



**THE NATIONAL CONFEDERATION  
OF  
GENERAL INSURANCE OFFICERS' ASSOCIATIONS**

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**(CONFED)**

**CHARTER OF DEMANDS  
ON  
PROPOSED WAGE REVISION**

**Effective 01.08.2022**

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submitted to

**GENERAL INSURERS' (PUBLIC SECTOR) ASSOCIATION OF INDIA  
(GIPSA), NEW DELHI**

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National Insurance company Officers' Association



New India Assurance Officers' Association



Oriental Insurance company Officers' Association



United India Insurance Officers' Association

# I N D E X

SECTION	TOPIC
<b>PART I</b>	<b>PREAMBLE</b>
<b>PART II</b>	<b>CORE</b>
<b>PART III</b>	<b>NON-CORE</b>
<b>PART IV</b>	<b>OTHERS</b>

# CHARTER OF DEMANDS

## INTRODUCTION

The revision of wages of the Officers of PSGICs is due from 1<sup>st</sup> August 2022 and as per the tradition and practice, this Charter of Demands is presented, so as to initiate and conclude early, the process of revision.

The Public Sector Companies in the Non-life Sector have been performing to its optimum levels despite most difficult economic environment and recorded one of their best performances as they have mopped up a combined Gross Premium Income of **Rs. 1,21,544 CRORES** in **2021-22 – PSGI Companies including GIC Re**, registering a growth over the previous year, which marked the phase of recovery from the negative trends created by the Global Pandemic and its bad consequence of de-growth faced by the Nation on its economic front. This performance has opened up better possibilities for further growth of the industry.

The contribution of the Officers during the testing time of Covid19 pandemic keeping the wheels of the economy moving at the cost of lives & livelihood of thousands of PSGICians across the Country, implementing various schemes of the Govt. for economic progress and extending insurance protection/cover to the people in distress, particularly those who had to spend thousands and thousands of rupees for the medical attention/treatment which vindicated the importance of Public Sector General Insurance Companies. With undertaking of these activities even at the cost of lost opportunities has to be measured as Social Profit. Further, the PSGIC operations are largely driven by Officers and the objective of wage revision must be to retain the brains and to attract real talents into the PSGICs.

The contribution of the employees to this growth and setting up higher servicing standards has been enormous. It is, therefore, legitimate for the employees to aspire for a share in the growth and prosperity of their institution. The demand for forty percent wage hike

is reasonable and totally justified. We, therefore, expect you to begin the process of wage revision without much delay.

The Last SALARY Revision of General Insurance Public Sector Officers took place with effect from 1<sup>st</sup> August 2017. Hundred Percent of DA as on 31<sup>st</sup> July'2017 i.e. D.A. relating to 6352 points (AICPI) with a base of 100 Points in 1960 was merged to formulate new pay structure. Wage Revision for GIPSA Officers is now due **w.e.f. 1<sup>st</sup> August 2022.**

**The last Wage Revision took place with an unprecedented delay, the period which created lot of uncertainty hovering around, which is not a good augury in a service institution like ours, compelling the workforce to indulge in serious Industrial actions for a long period continuously. The same revision if offered in time would have induced a feeling of high motivation among the workforce yielding into much better results for the Institutions. The workforce if given a timely decent wage revision will enthuse them to perform better resulting into higher contributions to the Companies.**

### **RECOGNITION TO ASSOCIATIONS**

PROMISED autonomy for Managements in service matters and resultant bipartite mechanism is possible only if majority association in PSGI Industry is recognized as bargaining agent. Issue of recognition of Majority association in the Industry has been pending for long. Though process of Check-off is now in place, recognition to majority association is yet to be done. The logical conclusion of Check-off process is recognition of majority association.

We are demanding introduction of participative management as a process towards recognition of majority association.

## **BACKGROUND**

While presenting the background, it is pertinent to look at the macro issues which had greater impact on the performances of the PSGICs & GIC Re.

In the block of 2017-18 to 2021-22, the Country witnessed major setbacks, reporting substantial de-growth in the economy as a result of lock-downs and closures due to Global Pandemic – CORONA. The General Insurance Industry is closely associated with the Industrial and economic activity of the Nation and the setbacks suffered due to Global Pandemic had its own severe impact in the operations and results of PSGICs. The PSGICs, being health cover providers, suffered additionally on account of higher outgo on health claims on one side and the lock-downs and economic slowdown contributing for a dent in premium generation. On both these counts, the balance sheets of PSGICs & GIC Re were affected substantially.

