

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To

All the Zonal / Divisional/ Regional/ State Units,

Dear Comrades,

Information Sharing Session called by LIC on 27th February 2017

The LIC management had called AIIEA and all other unions for an information sharing session on 27th February 2017 at Mumbai. The joint session was addressed by Sri V. K. Sharma, Chairman LIC, Smt. Usha Sangwan, Managing Director; Sri Hemant Bhargava, Managing Director, Sri Sharad Srivastava, Executive Director (Personnel) and Ms. T.S.Hindoyar, Chief (Personnel). Com. K. Venu Gopal, Vice President, Com. V. Ramesh, General Secretary and Com. H.I. Bhatt, Joint Secretary represented AIIEA in the joint session.

After a brief introductory address by Ms. T.S. Hindoyar, Chief (Personnel), Sri Sharad Srivastava, ED (Personnel) gave the welcome address and explained the rationale behind the information sharing session. He said that discussion is always useful for designing our strategies for the future. Sri V.K. Sharma, Chairman LIC, addressed the joint session and informed that LIC was going to create a history by achieving the TFPI target of the year on 27th of February itself. Terming it as unprecedented, he congratulated the employees for creating this record by dint of their team work. Expressing satisfaction over the growth in premium income, the Chairman said that our collective efforts should be directed to ensure a reasonable growth in number of policies too. He congratulated the employees for the exemplary claims settlement performance and informed that as of 31st January 2017, 1.37 crore claims had been settled. Briefly dwelling on the new initiatives like Biometrics and Cadre Strength formula being taken by the Corporation, he said that these initiatives had the twin objectives of ensuring growth for LIC and growth for LICians. Sri Hemant Bhargava, Managing Director, addressed the joint session and exuded confidence that the current financial year was going to be a historic year for LIC. In view of the ever increasing customers' expectations there was a constant need to review and reorient our strategies, he felt. Addressing the joint session, Smt. Usha Sangwan, Managing Director, congratulated the employees for the magnificent business performance of LIC in the current financial year. She informed that 50 divisions, 3 zones and 843 Branch Offices had already achieved the target for the year 2016-17 before the end of February itself. She also informed that our P&GS portfolio was doing exceedingly well. She commended the role of each section of employees and officers and called upon the representatives of unions to give their undivided attention to meet the future challenges.

Responding on behalf of AIIEA, Com. V. Ramesh, General Secretary congratulated the whole team of LIC for achieving the budget on FPI in February itself. He said that team LIC had worked wonders by ensuring huge growth for the corporation at a time when preferences of the consumer are shifting from financial savings to physical savings. He said that it was the unflinching loyalty and commitment of the employees to public sector LIC that has stood us in good stead in the last sixty years and we are proudly celebrating the diamond jubilee year of LIC. He urged the LIC management to recognise this commitment and work towards fulfilling the aspirations of the employees especially on the issue of one more Option for Pension, five day week notification, diamond jubilee incentive and all other pending issues. On Transfer and Mobility policy, Com. Ramesh made our position abundantly clear by saying that AIIEA will not allow any unnecessary inconveniencing of the employees. On the staff strength formula also Com. Ramesh said that there were glaring anomalies in the formula proposed by the management and these needed to be looked at afresh.

Our units are aware that AIIEA had raised some concern on issues relating to security of data in the matter of two factor Biometric authentication and demanded a thorough discussion on the issue. Sri D.P. Mohanty, Executive Director (IT), made a power point presentation on the two factor Biometric authentication, in the presence of Sri Sharad Srivastava, ED (Personnel) and other officials. The management appreciated our concerns and assured to take all possible steps to ensure data security and requested our co-operation in the smooth roll out of the Biometric authentication process. In view of the discussion at CO and the assurance of the management that they will take all possible means to ensure data security, our units should now co-operate on this issue after appropriate discussions at all levels. The delegation, however, made it clear about our a strong reservation on the provision of log out and the LIC management should consider this strong view point of the employees.

AIIEA delegation consisting of Com. K. Venu Gopal, Com. V. Ramesh, Com. H.I.Bhatt and Com. Shreekant Mishra met the LIC management in the individual discussions that followed the joint session. Sri Sharad Srivastava, ED (Personnel); Ms. T.S.Hindoyar, Chief (Personnel); Sri M.C. Chaturvedi, Secretary (ER) and some other officials of personnel department represented the LIC management. Our delegation expressed its deep anguish on the inordinate delay in the notification of some residual issues of wage revision like five day week, accumulation of PL upto 270 days, introduction of paternity leave, etc. The management informed that issues pertaining to accumulation of PL upto 270 days and introduction of paternity leave are in the pipeline and the notification may be issued anytime now. On the question of five day week notification and ex-gratia in lieu of Bonus the management assured to expeditiously follow up with the government for early issuance of notification. On the question of one more option for pension the management replied that the issue needs government approval and they will pursue the same at an appropriate time. The delegation of AIIEA demanded that the issue of absorption of employees under CGIT as per Supreme Court of India cannot brook any further delay. The management agreed to expedite the process as per the directions of the court. Our delegation pointed out that there was an unjustifiably long delay in the matter of upgradation of the remaining RPTs. The management informed that they are on the job of thrashing out the details and they will very soon approach the Board of LIC for a solution to this issue. The AIIEA delegation also reiterated the demand for a special diamond jubilee incentive to the employees in recognition of their contribution to the growth and prosperity of the institution. The management agreed to look into the issue afresh. Our delegation also demanded improvements in the Mediclaim scheme and inclusion of some more diseases; introduction of a group insurance scheme for all those employees who have availed housing loan and resolution of all pending issues within a reasonable time frame. On the issue of the Cadre Strength formula our delegation reiterated AIIEA's position and said that zonal offices and Divisional Offices cannot be made to go without Assistants. There was also a veiled attempt to squeeze promotional avenues to the cadre of RCs, HGA and HGA (P) in the new cadre strength formula, averred our delegation. It was made clear that the issue needs an elaborate examination and study and AIIEA would respond to these issues at appropriate time.

Comrades, the information sharing session was an opportunity for us to reiterate our position on issues affecting the industry and the employees. We made it clear that while protecting and strengthening LIC was the ideological commitment of the cadres of AIIEA, protecting the interests of the employees was also our supreme concern. AIIEA will spare no efforts to pursue the issues till their resolution.

With Greetings,

Comradely Yours,



General Secretary.