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THE NATIONAL CONFEDERATION OF GENERAL INSURANCE OFFICERS' ASSOCIATIONS

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CONFED/2020/SG/21

Dated: 09.08.2020

Sh. Girish Radhakrishnan
Chairman – GIPSA,
Chennai

Dear Sir,

- Promotion exercise for Officers – 2020-21
- Guidelines on postings - by GIPSA Member Companies
- Seek your intervention for required modifications/changes in the guidelines in view of present pandemic scenario

As you are aware, among the PSGI Companies, one of the member Companies of GIPSA has declared the final promotion list and has released the Posting guidelines as well whereas in other three Companies, the process is in different stages.

At this juncture, we would like to put forth the following for necessary consideration of GIPSA and Member Company Managements so as to effect required changes/modifications in their decisions regarding Posting guidelines issued/to be issued.

Incidentally, as you are aware, we had been persistently demanding for total review of the Transfer & Mobility policy of Officers in GIPSA Companies and eventhough some initiative had happened in this direction few years back, with constitution of a Group of Chief Managers, neither the recommendations of the Group was published nor steps initiated for discussions with the stakeholders – viz., Constituents of CONFED, who are the check-off qualified Associations of Officers in PSGI Companies.

Similarly, CONFED & its constituents have been insisting upon the GIPSA/Member Company Managements to draw up 'cadre strength norms' so as to properly assess the manpower requirements at different Offices which would ensure better transparency while effecting transfers/postings of Officers, making an assessment of excess/deficit areas. Though this was also agreed during discussions at different points of time, not much progress has happened on this count too. As part of revamp of HR policies, CONFED has been reiterating its demand over this too, so as to ensure that not only it benefits the Organisation for proper placement of manpower but would ensure transparency and confidence among the workforce.

Be that as it may, while reiterating our demand therefor, for an early move towards the above objectives, at the present juncture, for the current exercise of Promotion & posting of Officers, when we are passing through an unprecedented scenario of totally restricted movements of people and other limitations as a result of Covid-19, the guidelines on postings need to be fine-tuned in order to ensure not only the safety of Officers but also to include pragmatism based on overall constraints.

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NATIONAL INSURANCE COMPANY OFFICERS ASSOCIATION
NEW INDIA ASSURANCE OFFICERS ASSOCIATION
ORIENTAL INSURANCE COMPANY OFFICERS ASSOCIATION
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In view thereof, we request you to advise the Member Company Managements to keep in mind the above aspects for due incorporation in the Posting guidelines. While it is important that safety of every Officer is equally important, it is imperative that those with co-morbid conditions and all those who are of the age of 55 years and above need to be given special dispensation, as in terms of the medical advices and guidelines issued by various Government Agencies, Medical experts including Doctors as this segment of the people are vulnerable section for getting affected due to virus spread and accordingly, are to be exempted from being transferred on promotion or otherwise.

We would like to further point out that few of the Officers may not be able to accept the promotional postings, particularly in view of the fact that they may not be able to shift the family and in addition, they would not be in a position to undertake frequent travel, again in view of the current pandemic scenario. As a result, they would be goaded to 'refuse' the posting/Promotion and since this is in consequence of the compulsions created by the present scenario, such Officers should not be deprived of consideration for promotion in the next year as a result of their refusal of promotion this year. Such an explicit decision would not only remove the apprehensions of such Officers but also would create confidence and motivation towards better involvement as well.

It is also requested to allow the promotee officers to report in their current place of posting itself, wherever feasible, and to report in their promoted place of posting once the complete unlock happens and public transport is restored.

We would also like to place on records the hardship being faced by Officers who were transferred on Promotion or TMP and also the officers who have applied for request transfers. Many of such officers have already completed the mandatory term of posting and are held up at their present place of posting due to the pandemic, anxiously awaiting for transfer back. We request you to prevail upon the member Companies to consider all the pending request transfers sympathetically without any further delay, at the time of new postings and transfer them to their desired station/ bring them back to their original place of posting keeping in view the present abnormal situation.

We look forward to your positive decision and directions from GIPSA in this regard immediately so that the apprehensions and fear created in the minds of the Officers, particularly of those who are likely to be subjected to postings away are relieved thereof.

Thanking You,

With Warm Regards,

(V K Mishra)
Secretary General

- CC: 1. Sh. Atul Sahai, CMD-The New India Assurance Co. Ltd.
2. Ms. Tajinder Mukherjee, CMD-National Insurance Co. Ltd.
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