Apart from the negative effects of Global Pandemic as detailed above, the claims arising out of Natural disasters, the loss of premium suffered by PSGICs in the Motor segment following introduction of MISP and the disparity created thereon affecting the level-playing field, etc. did played its part on the flip side, greatly impacting the performances.

## **GROWTH IN GROSS PREMIUM INCOME**

Inspite of all the above and its consequences, the PSGICs including GIC Re have registered good growth in the Gross Premium income as shown below :

Gross Premium Income	Year 2017-18	Year 2021-22
PSGICs & GIC Re	Rs. <b>112,368</b> Cr.	Rs. <b>121,544</b> Cr.

## **GROWTH IN INVESTMENTS :**

In continuation of the above preface in regard to Covid Pandemic and its impact over the economic activities of the Nation vis-à-vis the growth achieved by PSGICs & GIC Re., in the block period of 2017-22, the Investments of these Companies also showed a good growth as reflected in the following table:

Investments	Year 2017-18	Year 2021-22
PSGICs & GIC Re	Rs. <b>162,503</b> Cr.	Rs. <b>245,342</b> Cr.

## **Grievances of the Insureds – a relevant parameter of customer service:**

The number of grievances reported to IRDA is one of the parameters to consider the functional performance. The following figures when looked at with comparative figures of the peers in the Private Sector would reveal that the functioning of PSGICs, the responsiveness exhibited by workforce of PSGICs did contribute for lesser grievances – **almost half of** what was reported against the peers in the Private Sector :

No. of grievances reported during the year 2021-22			
<b>PSGICs &amp; GIC Re</b>		<b>23822</b>	
<b>Private Companies</b>	<b>General Insurance</b>	<b>41693</b>	

## **DRASTIC REDUCTION IN MANPOWER/WORKFORCE :**

It is also quite pertinent to put forth here the drastic reduction in the workforce of the PSGICs and GIC Re, putting more pressure and burden on the remaining, who had to shoulder additional responsibilities.

No. of employees (workforce) in PSGICs & GIC Re	
As at 31 <sup>st</sup> March 2018	<b>61494</b>
As at 31 <sup>st</sup> March 2022	<b>44955</b>

In the four-year period of 2018-22, there had been a **reduction of whopping 25%**, with recruitments, very few in numbers, taking place to infuse new blood.

**The betterment achieved in various parameters of the performance was made possible only because of dedicated contribution of the workforce, though reduced in number substantially, in addition to the fact that the operations are carried out from Offices spread across cities and towns of Tier I to Tier VI.**

### **RESIDUAL ISSUES :**

Before initiating discussions on this Charter for revision of wages due from 1<sup>st</sup> August 2022, it is urged that the Residual issues as listed below and otherwise pending are required to be considered and resolved on priority so that such further carrying forward is avoided to have a good and exclusive start on the Charter 2022 without residuals

### **URGE FOR MAINTAINING UNIFORMITY OF PAYSCALES IN THE INSURANCE SECTOR – LIFE & GENERAL :**

THE PREVIOUS pay revision made effective from 1<sup>st</sup> August 2017, did not meet the genuine aspirations of PSGIC Officers in a considerable manner - e.g., The demand for maintaining parity with the payscales/revision effected for Officers of Life Insurance Corporation of India (LIC) was not considered, resulting in deviation from the practice followed for decades in the Sector. Therefore, it is urged that this is to be considered as a residual issue of the previous revision and the departure from the convention of maintaining uniformity of Payscales in both Life & General Insurance Sectors should be corrected by restoring the pay parity of the Officers of PSGICs at par with that of pay structure offered to Officers of LIC and thereby to restore the uniformity in the Sector under both Life & General.

### **1995 Pension Scheme for ALL :**

It is pertinent to refer here to the deliberations had in the past on this issue, when the need for abolition/withdrawal of New Pension Scheme(NPS) made effective from 1<sup>st</sup> April 2010 was raised and reiterated very strongly giving the rationale behind such a demand. When another option for Non-optees was given in the year 2019, though it did give opportunity for a sizeable section of Officers to exercise and avail the same, it did not cover the entire workforce as considerable number of Officers joined the Companies post 01/04/2010 were governed by NPS and thereby, were denied the benefits under 1995 Pension Scheme. As 1995 Pension Scheme has been in force in the PSGICs nearly for 3 decades now, in order to do away with dual Scheme for such a benefit, it is demanded that the NPS be abolished/withdrawn so as to bring the entire workforce of PSGICs under one Scheme of Pension – viz. 1995 Pension Scheme which would ensure perpetuity and viability of the Scheme and its operation for long time to come.

