

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDING SECRETARIAT ROAD HYDERABAD

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To all the Zonal/Divisional/State/Regional Units:

Dear Comrades,

Discussions with the LIC management on recruitment in Class III and IV cadres

During the deliberations in the recent Conference of AIIEA held at Kanpur, one of the major issues that attracted great attention and interest was recruitment. The issue of recruitment was on the agenda of AIIEA for the last two years and AIIEA steadfastly pursued the matter through campaign and struggle.

The forerunner to the recruitment came in the form of absorption of employees who were on the earlier panels of recruitment and have been continuously working on temporary basis and also those in whose respect LIC had given commitment in the Courts. 435 of such employees who were on these panels were offered absorption and 224 of them joined LIC.

The discussions with the LIC management on recruitment took place at Central Office, Mumbai on 25th January 2008 as scheduled. AIIEA was represented by Com. Amanulla Khan, President, Com. K. Venu Gopal, General Secretary and Com. V. Ramesh, Joint Secretary. The Official side consisted of the Executive Director (Personnel), Chief (Personnel) and the other officials of the Department. The discussions started at 5.30 p.m. and continued for more than two hours.

The Officials informed that the LIC is getting ready to start the process of recruitment in most of the divisions on the basis of the need and notifications relating to this to be released by the Zonal Managers for various divisions are being prepared. They wanted our suggestions on the issue. From our side, we suggested that the formula for staff strength should be improved to take into account the increased number of policies serviced by the branches. The staff sanction under earlier formula had envisaged the maximum size of the branch to serve 60000 policies. Today a large number of branches are serving over 1 lakh policies and there are branches like Contai and Tamluk with more than 5 lakh in service policies. Therefore, it becomes necessary to take in view the present realities to determine the cadre strength formula. We also suggested that the temporary employees should get age waiver and also weightage in the selection process in view of the long number of years of service rendered by them all these years when there was no recruitment. Management agreed to consider these suggestions and finalise the recruitment process early.

The Officials also clarified that the advertisement for Financial Apprentices is on the lines of Actuarial Apprentices and that it is meant to meet the need for specialised category of Chartered Accountants for accounting aspects and also in the areas of investment. They clarified that it does not replace the present HGA (Administration) vacancies.

Earlier to this, the AIIEA delegation met Shri A. K. Dasgupta, Managing Director and discussed issues including recruitment. On wage revision the MD informed that the process would start at an appropriate time given the situation of pay revision in other sectors including government. The delegation also represented to him about certain cases in some divisions where people on the recruitment panels could not be absorbed due to various reasons including wrong interpretation of the instructions of the Central Office. AIIEA also reminded him about the promised improvements in the housing loan as also the solution to the problem of employees of north east and Andaman in LTC and demanded an early resolution to these issues.

AIIEA delegation also represented to the CO officials about certain pending issues including the improvements in the Pension Scheme, certain compassionate appointments referred to the CO, anomalies and other individual issues. These needed to be followed up further.

That the need for recruitment is accepted by the LIC management was visible in the manner the agenda for the present discussions was exclusively on the matters relating to the process of recruitment. But unlike earlier periods, recruitment now has to be taken up in a process. The existing panels which were almost 15 years old are to be dealt with. The issue of temporary employees, many of whom have been working for the last 10 years and more is to be resolved in the background of various Court Judgments governing the temporary employees' cases. In view of the Court Judgment that higher qualification is not a disqualification, the recruitment rules are to be amended. AIIEA had to continuously follow up with the LIC management all these days to sort out these issues and find the best solution to the issues and start the process of recruitment.

With the present exercise, we are confident that recruitment would start soon enabling the LIC to adequately staff the offices to meet the servicing needs of the policyholders and also the expansion plans.

With greetings,

Comradely yours,



General Secretary.