



Federation of LIC Class-I Officers' Associations

President

Baburao Humraskar

Gen. Secretary

S. Rajkumar

AI/ 20-22/ Circular no. 20

Dated: 9th Dec 2021.

To,

All Members,

DISCUSSION WITH PERSONNEL DEPARTMENT, CO, ON 07th DECEMBER.

The Federation team had a detailed discussion with the personal Department at Central Office on Tuesday, 07/12/21 on the pending demands in the non-core area and other important issues.

- **Meal's coupon and marketing officials:** We expressed our deep anguish at the way this was handled by the respective Departments. It is illogical and impractical and we demanded the withdrawal of the activity report and resorting back to the earlier system. It was informed that they are in touch with IT Department for suitable modifications and will be done at the earliest. Those who could not avail of the meal's coupon can submit the details to the OS Department of Divisional office, which is instructed to process the same through RFM.
- **Increase in premium in GTI and GI:** We have expressed our concern about the huge premium increase. The Management explained that none of the reinsurers were willing to underwrite the risk and they could continue the scheme only through hard bargaining as the experience since inception is adverse. We have demanded that the hike this year should be borne by LIC as a Covid related expense. The matter will be placed before the competent authority. We also expressed the concern of the young officers as they are paying a very high premium compared to our tech term and demanded that a permanent solution should be found out. Our suggestion to have slab-based insurance based on basic pay with the

option for going for a higher amount was appreciated by the Management and revamping of the scheme will be done after proper consultation.

- **Improvements in technical allowance:** Our demand for consideration of the full amount for those who are stagnated is still not acceptable to the management, despite presenting the facts. However, it was agreed to consider the case of those who were promoted from class-2, as they are not benefitted in fixation also.
- **Anywhere lease and revision in lease accommodation limits:** We once again presented our case and it was informed that both are under active consideration. Later we met ED (eos) and both chiefs of the OS Department and appraised the urgency of the situation.
- **Revision in non-core benefits:** We have represented all non-core benefits for which revision is due for more than three years. Revision in tour DA, cashier's allowance in SOs, third option for a two-wheeler, Enhancement of four-wheeler advance to aaos and aos, etc. are under various stages of decision making. Instructions will be issued for some of these benefits, without much delay.
- **Restoration of NGI:** Restoration of NGI deferred due to strike on 18/03/21 is under active consideration of the competent authority. Regarding the case for NGI restoration of 2010, the case will come up for hearing on 13th December in High Court of Kerala.
- **Leave matters:** We have expressed our view on reduction in additional casual leave. It was told that it is done based on the same circumstances in similar institutions. However, our demand for not clubbing holidays along with leave was accepted in principle and suitable actions will be initiated. It was also agreed that steps will be taken to remove the restrictions on availing short duration PL and will be done by the leave sanctioning authority, irrespective of the number of times.
- **Extension of LTC:** Extension of LTC Block for the current block ending on December 2021 will be considered favourably.
- **Issue of stagnation:** We again raised the long pending demand of addressing the stagnation and expressed our frustration that it was not considered in the last wage revision. It was informed that it will create anomalies in other cadres and the Government was not willing to accept

it. We have placed our demand for stagnation increment after every two years. It was informed that the matter is still open and suggestions can be considered at the appropriate time.

- **Revision in family pension:** Revision in family pension is being followed by management with the Government of India for early notification. We also appraised the Management on the need to raise updating of pension as our pension fund is solid and can afford this. The management informed that it is the wish of everyone, but needs detailed study and persuasion with Government.
- **NPS AND DCPS:** It was informed that the deduction from last month's salary is credited to the NPS fund. Reconciliation of the existing fund is being done and the same will be transferred at the earliest. Changes in DCPS like an increase in contribution will be done once it is cleared by the Government.
- **ORGANIZED FRAUDS:** We have appraised the Management about the need to introduce suitable mechanisms like linkage with Pan and facility to examine the authenticity of Aadhar. They have agreed to examine this. Regarding NEFT validation, some arrangement is being done with Bankers to verify the authenticity and will be in place soon.
- **LOANS TO EMPLOYEES:** Since there are various avenues available for the employees to get loans at reduced rates, we have demanded that option should be given to employees to avail the same from LIC or any other banks, with provision for giving subsidy by LIC wherever applicable. It should be started with educational allowance as there is an opportunity to avail of the benefit of income tax. The Management agreed to examine this.
- **IMPROVEMENTS IN PF:** It is suggested by Federation to allow employees to continue their accumulated amount in PF fund with LIC PF Trust, after retirement also, as already available in some PSUs. We have also demanded for non-refundable withdrawal from PF Fund on marriage ground. It was agreed to present both the matter before the PF TRUST.
- **INDIVIDUAL CASES:** All individual cases forwarded by respective Zonal Secretaries are given to management and appropriate decisions are expected. If there is an issue with biometric recognition, the request for

OTP-based access can be submitted to SDM, along with relevant records and the same will be done by CO.

The Federation leadership is pursuing each issue concerning the class-1 fraternity, relentlessly. The Management is also very proactive in responding to our demands.

We are into the last lap of the race and we should have a fantastic performance, when we close the books, both in administration and marketing. There is a reduction in the percentage of claims settled in many zones and we need to lend extra support to clear the outstanding claims. Hardly four months left for showcasing our achievements in marketing which is going to be audited even by the general public in light of the new developments. Federation has always given predominant interest to the interest of the great organization of LIC and will continue to do so. At the same time, we request all in charges at various levels to be practical, show compassion, and give a helping hand to officers, rather than pushing them to the walls. **YES, TOGETHER WE CAN GROW...**

THE STRENGTH OF THE TEAM IS EACH INDIVIDUAL MEMBER

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TEAMWORK MAKES THE DREAM WORK...

With regards



S.Rajkumar
General Secretary