



ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Standing Committee (General Insurance)

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To

All the State/Regional Units,

Dear Comrades,

Re: Improvements in Non Core Benefits.

The following are the non-core benefits demanded / pending issues taken and persistently followed up with GIPSA and companies by Standing Committee and the developments there on.

INCREASE IN FESTIVAL ADVANCE: The New India, National and Oriental have already issued the circular increasing the Festival Advance from the existing Rs.17,000/- to Rs.26,000/- for Class III and IV employees and from Rs.20,000/- to Rs.30,000/- for Officers. United India is awaiting its Board approval.

INCREASE IN HOUSING LOAN LIMITS: We have represented with GIPSA and companies for increasing the Housing Loan limits for employees on the lines of LIC. GIPSA governing board has approved the increase in housing loan limits and advised the companies to implement the same upon getting approval from their respective boards. The details of increase in limits are as follows:

Cadre	Existing Housing Loan Limits (Rs. In lacs)			Proposed Housing Loan Limits (Rs. In lacs)		
	Scheme Loan	Suppl. Loan	Total Loan	Scheme Loan	Suppl. Loan	Total Loan
Scale VI & above	9.00	11.00	20.00	36.00	44.00	80.00
Scale IV & V	8.50	9.50	18.00	33.00	37.00	70.00
Scale III	8.25	9.75	18.00	28.75	34.25	63.00
Scale I & II	7.45	8.55	16.00	28.00	32.00	60.00
Dev. Offcr. Gr.I	5.50	7.50	13.00	21.25	28.75	50.00
Dev. Offcr. Gr.II	5.50	6.50	12.00	20.75	24.25	45.00
Sr.Asst/Steno/ Asst	5.50	6.50	12.00	20.75	24.25	45.00
Record Clerk	4.75	5.75	10.50	17.25	20.75	38.00
Sub-Staff	3.50	4.50	8.00	13.25	16.75	30.00

Existing supplementary loans will be converted into scheme loans. Employees who have taken additional loan from other financial institutions will be taken over by the respective companies.

IMPROVEMENTS IN PROMOTION POLICY FOR CLASS III AND IV EMPLOYEES:

GIPSA has informed us that they had communicated to all the 4 Companies to prepare the Schedule at the earliest for conducting the promotion exercise for class III and IV as per the amended Promotion Policy. The details of the improvements are as follows:

- 1) Restoration of provision of contingency.
- 2) The period of non-consideration for promotion due to refusal of promotion has been reduced to one year only from the existing two years clause.
- 3) Promotion under Para 25A: Special provision of minimum one promotion for employees who joined in service as Assistant, the service and age criteria of the employee has been reduced to 20 years of service and 50 years of age from the existing 25 and 55 years.
- 4) The weightage of marks for seniority is increased to 50 from 40 for Assistant to Sr Assistant promotion and from 30 to 35 for promotion to the cadre of Officer (Scale I).
- 5) Preparation of panel under Para 13.2: The marks obtained in the competitive examination after assigning a weightage of 35 marks (i.e. 0.175 marks to each mark secured) shall also be reckoned.
- 6) Candidates are having the option for applying for consideration of promotion in other zones under Para 13.2.
- 7) Assured Career Progression Scheme (ACPS) for employees in the cadres of Sub Staff, Driver and Record Clerk: The word "who fail to qualify for promotion to higher cadre and" have created confusion while releasing the running scale to the eligible employees in the cadres of Sub Staff, Driver and RC. Now the word "who fail to qualify for promotion to higher cadres and" stands deleted.
- 8) Employees who have passed the departmental examination and computer test and failed to get the promotion have to appear again for computer test in the next year promotional exercise. Now the validity of computer test to be reckoned for three promotional exercises following the date of passing the computer test.
- 9) Marks for Technical Qualifications: The marks for MBA and PGDBM are reduced to 5 from 15.
- 10) Promotion to the cadre of Assistant: Sub Staff/Driver/RC who has put in 10 years of service and passed the SSC exam shall be eligible for consideration of promotion to the cadre of Assistant.

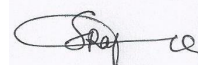
IMPROVEMENTS IN VEHICLE LOAN: We had demanded for improvements in 2 Wheeler Loan with GIPSA and companies suggesting increasing the existing loan limit of Rs.50,000/- up to the actual cost of the vehicle, for increasing the no of chances to avail the loan and to remove the 20% bearing condition. We are seriously pursuing with GIPSA for an early decision.

REDUCTION IN GROSS PENSION DUE TO WAGE REVISION: For the employees who retired in the month of August and September 2012, their Gross Pension is getting reduced due to revision in the pay scales. AIIEA has taken up with LIC and GIPSA to find a solution to set right the anomaly. LIC has given the solution while issuing the administrative instructions for implementation of the revised pay scales for pension. We are pursuing with the GIPSA and companies for early solution.

The above issues shall be followed vigorously by Standing Committee (GI) further.

With greetings,

Comradely yours,



(K.V.V.S.N.Raju)
Secretary