

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

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28<sup>th</sup> October, 2016

To

All the Zonal/ Divisional/Regional/State Units,

Dear Comrades,

**Transfer and Mobility Policy to Class III employees of LIC**

As per the call of AIIEA all the employees observed a successful lunch recess demonstrations before all LIC offices across the country on 27<sup>th</sup> October, 2016 against the Transfer and Mobility Policy (TMP). We congratulate all the employees for these massive demonstrations.

AIIEA once again addressed a letter to the Chairman (In Charge) on the issue of TMP which is reproduced below for your information.

With greetings,

Comradely yours,



General Secretary

28<sup>th</sup> October, 2016.

Sri. V.K. Sharma  
Chairman (In Charge)  
LIC of India  
Mumbai.

Dear Sir,

**Transfer and Mobility Policy (TMP) for class III Employees.**

We are sure you would have received reports about the massive demonstrations held by LIC employees across the country as called by AIIEA today to register their strong protest against the unilateralism of LIC management on the above issue. Earlier, the employees had staged a two hour walk out strike on 23<sup>rd</sup> February, 2015 rejecting the Transfer and Mobility Policy. These actions reflect the anger and deep resentment against the decision of LIC to unilaterally impose the Transfer and Mobility Policy without even discussing the need for such a policy.

The opposition of the AIIEA to the TMP is on sound reasoning. Our views on the subject were detailed in the letters written to Chairman on 12<sup>th</sup> June 2014 and Executive Director (P) on 5<sup>th</sup> March 2016. The Secretariat of AIIEA that met at Hyderabad on 22<sup>nd</sup> March 2016 had also sent a detailed resolution on this issue.

We hoped that the strong views placed by the representative organization of employees would receive serious consideration. But unfortunately that did not happen; and LIC went ahead to issue the circular on 22<sup>nd</sup> October 2016 deciding on unilateral implementation of this policy. We feel it is needless for us to point out that ignoring the sound reasoning of AIIEA and proceeding unilaterally on such an important issue affecting the employees will have serious consequences for industrial relations in the Diamond Jubilee Year of LIC.

We have pointed out a number of times that there is acute shortage of staff in LIC offices and this is creating tremendous difficulties in servicing of the policyholders. We demanded that LIC must initiate immediate steps for recruitment rather than pursuing the Transfer and Mobility Policy. It is pertinent to point out that the number of Class III and IV employees in the last one decade have come down from around 75000 to just around 58000 as at 31.3.2016. Despite such drastic fall in the number, the employees have been doing their best to service the increasing number of policies. We therefore, had demanded for a rational staffing pattern and we were promised that the issue would be discussed. But it is unfortunate that no such discussions have taken place and we are afraid that the premier financial institution is working on the basis of ad-hoc staffing of the offices. We had also informed that with the average age of LIC employees nearing 50 years, it is the need of the institution for its own survival to go for recruitment to infuse young blood. We are really dismayed that these issues are not given serious consideration. We had also pointed out that mobility of staff is already taking place through promotional postings and other transfers and therefore saying that mobility does not take place is not true.

The LIC today is justifying the TMP on the basis of certain observation of Central Vigilance Commission and some government directives. We have made it clear that it is simply unacceptable to frame a TMP policy doubting the honesty and integrity of the employees. It is the dedication, hard work and honesty of the work force that has made LIC today a world class organization. The Parliamentary debate on the functioning of LIC has also appreciated the honesty and integrity of the employees. Therefore, we see no reason to frame and implement a policy on these grounds.

The AIIEA and LIC employees are committed to protect the interest of our great institution. The AIIEA is also committed to protect the interest of LIC employees and is determined not to allow unnecessary inconveniencing of employees in the name of TMP. We, therefore, request you to keep the policy in abeyance and take steps for recruitment to solve the problem of manpower in the institution. We would also make it clear that AIIEA is determined to resist any unilateralism on this issue.

Thanking you,

Yours faithfully,  
Sd/-  
V.Ramesh  
General Secretary