### **Enhanced Contribution by Employer at 14% :**

The Central Government vide Notification issued in January 2019, raised its matching Contribution to 14% in respect of its employees governed by NPS. **Without prejudice to the demand of 1995 Pension Scheme for All in PSGICs as narrated above**, the demand for enhanced Contribution of Employer from 10% to 14% assumes importance following similar decision taken by the Central Government in respect of its employees. It is reiterated that this issue needs to be considered on priority as one of the important residual issue of the previous pay revision.

### **Uniform rate of family pension at 30% for all and Updation of Pension :**

The demand for fairness in dealing with issues of Family Pensioners was repeated during deliberations in the past with particular emphasis on implementation of uniform rate of family pension at 30%. Following approval of the same in the Banking Sector during 2021, this demand assumes more importance and relevance as well, as a matter of



principle and justice. It is urged that the Family Pension be brought to a uniform 30% rate for all with immediate effect to meet the ends of justice.

Another important demand carried forward as a residual issue is the updation of Pension. With broadly accepted proposition of 'One Rank One Pension', the rationale and justification of this demand has been vindicated and therefore, needs consideration and approval forthwith.

### **Remuneration/Compensation – Elsewhere :**

Compensation levels in Private Sector Companies operating in Indian General Industry is 3 to 4 times higher than what it is in our set up. Better career prospects available in other industries/Sector induces our employees to switch over, resulting in talent drain, besides not attracting fresh talent to our industry. Even in comparison to banking sector, GIPSA companies lag behind in terms of non-core benefits. This aspect needs serious consideration as an input for revision of Pay Scales due now. At the time of Nationalisation, the Pay Scales in our Companies were far better than the Government Sector and that was the reason a good number of Officers joined our Industry after leaving the Government Jobs at Central as well as State levels. Following better deal given to the Government employees based on 6<sup>th</sup> & 7<sup>th</sup> Pay Commissions, the pay-package of Officers of PSGICs are no longer attractive in comparison, which can only attract good brains/talent.

**It is pertinent to refer the forward given in the Report on the Recommendations of Seventh Pay commission which inter-alia states:** - “the very idea of forming Pay commissions headed by Eminent Personalities from the field of General Administration/Justice at a periodical interval to decide the salary structure of Central Government Employees, is primarily to carry out a holistic review on the global socio economic transformations and on relating such findings, suggest administrative reforms to attain such global standards and also to offer **suitable and acceptable compensation to the workforce with ultimate objective to achieve excellence. The acceptance of the Commission’s Report by the Central Government in toto reflect the acceptance of the approach adopted.**

**Some excerpts from the Seventh Pay Commission report :**

*There is an expectation of employees at all levels that there should be a significant increase in their pay and improvement in other facilities. At the core of this demand is the economic development, the country has witnessed in recent times, which has opened up avenues for talented young persons; several of them are being hired by the private sector for emoluments much higher than in the Government sector.*

The focus for the Commission was that emoluments should be such which attract the right kind of talent by a transparent method, keeping in mind the financial limitations of the government. The attempt has been to provide wages commensurate with comfortable living. The pay structure should also need to address any significant deterioration in real value of emoluments as a consequence of inflation.”

**“One should get proper and adequate compensation for his merit. The increase in pay structure cannot keep pace with the market forces, at the same time it should not be so unattractive that talent is not attracted to government service.” “Therefore, we have attempted a pay structure which has as its basis the Aykroyd formula, which reflects the basic average cost of living in the country. The attempt has been to arrive at a proper pay package so that the essentials of life can be availed comfortably.”**

**“The remuneration package is such that employees would feel that they are valued and they are fairly paid and their remuneration is not less than a person who is similarly situated in another Organisation.”**

Against many odds, the PSGICs and GIC Re have stood the test of time and are capable of taking on their Competitors from the Private Sector, with ensuring the level-playing in the Sector by the Regulator & Government. These Companies can even do wonders if the Compensation and HR practices are conducive, as the core strength of the Industry is its skilled & experienced loyal workforce.

