

LONG LIVE! LONG LIVE!! OFFICERS UNITY LONG LIVE !! N I A O A LONG LIVE!!!

□ **THE NEW INDIA ASSURANCE OFFICERS' ASSOCIATION**
(REGISTERED UNDER THE TRADE UNIONS ACT, 1926 REGN NO. 7380)
NEW INDIA ASSURANCE BLDG., 87, M.G. ROAD, MUMBAI – 400 001
<http://www.niaoa-hyd.itgo.com>
(Affiliated to National Confederation of General Insurers' Officers Association)

Dt.28-03-2010

To All officers,

- ***We are sure that officers of New India are fully charged and are all set to make 31st March Walkout from 11.30 A.M to 1.30 P.M a grand success.***
- ***However, we summarise a few issues which have necessitated this industrial action and need to escalate if the present adamant attitude of New India Management continues.***
- ***Revision of wages in Public Sector General Insurance Companies is due from 01/08/2007 – we are in March 2010 – 32 months already delayed***
- ***Five rounds of discussions are over – No threadbare discussions – Offer on revision made without much of logic or rationale or on the basis of facts and figures***
- ***Last discussions on 22nd December 2010 – more than 3 months passed***
- ***Last offer was – 17.5% wage rise (INCLUDING NON-CORE); subject to Organisational Agenda – which includes proposals for flexi-pay; flexi-working hours; lateral entry, Compulsory Retirement Scheme etc.***
- ***N I A O A has demanded – delinking non-core benefits and Organisational Agenda from core Wage revision Process- Demanded one more option to join Pension Scheme and improvements in existing scheme – Pay Revision in line with 6th pay Commission and Justice Jagannadha Rao Committee recommendations.***

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- **Status in other financial sector institutions : In Banking Sector – 17.5% increase in Core benefits + non-core to be decided separately + Rs.4,200 crores towards short-fall in Pension fund to be contributed by the Management.**
- **In LIC 17.5% rise in core wage offered-It stands rejected. Officers were on massive agitation culminating in call for 72 hours strike from 30-03-2010.LIC Management invited Officers for talks on 19th & 20th March. We understand that LIC officers deferred the agitation on the assurance given by Management to improve the offer. In fine, LIC Management has responded positively to the strike call , whereas it is still missing in our setup.**

✓ **What is the Position today :**

✓ In Govt.	Central Industrial Public Sector	✓ Central Industrial Public Sector	30% ALREADY as per Justice Rao Report	✓ In Banks (agreed as per MOU)	17.5% increase in Core +Non-core +Rs.4,200 addition by Pension Fund	✓ In LIC (offered)	17.5% hike in core benefits non-core)	✧ In General Insurance
✓ More than 30% ALREADY granted as 6 th Commission report	than hike granted- per Pay Rao Report	More than 30% ALREADY as per Justice Rao Report	30% ALREADY as per Justice Rao Report	✓ In Banks (agreed as per MOU)	17.5% increase in Core +Non-core +Rs.4,200 addition by Pension Fund	✓ 17.5% hike in core benefits non-core)	17.5% hike in core benefits non-core)	✧ In General Insurance
						✓ Struggle followed- ✓ LIC invites assures	Chairman & Offer and seek consent for	(including offered on 22/12/09 ✓ GIPSA writes to Unions on 5/2/2010 to 'appreciate' the offer and seek consent for 'approval'. Vide our lettr dt. 16-02-2010 NIAOA outrightly rejected the offer.
						package		

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➤ ***In General Insurance, we are NO-WHERE near any of these situations – neither in terms of levels of pay-packages offered in Central Govt/Central Industrial Public Sector/Banking Sector/LIC. Obviously we do not even compare the pay packages offered in private sector General Insurance companies which are at very high levels.***

✓ ***Insurance employees/Officers were termed as ‘High-wage islanders’ by the Apex Court in late 1980s – But where do we stand in comparison to Central Govt as per the present offer of GIPSA :***

Starting basic pay of Scale I Officer – GIPSA companies - effective from 01/08/1997	Pre-revised Basic pay in Central Govt. entry level (Group A) effective from 01/01/1996	Revised Basic pay – 6 th pay commission – effective 01/01/2006	Starting basic pay of Scale I Officer – as per proposals of GIPSA – effective 01/08/2007
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✓ Rs.7535/-
 ✓ (revised to Rs.11110/- effective 01/08/2002)

✓ Rs.8000/-

✓ 15600
 ✓ +5400 (Grade pay)
 ✓ =21000(starting basic)

✓ Rs.16650/- (pure arithmetic presumption) – after taking 17.5% entirely in core- in tune with proposed scales in Banks

✓ Scale II Officer starting Rs.10055/- at 01/08/1997) –
 ✓ Pre-revised basic of (as Sr Steno – Rs.9000/- (S-10B)

✓ Revised Basic pay : Rs.21,540/- (PB – 2 with grade pay of Rs.4,800)

✓ Rs.22,900/- (arithmetic presumption as per bank scales(proposed)

✓ **PAY OF SCALE II OFFICER OF GIPSA - MATCHES WITH REVISED PAY OF SR STENO OF CENTRAL GOVT – HIGH RESPONSIBILITY AND LOW PAY.**

✓ ***In addition to the substantial increase in Basic pay structure, the House Rent Allowance (HRA) has been increased considerably; Transport allowance is up- to Rs.3,200/-; Education allowance at Rs.1,000/- per month – etc. etc. have***

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been extended to the Central Govt.

We can place before multiple examples of this sort – suffice it to say that the proposed pay-package of GIPSA does not match with any of the Sectors

CAN WE STILL BE CALLED AS HIGH-WAGE ISLANDERS ?

- ✓ *IN the offer given on 22/12/2009 – the GIPSA has stipulated that Annual GDPI growth should be 8.5% - whether any such yardstick was stipulated for Central Govt. employees/Officers to grant 30%+(plus) revision – just imagine – what is the revenue generation or productivity in Urban Development Ministry or Family Welfare Ministry of Union Govt.*
- *You will all recall that in the last wage revision, we were stuck at 8.5% and the Mgt. said – Nothing more was possible – it was 2-DAYS CONTINUOUS STRIKE – BY Officers which took us to about 13.25%. By agreeing for more than 4% - upon pressure – whether the financial stability of the Company was affected thereafter ??*
- *AFTER EXIT OF OFFICERS ON SVRS, WORK LOAD AND BURDEN AND RESPONSIBILITY SHARED BY EXISTING OFFICERS INCREASED BY MANY FOLDS.*

We reiterate that as is rightly done in Govt. Dept.s growth rate and other related matters have no relevance as far as core wage revision is concerned . In financial sector itself , the core wage revision offer given by Banks and LIC are independent of Management Agenda but only in GIPSA setup the pernicious Management Agenda has been made compulsory to offer core wage revision. Is it not that this highhandedness requires to be challenged and opposed hammer and tongs??

“JOIN ON 31ST MARCH , TWO HOURS STRIKE ENMASSE”

Fraternally yours ,

K.V.Raju
Vice-President.