

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 004**  
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To,  
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**AIEEA Delegation meets LIC Management**

A delegation of AIEEA consisting of Comrades Shreekant Mishra, General Secretary; H.I. Bhatt and Dharmaraj Mohapatra, Joint Secretaries and B.S. Ravi, Treasurer met the LIC management at Central Office on 20<sup>th</sup> August 2025. There were separate discussions with the CEO&MD Sri R. Doraiswamy; Sri Satpal Bhanoo, Managing Director; Smt. Rashmi Singh, Executive Director (Personnel); Sri Salil Vishwanath, Executive Director (HRD); Smt. Minoo Sarkar, Executive Director (P&GS). The delegation also called on Sri Rajib Biswas, Chief (Personnel). A large number of issues pertaining to the employees and the institution came up for discussion during these meetings.

- A) **Discussion with Executive Director (Personnel):** the AIEEA delegation expressed deep concern over the fast declining staff strength in LIC in the Class III & IV cadres and underscored the need for immediate recruitment. Conveying the deep anguish of the employees over the procrastination of the management on the issue of recruitment, the delegation pointed out that the massive organisational actions of the employees viz; Demonstrations on 22<sup>nd</sup> January 2025, Mass Deputations to the Officers-in-Charge of the Divisions on 11<sup>th</sup> February 2025, One Hour Walk-Out Strike on 20<sup>th</sup> February 2025 and One-Day Strike on 9<sup>th</sup> July 2025, were indicative of the anger and frustration of the employees. The ED (Personnel) appreciated our concerns and agreed in principle on the need for recruitment in LIC particularly in view of the changed situation. She indicated that the Management would go for expeditious calculation of vacancies and early roll out of the process. **The AIEEA delegation reiterated our earlier position on four crucial aspects of recruitment: i) the large number of unfilled vacancies of the last recruitment round should be taken into consideration ii) the large number of vacancies pertaining to SCs/STs and other marginalized communities that continue to pile up as backlogs should be given due consideration iii) special care should be given for recruitment in Srinagar Division because a large number of aspirants from Kashmir valley could not submit their applications during the last round because of internet shutdown iv) recruitment should not be a one-off phenomenon but there has to be continuous recruitment on a regular basis so that LIC evokes the image of a young and dynamic organisation.** The delegation also took exception to the fact that class IV jobs of permanent nature were being regularly outsourced rather than going for recruitment to this cadre. The delegation demanded that process should start for recruitment in **Class IV cadre** as well by giving a solution to the issue of the temporary employees working for a considerably long period of time. The management sought some time to explore various options.

Our delegation took exception to the undue delay in revisiting the issue of substantial enhancement of **the ex-gratia relief being given to pre1986 retirees and their surviving spouses**. The delegation observed that the amount being paid was a pittance and needs to be

enhanced substantially. The ED (Personnel) appreciated our concern and agreed to examine the issue with seriousness. We reiterated our demand that the number of **Stagnation Increments in Assistant cadre** be enhanced by another 3 or 4 stages and the time span for release of **Stagnation Increments for HGA cadre** should be brought down from 3 years to 2 years. The delegation also reiterated our long pending demand of giving **fixation from stagnation to stagnation stage on promotion**. The delegation drew the attention of the management to AIIEA's letter dated 07.06.2024 on the issue of **re-fixation of pay of Ex-Servicemen employees** and reiterated its demand to resolve the issue without prolonging the issue any further. The management pleaded helplessness by informing that the matter is subjudice as the case is pending at the Hon'ble Supreme Court of India. The delegation demanded an expeditious resolution to some of the long pending problems of **temporary assistants absorbed on a permanent basis in Kerala Divisions** as per direction of the Hon'ble Supreme Court of India. The delegation expressed its disappointment over the indifferent attitude of the management to the long pending issue of **Actuarial Allowance** notwithstanding the apparent appreciation of the genuineness of the issue. We demanded an early resolution of the issue. These issues apart, the AIIEA delegation reiterated our demand for **introduction of LTC encashment facility, Tea/Coffee/ Furniture reimbursements for Class III & IV employees, improvement in Leaves benefits, improvements in Group Mediclaim scheme and a host of individual issues pertaining to different Zones/ Divisions.**

- B) **Discussion with the Managing Director:** The delegation of AIIEA had a detailed discussion with **Sri Satpal Bhanoo, Managing Director** on a range of issues. But the centrality of the discussion was the issue of Recruitment in Class III & IV cadres and the need to plug loopholes in LIC's IT infrastructure so that the institution's image does not take a beating. The Managing Director assured his intervention on the issue of problems afflicting LIC's EPGS module. On the issue of recruitment, our delegation reiterated the four central positions of AIIEA as noted above and requested the Managing Director's personal intervention on the same. The issue of suitable amendments to LIC's promotion rules to accommodate the growing aspirations for promotions across various cadres also came up for discussion. The Managing Director responded positively and assured to examine the suggestions with an open mind.
- C) **Meeting with CEO & Managing Director:** The AIIEA delegation met **Sri R. Doraiswamy, CEO & Managing Director** in the presence of **Sri Satpal Bhanoo, MD** and **Smt. Rashmi Singh, ED (Personnel)**. The delegation congratulated the CEO on his new assignment and assured AIIEA's help and co-operation in ensuring that LIC scales newer heights under his leadership. The CEO appreciated AIIEA's role in ensuring continuous growth of the institution and assured that the Corporation's overall approach would be a **people-centric approach**. The AIIEA delegation reiterated our basic demands on the issue of **recruitment in class III & IV cadres** including special emphasis for clearing the backlogs and special efforts for Srinagar Division. The delegation of AIIEA drew the attention of the CEO to AIIEA's letter dated 30<sup>th</sup> July 2025 on the operational **issues plaguing EPGS module** and sought his personal intervention. Appreciating AIIEA's concerns on the issue, he informed that CO is already on the job and the teething troubles would certainly be resolved on an expeditious basis. Our delegation also reiterated our demand for **substantial enhancement of the ex-gratia relief being given to pre1986 retirees and their surviving spouses**. The CEO responded positively to this issue and he also appreciated AIIEA's concern for a **structured dialogue with the unions** on the issues and challenges confronting the institution.

D) **Discussion with Executive Director (P&GS):** The AIIEA delegation had a detailed discussion with Smt. Minoo Sarkar, Executive Director (P&GS) on the operational issues plaguing LIC's EPGS module on superannuation and annuities. Drawing the attention of the ED to AIIEA's letter dated 30<sup>th</sup> July 2025 addressed to the CEO and a copy marked to her, our delegation explained as to how the problems in EPGS have made life hell for the frontline employees; the delegation demanded a thorough review of the system and implementation process to mitigate operational inefficiencies and reputational risk. The ED gave a patient hearing and explained that LIC was seriously engaged in the rectification process and also in imparting hands-on training to the frontline employees. She sought some time to make sure that all the teething troubles related to the module were addressed.

The AIIEA delegation called on **Sri Salil Vishwanath, Executive Director (HRD)** and placed some of the concerns of LIC's sportspersons. The delegation requested his personal intervention on the matter. The delegation also called on **Sri Rajiv Biswas, Chief (Personnel)**- who has taken charge recently- and exchanged pleasantries.

AIIEA assures the employees that all the issues will be followed-up in right earnest till their logical conclusion.

With Greetings,

Comradely yours,  
  
General Secretary.