**The charter is the valid expression of hopes and aspirations of the Officers in the Industry. We hope that this time Management will create history by giving a handsome pay revision without much delay, whereby the aspirations of our Officers are accommodated to the fullest and with that the dignity of the officers-fraternity is maintained in the society and to enable them meet the rising cost of living suitably.**

The volumes of business and customer's expectations of 24X7 response/services have become crucial and the dearth of Officers in the Industry is increasing the workload enormously. Talent Management is a must for the Organization to cope up with the volume and to bring in new ideas for sustaining the Industry in the market. Global benchmarking of our New Business procurement and policy-servicing can be done only by offering salary packages as per global benchmarks. We wish that our industry should be one of the best preferred PSU employer.

We hereby submit this charter for your favourable consideration.

## **PART – I I - CORE BENEFITS**

### **BASIC PAY**

In the last pay revision effected from 01/08/2017, as against our demand for an entry level basic pay of Rs.65000/- for Officers, it was fixed at Rs.50,900/- i.e. much below our expectations. Keeping in view the need to retain talent within our industry and to attract fresh talent, it is imperative to have pay scales well above the scales applicable in Govt/other PSUs. Hence, our Basic Pay at the entry level need to be fixed at minimum of Rs. **1,20,000/- (Scale I)**. **This demand is made after reckoning/taking into account the pay-parity in the Insurance Sector and rectification as demanded, forming part of residual issues focused hereinbefore.**

During the discussions earlier, we had been consistently focusing on the need to maintain 'RELATIVITY' between the scales of Scale 1 through Scale VII Officers. Instead of due correction, further elongation was made in respect of Scale IV, V and VI, without corresponding increase/elongation effected in lower scales – which has resulted in anomalous situation, which require due correction.

We demand that the new payscales are to be drawn with merger of 100% of DA as at 1<sup>st</sup> August 2022 – i.e., DA payable at **8456** points of AICPI (1960 series) and with a **minimum hike of 40%** after merger of DA into Basic pay, together with maintaining the inter-se relativity between scales and stages.

### **RUNNING SCALE**

This has been the demand of the Confederation for over two decades. Many of the Industries/institutions have implemented the 'Running Scale' concepts and therefore, it is demanded that in the current round of revision, firm beginning is required to be made on this count.

With elongation of scales of Scale V, VI and VII Officers in an earlier revision, the acceptance of this concept has been made evident and

therefore, apart from elongation of scales in Scale I to IV, the concept of 'Running Scales' should also be introduced.

With considerably high number of Officers in each Scale getting stagnated, the concept of 'stagnation increments' to be removed and the '**Running Scales**' are to be brought in. It is pertinent here to mention that at the time of Promotion of an Officer, for the fitment of basic in the promoted cadre, Officer lands in one of the stagnation stages of the promoted cadre and **even 'one increment' on promotion** is denied virtually. In this context too, the Running scales would assume importance so as to ensure justice to this section of Officers who are left high and dry, without any monetary benefit upon promotion to the next higher cadre.

### **GROUPING OF SCALES:**

The proposed scales should be classified into functional groups as below:

- Junior Management Cadre: Scales I to III
- Middle Management Cadre: Scales IV and V
- Senior Management Cadre: Scales VI and above

We therefore demand that Officers reaching maximum of pay in a scale should be automatically allowed to draw increments in the next two higher Pay Scales as per band above, till he/she reaches maximum of such alternate higher scale.

### **ANNUAL GRADE INCREMENT**

Annual Grade Increment should be 5% of Basic Pay stage-wise

### **FITMENT:**

The fixation should be on stage to stage basis and in no case number of increments drawn by the officer in the revised scale should be lesser than the number of increments drawn in the existing scale as on 1.8.2022. So to say, while fixing up the new scale, at no stage it should result in an anomaly of getting fixed at a lower stage than the present one.

## **DEARNESS ALLOWANCE**

In previous revision, DA for CPI **6352** (Base 1960-100) was merged with basic pay and thereafter continued with 100% neutralization. We demand that

- i. DA should be revised monthly;
- ii. DA should be based on CPI for second previous month;
- iii. DA should be paid on 100% neutralization basis. After DA crosses 50% of Basic Pay, the same should be merged with basic pay for all benefits including Terminal Benefits.
- iv. DA slab should be calculated as per existing formula
- v. DA should be treated as Basic Pay for all purposes.

DA at **8456** Points as per AICPI (1960 series) as at 1<sup>st</sup> August 2022 shall be merged in Basic.

