

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

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To

All the Zonal / Divisional/ Regional/ State Units,

Dear Comrades,

You are aware that the LIC management has sent through an email a Draft on proposed Cadre Strength to AIIEA on 10th January, 2017 for the purpose of discussion and seeking feedback before 10.2.2017.

In response, AIIEA has placed its views through a letter to the LIC management which is reproduced below for your information.

With greetings,

Comradely yours,

General Secretary.

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4th February, 2017.

The Chairman,  
LIC of India,  
Central Office,  
MUMBAI.

Dear Sir,

Draft Cadre Strength Formula

We have received Draft of proposed Cadre Strength Formulae for Divisional Office and offices under Divisional Offices through e-mail on 10.01.2017 for the purpose of discussion and consultation. We have not received any cadre strength formula for Zonal Offices and Central Office. In the said draft it was mentioned that feedback be sent on or before 10.02.2017 by email.

Our Association has been demanding for quite a long time that LIC management should come out with a suitable staff formula to decide the cadre strength in each office based

on a scientific method. LIC has now come out with the draft proposals on the subject. We are informed that the cadre strength formula has been worked out by Niti Ayog and another organization.

We do not know the mandate these organizations had nor were we consulted at any point of time while arriving at this formula. We also are not in a position to understand how much these external agencies understood the working of the institution.

Since we are unaware of the methodology used by these agencies to arrive at the cadre strength, we at this point of time are unable to give a detailed response. We, therefore, request you to share the methodology used as also the response of the Corporation to the Report submitted by these agencies to enable us to give our opinion on the subject.

However, a cursory glance reveals that the Corporation wants Assistant Mukht Divisional Offices. We fear that the same would be the case with the Zonal Offices and Central Office. This position is unacceptable to our organization. To cite an example, the formula for F & A Department in a Branch office, we find that the Cash Transactions and the no. of Vouchers are taken to be mutually exclusive to arrive at number of Cashiers and Assistants. This assumption of mutual exclusion is not based on practical considerations. At present, the ratio between Class-I and Class-III is 1 : 1.9 and not 1 : 3 as indicated in the draft. The staff pattern without Class-III cadre in Satellite Offices and Mini Offices requires a re-look. However, without concrete evaluation based on the actual data of each office, we would not be in a position to give our response. Therefore, we request you to provide us with sufficient data branch/division-wise so as enable us to calculate in detail and give our concrete response. While this process of calculation requires considerable time, we are afraid it would not be possible to give our final opinion on the issue before the stipulated date. We hope and believe that the staffing pattern will be decided through consultation with the AIEA and there will not be any unilateralism on this important issue.

Thanking you,

Yours faithfully,

Sd/-

(V.Ramesh)  
General Secretary.