

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

Cir.No.04 / 2023

20th February, 2023

To
All the Zonal /Divisional /State /Regional Units

Dear Comrade,

Re: AIEA Delegation Meets LIC Management

A delegation of AIEA consisting of Com. Shreekant Mishra, General Secretary; Com. H. I. Bhatt, Joint Secretary; Com. T.V.N.S. Ravindranath, Joint Secretary and Com. B.S. Ravi, Treasurer met the LIC management on 17th February 2023 and discussed a number of issues of the employees and the institution.

(A) Discussion with Executive Director (Personnel) and officials of Personnel Department:

The AIEA delegation had an extensive discussion with Sri R.K. Dubey, Executive Director (Personnel), Smt. Pratibha Singh, Chief (Personnel) and other officials of personnel department. The following issues came up for discussion in the meeting.

Inordinate delay in the Notification of Board Approved Family Pension:

The delegation expressed its deep displeasure for the inordinate delay of more than 3 years in Notification of Board Approved enhancement of Family Pension. The ED (P) informed us that the matter was still pending with the Ministry and regular follow-up was being done while clarifying the details sought by the Ministry. The management was hopeful of positive clearance at the earliest. **The delegation also raised the long pending issue of increasing management's contribution to DCPS beneficiaries from 10 to 14 percent.** The ED (P) informed that a **Note** was already sent in this direction to the Ministry and every effort was being made for an early and favourable response.

Restoration of the Increments postponed due to participation in the two-day strike action on 28-29 March 2022:

The delegation once again raised the issue of release of instructions restoring the grant of Normal Grade Increment which was postponed for participating in 2-Day strike on 28th & 29th March, 2022. It expressed its deep dissatisfaction for undue delay in resolving trivial matters of routine nature. The management assured that the instructions will be released soon.

Recruitment:

The delegation discussed analytically the immediate need for recruitment in Class-III & IV cadres. It was argued that Class III & IV strength was going down at an alarming rate due to large number of retirements. The delegation expressed concern that this trend would gather momentum in the next couple of years. Moreover, there are already more than 2600 vacancies existing in class-III cadre which could not be filled in the last recruitment round.

Given the growing customer expectations and fiercely competitive environment, recruitment was an imperative need to improve customer servicing, argued our delegation. Citing the example of the pitiable conditions of Satellite Offices, the AIIEA delegation reasoned that Class III & IV employees should be posted in satellite offices to augment customer servicing and increase the footprints of LIC in rural areas. The management sounded positive on the issue of recruitment to Class III cadres and informed that they are on the job of working out the vacancy positions.

The delegation also highlighted the need for a special recruitment drive of Class III & IV employees in the valley of Jammu & Kashmir.

It was pointed out that a large number of educated youth could not take the examinations last time due to severe disruptions in the communications network then. The delegation observed that recruitment would be a win-win proposition for the youth as well as LIC. The management appreciated our concern and assured to examine the issue with all seriousness. **Regarding CGIT latest position**, it was informed that the process of verification was almost over and the Verification Committee constituted by the Hon'ble Supreme Court of India would be giving the final position on the issue.

Regarding Class-IV recruitment, the management pointed out that the issue had become complicated due to various court cases pending in difference Courts. The delegation demanded that there should be immediate recruitment to Class IV cadres by giving some solutions to the temporary employees working in LIC for a very long time. This aspect needs further follow-up.

With regards to the issues of Temporary Assistants appointed on a permanent basis as per the Court Orders, each of our offices is differently interpreting the date of release of wage arrears where the 12 year period is to be reckoned from initial date of appointment. The delegation raised this issue and sought uniformity in clarification. The delegation also demanded that CO should issue clear-cut instructions regarding other benefits payable to these employees as per the direction of the Court. The management assured to examine this issue.

