

THE NEW INDIA ASSURANCE OFFICERS' ASSOCIATION

(REGISTERED UNDER THE TRADE UNION ACT 1926)

C/O.THE NEW INDIA ASSURANCE CO.LTD., HEAD OFFICE,87, M.G.ROAD, FORT,MUMBAI-400001.

Dt:31/01/2011

**Shri. NAMO NARAYAN MEENA,
HON'BLE MINISTER OF STATE FOR FINANCE,
(INSURANCE & BANKING)
GOVERNMENT OF INDIA,
NEW DELHI-110001**

Respected sir,

Re: Issues for your consideration.

We express our sincere gratitude and thanks for sparing your valuable time to meet us when we called on you on 23rd January 2011 at Jaipur.

During the course of the meeting we have endeavoured to bring it to your notice certain issues which we felt were necessary to be brought to the notice of the highest authority representing the ownership. We had also invited you to grace the occasion of our two day All India Conference on 24th and 25th January at Jaipur. While expressing your inability to be present at the conference due to your pre-occupation, you have graciously wished the conference well and advised us to send a memorandum of the issues discussed for your further action.

Sir, we have to report that with your best wishes our two day conference was a grand success. As desired by you we give below the details of the issues discussed in the meeting with you.

Lateral entry

One of the major issues facing the officers community is the management's attempt to fill the ensuing vacancies by bringing people from outside in the name of Lateral entry. We would like to bring it to your kind notice this move by the management is not warranted as there are enough qualified and experienced officers in the company to fill up the vacancies in all grades. If lateral entry is allowed to be implemented the present employees will be totally demotivated which will affect our organization.

Our suggestion

In our opinion what is required is the change in the promotion policy to ensure the speedy movement of officers to higher cadres by providing a multi channel promotional system instead of a single channel as at present. We have already given a detailed note on this to the management.

Transparency in HR issues

There is an increasing tendency of unilateralism in HR issues leading to complete absence of dialogue with checked off Associations. Unilateral and arbitrary imposition of New Pension scheme (NPS)

retrospectively from 1st January 2004 by a notification dated 08/10/2010 even without an option who joined the service from 01/01/2004 and were on roll till the notification has resulted in a huge disappointment and frustration amongst the newly recruited officers since 2004.

Whereas in LIC and in Banking sector the NPS was made applicable only from 01/04/2010 there by discriminating the officers in GIPSA companies vis-a-vis officers in LIC and Banks. In this context we request your good self to re-look into the issue of NPS and instruct the department to implement the NPS only prospectively like in LIC and provide one more option for the 1995 pension scheme.

Lack of uniformity in implementing Transfer and Mobility Policy

The lack of uniformity in implementing Transfer and Mobility of officers has resulted in creating a large pool of demoralized and demotivated officers. We request your good self to direct the management to ensure transparency, uniformity and fixed time frame in implementing the transfers. At present officers after completing the required tenure in a particular place are not being considered for posting for their place of choice regularly. To ensure proper implementation of the Transfer and Mobility Policy the policy must provide for transfer of officers for the place of their choice after completing the require tenure in the present place of posting.

Recognition of Associations

To improve the dialogue in HR issues and to eliminate unilateralism in major service issues we request for the introduction of recognition of checked-off Associations to ensure bilateral commitment. This will greatly restore confidence of the officers in the process of decision making in HR issues.

Compassionate Appointment

The present practice of monetary compensation to the family of the employees who die in harness does not meet the requirement in the present social context. The compassionate appointment as a corporate social responsibility is to be re-introduced. We request your direction to the Management on this issue.

Sir, we have listed above issues with fervent hope that your good self would consider them favorably and give suitable directions to the Management. In our meeting at Jaipur you wanted us to present the issues we have discussed and in pursuance of that we have highlighted the certain urgent and significant issues. We also like to seek an appointment with you at the place and date most convenient to you in the near future to discuss above issues in detail.

With warm regards,

Yours faithfully,


T.S. PAR OLI,
PRESIDENT.