



Structured Meeting with United India at Chennai on February 18, 2016

AGENDA for discussion

Industry

- (1) Measures to end unethical competition between PS companies resulting in loss of business/premium income and loss of account to private cos.
- (2) Need for consolidation of Public Sector G.I. Cos. -- Merger of the four companies into a single organization.
- (3) Dilution of Share Capital is unwarranted.
- (4) Efforts to realize market rent to Company-owned properties – H.O. to take inventory of properties (real estate) and review utilization level.
- (5) To purchase own premises at least for Regional Offices – To acquire staff quarters in big centres.
- (6) Micro Offices – Expanding our net work to rural areas is welcome. But financial viability should also be taken into account.
- (7) Steps to be taken to procure more Motor and Health.
- (8) Measures to minimize Motor TP and Group Mediclaim losses.

Staff matters

- (1) Non-core benefits – a) Increase in Group Insurance Scheme limit to Rs.6,00,000/- (EDLI). b) Increase in GPA limit to Rs.10,00,000/- uniformly to all Class III & IV employees.
- (2) PLIS – Allocable surplus determined based on the overall performance of the institution should be distributed to all the employees without discrimination.
- (3) Introduction of new group insurance policy to all employees.
- (4) LTS : Restoration of foreign travel. Existing simplified procedure for settlement of LTS bills should be continued.
- (5) Extension of Trade Union Leave to representatives of recognized unions – Para 10 (9) of Rationalisation Scheme provides as under :
*“ **Trade Union leave** - (a) Special leave for bona fide trade union work may be granted upto a maximum of 15 days per year, excluding actual journey time, to each of not more than 15 persons belonging to a recognised union and nominated by such union.*

(b) Special leave for similar purpose may also be granted upto a maximum of 10 days per year, excluding actual journey time, to each of not more than 20 other persons belonging to the recognised union referred to in clause (a) and nominated by such union.”

Recruitment

- (1) Recruitment to the extent of core strength in Class III & IV.
- (2) Recruitment in the cadre of Class IV.
- (3) Recruitment in the cadre of Class II.

Transfer and Mobility Policy

- (1) Review of TMP introduced in the year 2006 and subsequently amended in 2010.
- (2) Improvements in transfer benefits of Class III & IV employees – one month basic as transfer grant for all cases / provision for leased accommodation facility.

- (3) On attaining the age of 57 years employees' request transfers to the choice centre should be considered irrespective of the period of stay in the existing centre.
- (4) Home Town: On retirement/death all Class III and IV employees has to get all transfer benefits to go to home town. This facility is available for Officers.
- (5) Transfer of women employees to their place of choice as per ministry guidelines, without waiting for three years.

Promotion exercise

To dispense with insistence of three year compulsory stay at posting place for considering request transfers against vacancies in promotional cadres.

Pension

- (1) One more option to join the Pension Scheme.
- (2) All new Recruits appointed after 01.04.2010 to be brought under G.I. Pension Scheme 1995.
- (3) Full pension on completion of 20 years of service instead of 33 years.
- (4) Upgradation of pension after every wage revision.
- (5) 100% DA neutralization shall be extended to all the employees retired before August, 1997.
- (6) Upgraded FTS should be covered under existing group term insurance scheme (GTIS).

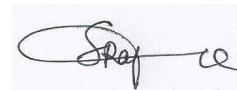
Mediclaim

- (1) Introduction of TPA for servicing the claims of the employees to be dropped.
- (2) Option to be given to increase or decrease sum insured on annual renewal.
- (3) Existing limits has to be increased. Premium moderation required basing on the experience.
- (4) Room rent cap of 1% should not be extended to all the expenses under mediclaim.

Housing Loan

- (1) To dispense with charging additional interest for partially let out premises.
- (2) Take-over facility of loans availed from other financial institutions.
- (3) Second loan facility for improvement of flats and to acquire second property.

Holiday Home: Holiday home allotment is to be streamlined. Availability of holiday homes should be made known to the employees through company's intranet. Instead of taking the few rooms in the Hotel, Company should take premises for lease for holiday home.



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