## **HOUSE RENT ALLOWANCE**

PSGIC Officers should be provided with free furnished accommodation and those who are not provided with quarters should be paid HRA. In line with rates at which HRA is paid for Officers in Government and other Public Sector Organizations, rate of HRA should be as under:

<b>PLACE OF POSTING</b>	<b>RATE PER MONTH</b>
Population of 50 lacs and above	40 % of revised basic salary without any ceiling
10 lacs to 50 lacs	35% of revised basic salary without any ceiling
2 lacs to 10 lacs	30% of revised basic salary without any ceiling
below 2 lacs	25% of revised basic salary without any ceiling

Self-lease facility as prevalent in various PSU Companies to be introduced

### **CITY COMPENSATORY ALLOWANCE**

CITY Compensatory Allowance should be paid at the following rates without any ceiling.

<b>PLACE OF POSTING</b>	<b>RATE PER MONTH</b>
Tier I cities	15 % of revised basic salary without any ceiling
Tier II cities	12% of revised basic salary without any ceiling
Tier III cities	10% of revised basic salary without any ceiling
Tier IV cities	8% of revised basic salary without any ceiling

### **TRANSPORTATION ALLOWANCE**

WE demand that litre-based Transportation Scheme should be extended to all GIPSA Officers in **administrative side** every month as under on reimbursement basis :-

<b>Tier I</b>	<b>Tier II</b>	<b>Tier III</b>	<b>Tier IV</b>
60 litres	50 litres	40 litres	35 ltrs

### **FIXED PERSONAL ALLOWANCE**

Fixed personal allowance was introduced following granting of increment for Computerisation with effect from 1<sup>st</sup> November 1993. With passage of 23 years therefrom, upon a re-look into the same, it is demanded that the FPA be converted to a stage increment with elongation of the stage of scale accordingly. The conversion of FPA into a stage increment is required to be effected for all those who are entitled therefor.

### **HILL STATION ALLOWANCE**

HILL Station Allowance should be paid at the rate of 15%, 12% and 9% of revised basic pay+ based on existing classification, without any ceiling, to be effective from 01<sup>st</sup> August 2022

### **RURAL POSTING ALLOWANCE**

15% of Basic Pay+ Grade pay beyond Tier 3 Cities as per mid-Census projections for 2016

**MEAL COUPON** : The Meal Coupons as provided in LIC may be provided in our Companies also.

### **CONVEYANCE ALLOWANCE TO PHYSICALLY HANDICAPPED OFFICERS**

An amount of 3% of revised basic pay with minimum of Rs 5000/- pm should be paid to handicapped employees irrespective of cadre/scale.

### **KIT ALLOWANCE**

KIT Allowance should be paid at Rs.25,000/- per annum for all eligible Officers.

### **QUALIFICATION PAY**

QUALIFICATION Pay should be granted to Officers for acquiring insurance qualifications at following rates:

LIII	: Rs 3,500/- PM
AIII/Int-ICWA/Int-CA/LL.B/B.E./Equivalent	: Rs 5,500/- PM
FIII/ICWA/CA/MBA/LL.M/M.E/Equivalent	: Rs 8,000/- PM

### **LEAVE**

- CASUAL Leave should be restored to 15 days. Provision of ACL should be restored.
- Half-a-day CL to be permitted without any ceiling/no. of occasions
- ACCUMULATION of Earned Leave should be allowed up to 360 days and entire accumulation to be allowed for encashment at the time of superannuation
- Accumulation of Sick Leave should be allowed up to 300 days.



- Minimum requirement for availing EL be reduced to 5 days
- Un-availed CL to be converted and credited to EL account in the subsequent year

ENCASHMENT of EL should be allowed **every year** subject to a max of 15 days.

30 days Full Pay Sick Leave for each year of completed service.

Sick leave upto 3(three) days be allowed without making Medical Certificate mandatory therefor.

50% of unutilized Sick Leave should be allowed to be en-cashed at the time of retirement/death. This would cut down the absence of Officers during the last leg of their Services.

PATERNITY Leave of six weeks may be allowed on two occasions during entire service period.

EXTRA-ordinary leave should be raised to two years during entire period of service.

Child care leave for all officers may be introduced for two years during entire period of Service, with stipulation of maximum of 18 years of age of two legitimate children.

Sabbatical Leave upto 5 years may be allowed.

