



ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Standing Committee (General Insurance)

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To
All the State/Regional Units,

Dear Comrades,

Standing Committee (GI), AIIEA Meeting held at Hyderabad on 10-11 September, 2016

Standing Committee meeting held at Hyderabad on 10-11 September, 2016. In the standing committee meeting a note was circulated on the benefits achieved. The benefits are listed hereunder:

Restoration of Compassionate Appointments:

Upon our exerting pressure on the managements, the Government has cleared the compassionate appointments in General Insurance companies with effect from 1st November, 2014.

The details of the scheme: 1) Permanent employees dies while in service (including death by suicide). 2) Employee retired on medical grounds due to incapacitation before reaching the age of 55 years. 3) Spouse or Wholly dependent son or wholly dependent daughter or wholly dependent brother or sister in case of unmarried employee.

Payment of Conveyance Allowance to Deaf & Dumb Employees:

Due to our consistent follow up, all the four companies Boards approved for payment of conveyance allowance of Rs.400/- per month to Deaf and Dumb employees also w.e.f. 01.08.2014.

Revision in the Income Limit for Dependency Criteria for various Service Benefits:

Due to the consistent efforts of AIIEA, Oriental Board approved the increase of Income limits for dependants from Rs.1500/-pm to Rs.3500/-pm along with dearness relief (D.R.) as on date. All the four companies are having the same uniform income limits for dependents of the employees.

Recently the Central Government has increased the minimum family pension to Rs.9,000/-, which will be the bench mark for fixing the dependent income limit in PSGI Cos. We have taken up with all the companies for increase the limit from Rs.3,500/- to Rs.9,000/-.

Disclosure to Class III & IV employees – Annual Confidential Reports (ACRs) / APARs.

All the four companies have taken a decision to disclose ACRs / APARs to Class III & IV employees, commencing from the appraisal year 2013 onwards.

Fixation of Basic Pay from Stagnation stage to Stagnation Stage on Promotion

GIPSA has sent a clarification to United India on the issue of stagnation stage to stagnation stage fixation on promotion. We are giving below the details:

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1. The present Basic (including Stagnation Pay) in the existing cadre should be more than the last stage of Scale in Promoted Cadre. (Sr. Assistant)
2. The promoted employee should have completed 3 years from the date of last Stagnation increment in existing cadre. (Assistant)
3. The promoted employee will get fixation either from the date of promotion or 3 years from the date of Stagnation received in existing cadre (Assistant).
4. Promoted employee will get the fixation in nearest stage in promoted cadre with one increment like any other promotion fixation.

Example: Basic before promotion (as Assistant)	:Rs.26930/-
Nearest basic in Sr Asst Cadre	:Rs.27130/-
Basic fixed after 3 years	:Rs.27970/-

Increase in the quantum of EDLI:

United India has increased the EDLI sum insured from Rs.1,32,000/- to Rs.3,62,000/- w.e.f. 01.01.2015 and New India to Rs.6,02,00/- w.e.f. 24.05.2016. United India and National have taken Group Insurance cover with LIC in lieu of EDLI Scheme covering all employees including those covered under NPS.

Inclusion of New Recruits in Staff Group Mediclaim Scheme:

Based on our representation, GIPSA has taken a decision to include newly Recruited employees in our Staff Group Mediclaim Scheme from the date of their joining in the Companies.

One Time Promotion of Graduate Sub-Staff, Driver & RC as Assistant:

Upon AIIEA's continued representation, the managements of all the Companies have agreed to declare the 'One Time Promotion as Assistant' for the employees in the cadre of Sub-staff, Record-clerk and Drivers who are Graduates.

United India has agreed to re-open One Time Promotion exercise from RC/Driver/Sub Staff to the cadre of Assistant to provide an opportunity to those candidates who are graduates through Open University without previous academic record.

