

**THE NEW INDIA ASSURANCE
OFFICERS' ASSOCIATION**

Office of the President
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15/02/2010

FOR WIDER CIRCULATION

To

ALL REGIONAL SECRETARIES/PRESIDENTS,

Reg: Organisational agenda forming part of the offer.

You are aware that NIAOA have rejected the GIPSA's proposal of linking the organisational agenda to the wage offer. We have also demanded that the core package should be exclusive of non-core benefits. The practice of linking organisational agenda under section B as compulsory for wage offer under sec A has started since 2002 wage revision. But, in the last wage revision GIPSA had only presented the management agenda but never bothered to discuss the agenda before gazetting 2002-07 wage revision. In our last circular Dt.25/01/2010 we have briefed about the GIPSA's offer under sec A vis a vis our charter of demands. Now we present our views on the organisational agenda proposed by GIPSA under sec B.

Organisational agenda forming part of the offer

GIPSA's proposal

1. The organisational Agenda that formed part of wage revision wef.01/08/2002 to continue with modifications as may be found necessary by the management.
 - a. TMP for class III to be freed from the geographical limitations of 150 KMs so as to further synchronize with the company's contemporary needs.
 - b. Further outsourcing of certain activities (including some service benefits such as Housing loan) to fall in line with current competitive business environment.
 - c. Code of conduct for Unions/Associations relevant to contemporary business requirement and conducive to productivity, accountability and discipline to be evolved and strictly implemented.

Our response:

1a. This is a class specific issue.

1b. We are opposed to outsourcing in any form.

1c. We expect the management to evolve code of conduct first for themselves before drafting the code of conduct for the associations. To be discussed in detail with the management.

GIPSA's proposal

2. Annual GDPI Growth rate to be minimum 8.5%

Our response:

Linking of annual premium parameter with pay revision is illogical and not acceptable. We reject this agenda out rightly.

GIPSA's proposal

3. Flexi pay and variable pay for maximising motivation levels, retention of talents and optimizing returns on productivity.

Our response:

The differential pay structure in any manner is divisive in nature and cannot be accepted. Uniform pay structure for officers in the same grade is alone is acceptable. We out rightly reject this agenda.

GIPSA's proposal

4. Flexibility in hiring manpower-Lateral induction-short term appointment at various levels in officers' cadres in line with current competitive business environment.

Our response:

Industry has enough qualified and competent man power at all levels and there is no need for any lateral and contract basis entries. We reject this malicious back- door entry agenda out rightly.

GIPSA's proposal

5. Flexi working hours to address the requirement arising out of the impact of IT interventions and the need for 24 hrs connectivity.

Our response:

This should not be implemented unilaterally. We need additional inputs from management on this issue for a better understanding of their proposal.

GIPSA's proposal

6. Introduction of modern gadget-monitored and IT enabled entry (including biometric scanner) and surveillance system in the office premises to address the safety and security requirement of employees and customers.

Our response:

To be discussed with additional inputs.

GIPSA's proposal

7. New measures such as training followed by mandatory passing of tests, to empower the workforce at various levels and enable them update their knowledge and skills to cope with the changing business requirements and technological changes.

Our response:

Training to update knowledge and skill is in the right direction but the mandatory passing the test after training is not acceptable.

GIPSA's proposal

8. Implementation of provisions for Compulsory Retirement on grounds of gross inefficiency /company's interests with adequate system of checks and balances and exit option for employees with incompatible profile.

Our response:

This agenda is preposterous and it is not acceptable. As the proposal is very subjective in nature and can be easily misused by vindictive elements leading to victimisation this proposal needs to be opposed hammer and tongs. The proposal to make gross inefficiency as a ground for compulsory retirement is unprecedented and unjustified. We out rightly reject this draconian agenda.

GIPSA's proposal

9. Any other measure to improve productivity, accountability and discipline.

Our response:

Any measure to be introduced must be specific and such broad provisions covering all residual items cannot be entertained and needs to be rejected in the present nebulous form.

Friends, this practice of attaching management agenda with pay revision started in 2002 with some issues of general nature. Management now seems to be using this methodology to bring in pernicious and anti employee policies as an appendage to pay revision issue. Management is linking up these anti employee measures with pay revision to scuttle any serious discussion on management agenda and to throttle any opposition to these issues. It appears to be a well thought out design by the management to divert the attention of the Association and rank and file from management agenda some of which are very dangerous to the concept of job security itself. Most of us in our anxiety of securing a reasonable pay revision we tend to overlook this danger and fall a prey to the sinister design of the management. Hence, we want officers to be alive to the long term ill effects of the management agenda particularly of the issues which had been out rightly rejected by us. We also want officers to be prepared for any industrial action to oppose these moves.

With fraternal greetings


T S PAR OLI
PRESIDENT.