**ALL INDIA INSURANCE EMPLOYEES’ ASSOCIATION**

**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**

**(E-mail: aiieahyd@gmail.com)**

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To

All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**Draft Transfer / Mobility Policy to Class – III Employees of LIC**

AIIEA has received a mail from LIC today at 11.52 hrs on the draft Transfer / Mobility Policy applicable to class – III employees. The AIIEA immediately responded by sending a mail to Executive Director (Personnel) conveying the stand of our organization in this regard. We reproduce hereunder the letter sent to ED (P) for your information.

With greetings,

Comradely yours,



(V.RAMESH)

General Secretary

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4th January, 2016.

The Executive Director (P),

LIC of India,

Central Office,

Mumbai

Dear Sir,

**Draft Transfer and Mobility Policy**

We have received through email, a Draft Transfer and Mobility Policy today at 11.52 hrs. But your Letter and the Draft was in circulation days before it was sent to us. We do not know if this is done deliberately. We also do not know why this is done in such haste. This is shocking and to put it mildly is not in good taste and will only strain the industrial relations.

AIIEA’s stand on the transfer and mobility policy was already conveyed to the Chairman through our letter dated 12th June, 2014. We may also remind you that the employees have already rejected the TMP proposals by observing TWO HOUR walk-out strike on 23.2.2015.

In the course of discussions on 16th / 17th October, 2015 and on many earlier occasions too, we had made it clear that a Transfer and Mobility Policy for the sake of creating disturbance for the employees will not benefit the Corporation and the Corporation would stand to lose the enormous goodwill of the employees that has sustained the growth and resulted into improved servicing standards.

The employees of LIC have not only tried to bring their best out in the Offices but have also been in the streets to defend and advance the interests of the Corporation. It is this commitment of the employees that has made LIC the finest financial institution of the country. Therefore, we fail to understand what this Transfer and Mobility Policy proposes to achieve other than demoralizing and demotivating the employees to the detriment of the interests of the Corporation.

Our organization has always believed that employees have to acquire skills to meet the competitive environment and increased expectations of the policyholders. Our units in various levels have also been cooperating in running of the administration in the broader interests of the institution and the policyholders. We disagreed with the erroneous impression that an employee joining in the service retires from the same table. We have cited cases from every zone as to how the employee movement takes place on promotions and transfers. We have also said that every Division has a transfer policy depending upon the local requirement. We clearly pointed out that any deviations from these accepted and settled positions will only create unrest rather than benefiting the Corporation.

The AIIEA has been arguing the need for recruitment. We have pointed out that every branch is suffering due to inadequacy of staff. We, therefore, are unable to understand how and where the excess is found for re-deployment. It is important to note that the Corporation does not seem to have a formula for determining the cadre strength at present. Therefore, we have been asking for a discussion on determination of the cadre strength on the basis of the business and policy servicing of a branch. The discussion on this important issue is yet to take place.

We would like to inform you that we are opposed to the transfer and mobility policy and any arbitrariness associated with it. Any arbitrary action in this regard will meet stiff resistance from the employees.

Thanking you,

Yours faithfully,



General Secretary

Encl: Our letter dated 12.6.2014.