

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDINGS SECRETARIAT ROAD HYDERABAD - 500 063**

Cir.No.32 / 2021

20<sup>th</sup> November, 2021

To  
All Zonal/Divisional/State/Regional Units,

Dear Comrades,

**AIEA DELEGATION MEETS EXECUTIVE DIRECTOR (PERSONNEL)**

Coms H.I. Bhatt, Joint Secretary, AIEA and B.S. Ravi, Treasurer AIEA met Shri R.K. Dubey Executive Director (Personnel) at Central Office on 18<sup>th</sup> November, 2021 to discuss certain pending issues concerning the employees. Ms. Pratibha Singh, Chief (P) was also present. The delegation raised the following issues:

1. **Family Pension Enhancement:** The delegation expressed deep disappointment over the inordinate and inexplicable delay in implementation of the Board decision on family pension increase and a few other improvements. This is creating a situation of unease. We demanded that the responsibility of securing approval and implementation lies with LIC and therefore there is a need for serious intervention by the top management. The ED (P) informed that all queries raised by government were promptly replied and a draft notification has also been sent. He assured that regular follow up is being done with the ministry and expressed confidence that the notification will be issued soon.
2. **Restoration of increment postponed due to participation in strike on 26.11.2020 and 18.3.2021:** The delegation expressed unhappiness over the inordinate delay in issuing the orders restoring the increment postponed due to participation in strike on the above mentioned dates. ED (P) assured that the matter would be resolved soon.
3. **Income tax Relief u/s89:** The delegation brought to the notice of ED(P) that even after repeated requests, CO is yet to release suitable software programme/patch in giving relief of income tax u/s 89 due to which the employees are subjected to huge recoveries each month from their salaries. The delegation also brought to the notice of officials that once the excess recovery of income tax is remitted to the government, claiming refund would be a time consuming process which is avoidable. The management assured that the matter had been taken up with all seriousness and very soon it would be resolved. ED (P) informed that due to some software issues the matter was getting delayed and the officials are in constant touch with ED(OS) and IT Department.

4. **Fixation of Basic Pay on promotion:** The delegation reminded the issue raised earlier by AIIEA about allowing fixation of basic pay on promotion even from Stagnation – to – Stagnation stage. ED(P) informed that this aspect was brought to the knowledge of higher officials and would be further pursued.
5. **Recruitment:** The delegation pointed out that the recruitment to the cadre of Assistants was almost completed. The LIC had notified for 8000 vacancies. All the vacancies could not be filled up for want of candidates. Substantial numbers of recruits have also resigned. Therefore, there is a need to fill the remaining vacancies by moving the existing panels where available. ED(P) replied that the issue would be positively looked into. The AIIEA also suggested that LIC should seriously consider fresh recruitment to fill the declared vacancies after exhausting the existing panels.
6. **Removal of ACLs:** The delegation took serious objection to the circular issued by CO on 17.11.21 where ACLs were surreptitiously withdrawn. The delegation informed that the interpretation of every Saturday which was declared as holiday by the government cannot be construed as a holiday under NI Act. The interpretation was erroneous and hence needs rectification by way of withdrawal of the circular. Employees are aware that AIIEA already raised this issue with LIC and a circular no.30/2021 was issued in this regard.


Apart from the above, many other issues were also discussed in a detailed manner – viz; Automatic entry to Mediclaim scheme of dependents once income criterion is fulfilled; one more option to join the Mediclaim scheme; enhancement of Festival advance substantially; coverage of Group Insurance to VRS optees also; extending the benefit of reimbursement of expenses for purchase of mobile phone instrument and furniture to class-III and IV employees; LTC encashment facility to be introduced; to extend income tax benefit u/s 80E for education loan; facility for partial repayment of Education Loan, etc. Some individual issues pertaining to zones were also discussed and would be intimated to the respective zones separately.

#### **DELEGATION MEETS THE CHAIRPERSON**

Earlier to this meeting, the delegation met Shri M.R. Kumar, Chairperson for a short time. The delegation expressed appreciation over improvements brought out in the Housing Loan Scheme. The delegation requested the Chairperson to take up the issue of family pension with the ministry.

The AIIEA will continue to follow up the issues till their satisfactory resolution.

With greetings,

Comradely yours,  
  
General Secretary.