

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**  
(E-mail: aiieahyd@gmail.com)

Cir.No.10 / 2016

1<sup>st</sup> June, 2016

To

All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**Transfer & Mobility Policy – Class III employees**

You are aware that LIC management has come out with Transfer and Mobility Policy (TMP) for class –III employees arbitrarily. AIIEA responded immediately and sent a letter addressed to ED (Personnel) opposing the TMP. The letter is reproduced herein below for your information.

With greetings,

Comradely yours,



General Secretary.

-----

1<sup>st</sup> June, 2016.

The Executive Director (P),  
LIC of India,  
Central Office,  
Mumbai

Dear Sir,

**Transfer and Mobility Policy**

Please recall our discussions held on 31<sup>st</sup> May 2016 at Central Office where we explained in details our opposition to the Transfer and Mobility Policy to the Managing Director and you. We made it clear that our opposition is not based on emotive factors but on the reality of the existing working situation in LIC. We said that in the absence of recruitment for decades now and with increasing volumes of business, the corporation is facing acute shortage of staff. It is this aspect that needs greater attention rather than disturbing peace and tranquility through a transfer and mobility policy in a year which we would have to proudly celebrate as a Diamond Jubilee Year of the Corporation. If today, LIC has become a household name and an enviable brand with unimaginable customer loyalty, the contribution of the Class III and IV employees cannot be undermined.

Therefore, the need of the hour is to harness the goodwill of the employees to meet the challenges of a difficult and competitive environment. Unfortunately, despite our submissions, we regret to

note that the Transfer and Mobility Policy have been placed on the intra-net for implementation shortly. We fail to understand that such important decisions pertaining to Class III employees are taken arbitrarily. The unilateral implementation of TMP only strains the industrial relations.

We have pointed out through various letters addressed to the Chairman and the Executive Director (P) that there is no compelling reason for the introduction of the transfer and mobility policy. The entire policy is framed keeping in mind a suspicion over the honesty of the employees and bringing in discourse the issue of vigilance. This is simply unacceptable. The commitment of the employees and their representative organization AIIEA to the cause of LIC can never be in dispute. It is the struggle of the employees that has protected LIC from innumerable onslaught on its character in the last sixty years.

Secondly, it is unfortunate that in the premier public sector financial institution there is no formula for staff strength. We have demanded a discussion on this issue a number of times. But we are yet to get any response from you on this issue. In the absence of the formula determining the cadre strength, it looks the entire exercise of framing a Transfer and Mobility Policy is suspect.

We, therefore, request you to initiate a dialogue on determining the staff strength and go for massive recruitment which is absolutely essential for the future well-being of the Corporation. We would make it clear that any unilateral imposition of a Transfer and Mobility Policy will be stoutly resisted and the industrial peace and harmony would be the casualty.

Thanking you,

Yours faithfully,  
Sd/-  
General Secretary.