Fixation of Pay of Ex-Servicemen Employees re-employed in LIC on or after 01.01.2006:

The AIIEA has always maintained that fixation of Pay of Ex-servicemen re-employed in LIC on or after 1.1.2016 on a retrospective basis is a gross violation of the principle of natural justice. The Hon'ble Kerala High Court also agreed with our contention and delivered its judgment on 20.1.2023. The AIIEA immediately wrote to Chairperson LIC on 24.1.2023 urging LIC to implement the Court Order without prolonging the litigation. The AIIEA delegation once again had a long discussion on the issue and requested to release the amounts deducted from their salaries immediately. The management seemed positive on the issue and assured to look into our demands with an open mind.

We are happy to inform that the same evening CO advised the zonal management of South Zone (since the court case pertained to Kerala based divisions) to settle the issue as per the judgment of Hon'ble High Court of Kerala, without going for an appeal in the higher court. With this, a long pending issue related to our Ex-Servicemen employees is fast nearing its successful culmination.

The delegation also reminded the ED (P) about a **final option to Ex-servicemen and also to those employees who joined LIC after the age of 35 years or more to join the 1995 Pension Scheme** as their number is small and would not be a burden to LIC. The management informed that a note is already sent to the Ministry and clearance is awaited from the government.

Mediclaim: The delegation reiterated its demand to increase the limits under compulsory Sum Insured of the Mediclaim scheme. The delegation also sought provisions in Mediclaim policy allowing Robotic Surgery procedure in all ailments where the robotic surgery technology is available, not merely confining to only 4 types of surgeries as is being done now. Enhancement of daily Room Rent in other centers apart from Metro cities; inclusion of dental treatments; automatic re-entry of dependents once the income criteria clause is fulfilled; etc were also demanded. The management assured to look into all these issues to the extent possible keeping in view the cost aspects.

Problems Related to Actuarial Allowance:

The AIIEA delegation once again took up the issue of problems related to actuarial allowance consequent to the increase in the threshold limit from 6 papers to 9 papers after the issuance of CO Circular dated 05 July 2017. The delegation reiterated that this had not only become an additional burden to all those who had completed 6 papers, but amounts to a shifting of the goalpost to the complete disadvantage of the candidates. The delegation demanded that either the earlier threshold limit of 6 papers be restored or the candidates be allowed to draw allowances for passing the III examinations.

Disciplinary Matters:

The AIIEA delegation was critical of the fact that employees were subjected to avoidable harassment due to erroneous interpretation of the rules by audit and vigilance departments. It was pointed out that employees are being penalized even if the excess payment is made due to errors in the module. There are numerous instances when employees are penalized even after the DO enquiry committee does not implicate the employees but vigilance overturns the decisions of the enquiry committee and seeks to punish the employees. The management wanted some detailed information on such cases and assured that innocent employees would not be made to suffer.

Wage Revision: The delegation urged the management to initiate the process of wage revision which is due from 1.8.2022 so that this phase may be completed early and employees would be more focused on the servicing aspects to meet the challenging times ahead. The ED (P) responded positively that they would do their best to initiate the process.

Recognition to AIIEA:

The AIIEA delegation was critical that LIC management was not taking up the issue of Recognition to AIIEA despite our reasoned arguments over several rounds of discussions.

Other issues:


The delegation raised other issues pertaining to employees such as – granting the facility of Furniture, mobile handset, tea-coffee reimbursement; encashment of LTC; MBA allowance related issues; enhancement of Festival Advance; enhancement of Panel Cashier's allowance; rectification of statement of account of DCPS Members; instructions for ex-gratia in lieu of Bonus for the years 2018-19 till 2021-22; Fixation of Pay to be allowed at stagnation to stagnation stage on promotion, etc. The management sounded positive on many of these issues. The AIIEA shall pursue these issues till their logical conclusion.

(B) Discussion with Managing Director:

The AIIEA delegation later met Shri B. C. Pattnaik, Managing Director and discussed some important aspects like enhancement of Family Pension; initiating the process of wage revision; Recruitment in Class III & IV cadres etc. and sought his intervention. The MD assured his best efforts and exuded confidence that pending issues like enhancement of family pension should be resolved without any further delay.

The developments relating to other issues will be communicated to the respective zones.

With Greetings,

Comradely Yours

General Secretary