

**THE NEW INDIA ASSURANCE  
OFFICERS' ASSOCIATION**

Office of the President  
C/o, The New India Assurance Co. Ltd.,  
No. 21, Pattulos Road,  
Macmillan House, "B" Wing,  
Chennai – 600 002.

---

**TO**

**14/03/2011**

**ALL PRESIDENTS/SECRETARIES**

**Regarding approach paper on HR reforms.**

You are aware that GIPSA has called NIAOA for discussion on HR issues on 16/03/2011 at HYDRABAD. Our All India General Secretary has already circulated the approach paper. We are again attaching the scanned copy of the approach paper for your immediate reference. You are all aware most of these issues were already discussed threadbare in our Jaipur All India meet and we have already taken a definite position in some of these issues.

HR issues indicated by GIPSA for discussion are

- Lateral entry in specialised lines in scale V, VI and VII.
- Lateral entry in four functional areas IT, ACTUARY, INVESTMENT AND MEDICAL in scale II, III and IV.
- Fast track promotion for scale II, III and IV earmarking 20% of the promotional vacancies in each scale.
- Campus recruitment in scale I
- Revision in ACR formats.
- Common recruitment of direct Scale I officers.

To enable our regional secretaries to brief our members at large we reiterate our decisions on these issues.

At the outset the HR initiative on promotion should start with vacancy determination and cadre strength norms. Company managements should clearly spell out these parameters first for any meaningful discussions on HR issues. During the GIC period there use to be vacancy determination on the basis of established cadre strength norms. When the Management is planning a new start on HR issues they must first come out with laid norms for a cadre strength determination...

➤ **Lateral entry.**

We , in principal oppose to lateral entry because lateral entry especially for limited terms has no accountability. The lateral entry at senior level at scale V, VI, VII with contract period extending up to 65 years will result in favouritism and back door entry for many existing senior executives for extending their tenure. How can executives who miserably failed in executing their jobs while in their service will deliver goods after their retirement that too with no accountability? Scale V, VI, and VII vacancies must be filled by officers within the industry only.

➤ **Long term regular entry:**

As an Association we are opposing the concept of lateral entry both on contractual basis and on regular basis because lateral entry will demoralise the existing officers by drastically crippling their promotional avenues and vacancies. There is no need for lateral entry in scale II,III and IV in the functional areas of IT and Investment. The officers recruited at entry level in IT and investment with acquired industry knowledge are capable of meeting the company requirements. There is no need for four companies to recruit medical graduates on regular basis.

➤ **Fast track promotions.**

Our confirmed view on promotion policy is to have a Multi Channel System. In 2006 when GIPSA proposed amendments to the promotional policy it is we who had suggested creation of a Multi Channel System with fast track channel and seniority channel. We, reiterate our demand for creation of seniority channel in addition to the proposed fast track promotional channel.

➤ **Campus recruitment in the entry level.**

Considering our requirement it does not seem to be a viable proposition. Our previous experience in the similar line of campus recruitment of teens from schools at CLASS III entry level has failed considering the very high level of attrition. Moreover, in Public Sector, opportunities should be provided to all sections of people with different academic qualification to have a scope for recruitment in companies. Let the company managements realise that we are still a state owned organisation and our obligation to the society and social responsibilities still holds good.

The insurance qualified candidates and the GIPSA'S preferred target groups can be given preference in market recruitment.

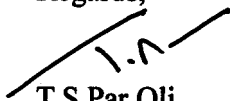
➤ **Revision of ACR formats and common recruitment of direct Scale I**

These issues needs to be discussed with us in detail before arriving at any decision.

Friends, after the GIPSA at HYDRABAD , CONFED has called for a MC meeting on 16<sup>th</sup> evening. We will revert to you to appraise the developments of 16<sup>th</sup> meeting and the decisions taken by NIAOA and collectively by CONFED. The seriousness of these issues is well known

and we once again emphasise that you should necessarily brief these issues to all the members of your region. If the situation demands be prepared for an industrial action at a short notice.

Regards,

A handwritten signature in black ink, consisting of a series of connected loops and a final horizontal stroke, positioned above the typed name.

T S Par Oli,  
President.