



NEW INDIA ASSURANCE OFFICERS' ASSOCIATION

*C/o The New India Assurance Co. Ltd.,
New India Bldg., 87, M.G. Road, Fort,
MUMBAI 400 001.*

*Shri M. Ramadoss,
Chairman-cum-Managing Director,
The New India Assurance Company Limited
Head Office,
Mumbai.*

March 17, 2011

Dear Sir,

We have been taking up for a very long time pending issues pertaining to Officers at various levels. These include pending non-core benefits Amendments to Promotion Policy, TMPO, Aberrations in the New Pension Scheme, One More Option for Pension, Amendments to Check-off guidelines, PMS, etc.

We have been assured time and again that GIPSA will be favourably considering these issues. During various rounds of Wage Revision discussions, we had again brought to the notice these issues and an assurance was given that all these issues will be resolved within three/six months of the completion of the Wage Revision discussion. However, more than 8 months have lapsed and no concrete steps have been taken to resolve any of these issues. In LIC & Banks these benefits have been implemented to the benefit of their employees why GIPSA is treating us in a step motherly way. Hitting the officers hard at each and every opportunity will only strengthen our determination to face the onslaughts united. Even in areas where there are no financial implications, our issues have not been redressed. We have been participating in all the discussions to ensure that the consultative process continues and peace prevails in the industry.

WE have been again called on 16th March, 2011 to discuss on HR Reforms at Hyderabad. As a prelude to the discussions on HR Reforms, when the associations brought to the notice of GIPSA Companies of the pending issues and assurances given during Wage Revision discussion, the GIPSA Secretariat was hard pressed to recollect the same. Even regarding conveyance benefit GIPSA Secretariat declared that it would be approved only after 1.04.2012 We had no option but to walk out of the meeting as it is felt that the meetings are only of customary in nature for keeping on record by GIPSA.

We do not find any point in further discussions with GIPSA and now demand those discussions to be held only with the checked-off qualified Associations by the Company Managements'. This is more required as there has been absolutely no transparency and consultative mechanism on many issues like implementation of LTS, HR proposals of A.F.Fergusson Committee and BPR, etc. The Company

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*managements also keep silent in the meetings arranged by GIPSA with only GIPSA Secretariat conducting the meetings, giving an impression that they are not allowed to talk. GIPSA apart from projecting itself as the official spokesman for Companies, are now trying to project to the Governing Board and the Ministry that they are better aware of the **OFFICERS' REQUIREMENTS THEREBY TRYING TO BE OFFICIAL SPOKESMAN OF OFFICERS ALSO, IS REGRETTABLE.***

NIAOA & CONFED units have been participating in all the meetings of GIPSA in earlier occasions. Though the Officers' Associations came with an open mind for discussions on HR reforms, the faith and credibility of GIPSA Secretariat has been completely shattered by conveniently forgetting the statements made by GIPSA Chairman on the 8th may, 2010 and past assurances by GIPSA and we are now forced to withdraw from all consultative discussions with GIPSA. We demand discussions by the individuals associations with the respective company managements.

In this backdrop we urge upon you to withdraw the approach paper on HR Reforms and start consultative process in the right perspective at Company level at the earliest.

Yours truly,

S. BALAN
ALL INDIA GENERAL SECRETARY
NIAOA

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