Cut of date for Insurance Qualification Marks:

Efforts of AIIEA fructified. National & United India incorporated improved provision in the Promotional notification stating that 'Employees who have acquired Insurance Qualification before the last date of submission of the Application for Promotion are eligible for Insurance Qualification Marks'.

AIIEA'S demand for covering of all FTS employees under 1995 Pension Scheme:

We have been demanding all the FTS employees who have been upgraded from PTS should be governed under 1995 Pension Scheme even for the FTS who have been upgraded after 1.4.2010. Due to our follow up, on 28th July 2015, GIPSA has instructed the Companies to cover all the upgraded FTS employees under 1995 Pension Scheme irrespective of their date of upgradation from PTS.

Covering NPS optees under GTIS:

Upon our representation, New Recruits (01.04.2010) who were under NPS are allowed to join in GTIS in New India & United India.

Shifting of date of implementation of NPS:

Due to our consistent follow-up with GIPSA, the Finance Ministry has issued notification on 22/01/2016 for shifting of date of implementation of NPS from 1.1.2004 to 1.4.2010. Due to this, employees who were recruited between 1.1.2004 and 1.4.2010 and who were earlier covered under NPS are now being covered under the ambit of 1995 Pension Scheme.

Increase in the quantum of Natural Calamity Advance:

Efforts of AIIEA fructified and GIPSA has sent a communication on 16/02/2016 to all the Companies to increase the Natural Calamity Advance from Rs. 15,000/- to Rs. 50,000/- with immediate effect and the respective Boards of the Companies also approved the same.

Release of difference in Lumpsum Medical Benefit amount:

On our taking up of the issue of releasing the difference in Lumpsum Medical Benefit amount (Rs.1,325/-) for Class III & IV employees for the year 2014-15, (during the wage settlement), all the companies have released the same.

Education Advance:

AIIEA's demand for Education Advance on the lines of LIC realized—GIPSA Governing Board has approved Education Advance to employees and sent the Draft Scheme to the Companies to place before their respective Boards for approval. Maximum Advance will be Rs.10 Lakhs for each child and for two children only. Rate of Interest – 8% for male child and 7.8% for female child.

Increase in the quantum of Group Personal Accident:

Upon our repeated representation, New India has increased the Group Personal Accident sum insured to all classes of employees w.e.f. 14th March 2016. United India increased the limits w.e.f.01.04.2016. National has agreed to increase the limits. Sub Staff/FTS Rs.7,50,000/-. R.C. Rs.8,00,000/-. Assistant Rs.10,00,000/-. Sr.Assistant Rs.12,00,000/-.

LTS settlement:

We have been taking up the issue of different procedures adopted by National with regard to LTS settlement. GIPSA Governing Board has taken a decision with regard to the settlement procedure of LTS and issued uniform guidelines to the Companies. The employee will get the actual amount spent for the tour or the maximum eligible amount whichever is less and if the employee travels by lower class than the entitled class, the reimbursement would be restricted to that class fare only for the journey. National Board has approved. Circular issued.

Fixation of Salary of Ex-Servicemen:

Upon our taking up the issue of anomaly in Fixation of salary of Ex-Servicemen, The New India HO has issued a circular revoking their earlier Circular, stating that the fixation of Salary for Ex-Servicemen will not be re-opened and they will get the fixation in the New Scales on stage to stage basis like other employees.

National also issued the circular on 4th August, 2016 on the same lines of New India.

United India has agreed to issue the circular on the lines of New India only.

Increase in Festival Advance:

New India, National, Oriental and United India have 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.

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. Subsequently the Boards of 4 Companies have approved the increase. 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:

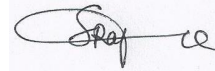
GIPSA has informed us that they had communicated to all the 4 Companies to prepare the Schedule at the earliest for conducting the promotion exercise for class III and IV as per the amended Promotion Policy. The details of the improvements are as follows:

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- 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.

With greetings,

Comradely yours,



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