A&W)

S.C.Co.Ltd.,

Kothagudem.

Sir,

Sub: Filling-up of existing vacancies in various disciplines among the internal eligible candidates – Reg.

You are kindly aware that we have been making umpteen representations for filling-up of existing vacancies in various disciplines among the internal eligible candidates without resorting to outside recruitment as per JBCCI guidelines. There are identified vacancies such as Mining, E&M Personnel, Clerical Staff, and Para-medical staff etc., which are to be filled-up as early as possible. Consequently, the work load on the exiting employees is burdened like shortage of mining staff, which is leading to accidents in the absence of effective supervision. Most of the dependants are female gender are appointed as Badlies are being utilized as Clerks based on their Degree and higher qualifications in the vacant posts. There are dependants who are possessing higher qualifications such as Degree, B-Tech, Diploma in Mining/Electrical/Mechanical/Automobile, B-Pharmacy, MBA, MCA, ITI are appointed as Badlies who could be selected for filling-up of above vacancies like JMETS, AFM (Mech./Elec./Automobile), Para-medical staff, Clerks etc. This would not only avoid external recruitment, but also useful for the company after imparting short term training on particular technical jobs. The MCA and MBA candidates could compete the posts in IT and Accounts may please be offered for Jr. Accountant and Jr. Programmer as the case may be. In fact, the above Badlies who are eligible for above posts may long last in the company by imparting training for acquiring skills. The company has seen many of the entrants are no longer continuing in higher posts as and when they get better avenues elsewhere in the country including abroad also.

As a result, the company is forced to issue notifications after notifications for filling-up of the vacancies in executive cadre left the organization by new entrants and thus causing complex situation for the administration. Keeping in view of above, it is an imperative need to provide opportunities for the newly appointed Badlies possessing requisite qualifications by filling-up of the vacancies based on suitability without resorting to external recruitment.

Yours faithfully,



(V.SEETHARAMAIAH)

General Secretary.

CC. The Chairman & M.D

All Directors

The G.M (Per.) IRPM / Welfare & RC.