



## Federation of LIC Class-I Officers' Associations

**President**

**Baburao Humraskar**

**Gen. Secretary**

**S. Rajkumar**

AI/ 20-22/ Circular no. 24

Dated: 21<sup>ST</sup> Feb 2022.

Dear friends,

The Federation team was in the central office for discussion with Management on various core and non-core issues on 18<sup>th</sup> February. We had detailed discussions with personal department and also with Managing Directors, Sri. B.C. Patnaik, Sri. Siddhartha Mohanty and Sri. Rajkumar on various issues. The gist of the discussion is given below.

- **WORK LIFE BALANCE:** We invited the attention of the Management on the circular issued by SBI dated 09/02/2022 on work life balance (circulated along with this) and impressed upon them that LIC also should come forward with similar circular which will be a reminder for many in charges of the Divisions and the zones to embrace the HR Philosophy which we have to practice. We have made it clear to the Management, that frustration is brewing in the officers, especially on the non-implementation of five-day week and some solutions have to be there. We informed that the opening of cash counter on holidays is not according to the the staff regulations, OS Manual and Accounts manual and cannot follow without explicit orders. None prefer to come to the marketing stream because they are seeing how marketing officials are treated in the organization and if we cannot build confidence in the people, we are going down as an organization. This need to be examined in a larger context and people should be educated that spending more time in office is not the measure of productivity or rather it is an example of in efficiency. Our members also should be aware of their rights and duties rather than saying YES to everything. Cash counter should not be opened on any holidays without specific instructions by the competent

authority in writing. We are always there for the progress of LIC, but within the allowed frame work.

- **TRANSFER AND TRANSFER BENEFITS:** We demanded that request transfer should be given to all after two years. We have told the Management the relevance of transfer after two years, anywhere lease and transit accommodation. If this can be introduced as a package, more and more officers will opt for promotion which is going to be a win- win situation for both Management and Federation. We hope the Management will come to our line at one point of time.
- **Discussion on benefits in non-core area:** We have expressed our displeasure on the delay in implementing even routine revisions and informed the Management about the frustration swelling up in the officer's community. It was informed that some of the benefits like revision in tour DA etc. need approval of DFS and already forwarded to the Ministry for approval. Other demands like revision in lease accommodation, anywhere lease etc. are already under consideration and has to be placed with appropriate authorities. We have made it clear that a speedy implementation will boost the morale of the officers' community. The management informed that they are working in a tight schedule with regard to IPO and still the issues raised by Federation will be taken care of.
- **EXTENSION OF LTC BLOCK:** In spite of our repeated demand nothing has been done in this and we made it clear that when the benefit is given to other class of employees it should be given to us also. We presented this to MD who has instructed to take a fresh look on this.
- **POSTING OF OFFICERS IN SATELLITE OFFICES:** We made it clear that the SOS cannot function without one plus two formula and the Management itself is responsible for violation of procedures in the wake of bio metric implementation, which can lead to more vigilance cases. The Management made it clear that they stand on one plus two formula and it is a matter of shortage of officers and displacement concerns. We suggested out sourcing of entire cash operations in satellite offices as practiced in HFL, as an alternate solution as long as we face shortage of officers in SOS.

- We have raised our concern on denial of all benefits to VRS opted and demanded that all benefits of super annuated officers should be given to VRS opted officers if they do not join any other institutions as permanent employees. We also demanded for the extension of preventive health checkup and lumpsum cash medical benefit to retired officers. The non-inclusion of retirees in the allotment process in IPO was raised, for which MD has told that it is for the Government to take appropriate decisions.
- We have demanded detailed discussions before revision of Mediclaim scheme. It was informed that inclusion of dental treatment will increase the premium which may not be approved by some sections. We also demanded the option for inclusion of parents and in laws in the wake of increasing the dependent income levels which was agreed for consideration.
- We expressed our concern that the reasonable demands of officers working in COSP is not yet found a place in the agenda of Management in spite of repeated representations from Federation.
- We have demanded immediate revision of four-wheeler advance to AAOS and AOS at par with scheme vi car and the excuse of management regarding shortage of man power in marketing cannot be accepted. We also demanded that officers in the marketing side also should be given the same facility as scheme VI car is only for official purpose. We have also discussed issues related to scheme vi car with ED and chief Marketing and also with MD. The problem in registration in reimbursement while taking from GEM portal was highlighted and it was assured that full reimbursement will be considered.
- **TECHNICAL ALLOWANCE:** The Management has made it clear that no reconsideration will be done on the question of life papers as it is approved by Board. Consideration of Class ii promotes will be done and the inclusion of other qualifications also will be explored.
- We expressed our protest on the delay in restoration of NGI due to the strike on 18/03/2021. As an alternative we suggested that the staff regulation should be amended to exclude the deferment of NGI which is nothing else but a double punishment, not prevailing anywhere else.

- We have demanded for special recruitment for north eastern region and Jammu and Kashmir to address shortage of officers. We have also demanded that all pending request transfers of 28<sup>th</sup> batch direct recruits should be cleared in this round itself. The refusal of transfer for AAO(programmers), even after three years was also discussed and requested for solution.
- The individual issues referred from Zones are handed over to chief personal for speedy disposal.

### **CHARTER COMMITTEE MEETING ON 19<sup>TH</sup> FEBRUARY:**

The charter committee met on 19<sup>th</sup> February and framed the initial points and discussed the various aspects in detail. It needs further discussions and elaborations at various levels. Once the final charter is drafted it will be placed before the Secretariat for further considerations. We are planning to submit our charter of demands in the month of July 2022.

### **JOINT FRONT MEETING ON 20<sup>TH</sup> FEBRUARY:**

The joint front met on 20<sup>th</sup> February at Hyderabad. It is a matter of pride that the meeting was hosted by Federation in the Guest house purchased by SCZ unit of Federation. Those who try to wash away such initiatives should understand the relevance and prestige associated with such developments.

We have repeated the decision taken in National executive committee that we will support all protest programs against IPO other than strike. We also demanded that the joint front should focus more on internal issues pertaining to employees and officers which was accepted. The common issues were discussed and the apathy of the Management was highlighted. The joint front will submit a specific representation on the internal issues and if the Management do not respond, will go for a lunch hour demonstration on 3<sup>rd</sup> March, specifically and exclusively on our demands within the organization. We have also demanded that differences if any prevailing at local level should be resolved through mutual consultations. It is true that the IPO is on the anvil

and none can stop it. But we have every right to express our protest and on 5<sup>th</sup> March. there will be a Dharna at Jantar Mantar, Delhi. Detailed circular will be issued by Joint front.

We are passing through a historical phase. The insurance industry was nationalized with certain objectives. The prime objective was to mobilize the rural savings from the nook and corner of the country and utilize it for Nation building activities, which we have accomplished with all sincerity for the last 65 years. Now what is going to be our moto...? For any listed company, the ulterior motive is profit generation for shareholders. The question is at the cost of whom...?

We do not know whether the future will pardon us.

**“THE FUTURE DEPENDS ON WHAT WE DO IN THE PRESENT  
AND THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE  
IT”**

**CAN WE THINK OF THE MARGINALIZED SECTION OF THIS  
COUNTRY AND CREATE A BETTER FUTURE FOR THEM.....?**



**S.Rajkumar**  
General Secretary