Special leave of 10 days to be granted for those who are posted outside their Home State, facilitating them to visit their Home Town/State atleast once in a year.

With SIX check-off exercises having been concluded, the rudimentary benefit of TRADE UNION leave has not been extended so far, to the representatives of Check-off qualified Associations – viz., NICOA, NIAOA, OICOA, UIIOA and CONFED. It is hereby demanded that the Trade Union leave which has remained part of provisions be implemented forthwith.

## **TERMINAL BENEFITS**

**PROVIDENT FUND /CONTRIBUTORY Provident Fund** should be at 12% of Basic + DA for all Officers.

Officers who are members of NPS may also be allowed to open PF Account with their own share which can be a great saving & can be used by them in difficult times.

Without prejudice to our demand for shifting the coverage of NPS subscribers to the 1995 Pension Scheme, NPS Subscribers be guaranteed minimum Pension and all other benefits as are being provided to the Central Government employees such as OPS benefit extended to the family of employee died in harness.

GRATUITY – one month's gross salary for every completed years of service, without any ceiling – with removal of anomaly of 'No Gratuity' for services rendered from 16<sup>th</sup> year to 30<sup>th</sup> year in our Gratuity Scheme

ENCASHMENT of Earned leave – limit for accumulation and encashment should be increased to 360 days on retirement. Encashment of EL to be allowed on Resignation.

## **PENSION**

Those who are presently governed by New Pension Scheme (NPS) should be given an option to join the 1995 Pension Scheme

REVISED basic pay to be made applicable for Pension and updation of Pension for existing pensioners.

Eligibility of full Pension after 20 Years of Service.

Pension should be calculated @ 75% of last drawn Basic instead of 50% of average of 10 months basic as at present.

COMMUTATION benefit to be allowed on 50% of pension and commuted portion of pension should be restored after 12 years. Second Commutation benefit to be extended to the Pensioners upon expiry of first commutation term.

For service beyond 20 years of pensionable service, additional pension to be paid at 1% per additional year of service.

Officers who joined the Industry after serving another PSU or Govt. job, their earlier service period should be taken into account.

Pension in respect of surviving Officer/s after their attaining 80 years need to be enhanced

FAMILY pension should be paid at uniform rate of 35% for all.

Minimum pension should be enhanced substantially.

### **FUNCTIONAL ALLOWANCE:**

Inspection and Audit Officers to be paid an amount at least Rs. 5000/- which should be treated as additional pay ranking for Pension and PF, etc. and it should be payable irrespective of period of outdoor office duties/ touring.

Officers posted in Hubs handling Suit and Non-Suit claims should be paid Special functional allowance

### **SPECIALIST ALLOWANCE:**

Officers recruited as 'Specialist' and deployed in functions relating to that Specialist cadre be paid Specialist Allowance

## **PART – I I I - NON-CORE BENEFITS**

### **CONVEYANCE FACILITY**

#### **ENTITLED OFFICERS**

ACTUAL cost of Car shall be allowed.

REIMBURSEMENT of cost of Tyres and Tubes should be allowed after 3 years or after 24000 kms.

REIMBURSEMENT of Garage and cleaning charges at the rate of Rs.1000/- per month and Service Charges at the rate of Rs.5000/- per year be allowed on declaration basis.

100% increase in Major Repairs be extended since with increase in population of vehicles vis-à-vis traffic, chances of accidents have become more. In case of major accidents where budget under Major Repairs and Insurance Claim exceed cost of repairs, Company should absorb balance amount.

100% increase in Petrol/Diesel facility.

Payment/reimbursement of actual Insurance Premium of the Vehicle, including the premiums for Add-on Covers such as – Nil Depreciation, Return to Invoice, etc. to be made.

Incharges of Offices/Hubs to be covered under this Conveyance Scheme.

#### **NON-ENTITLED OFFICERS**

ACTUAL cost of vehicle shall be allowed for Cars as interest free loan, with quantum as applicable to respective cadre as per 9A(V) Scheme

REIMBURSEMENT of Road Tax and actual cost of re-registration of the vehicle on transfer.

REIMBURSEMENT of Garage and Cleaning charges at the rate of Rs.500/- per month and Service Charges at the rate of Rs.5000/- per year be allowed.

FACILITY of providing Car loan after every Five years should be extended.

### **ENTERTAINMENT ALLOWANCE**

Officers with Marketing assignment and Officers in Scale IV and above should be paid entertainment allowance. The present entertainment allowance should be increased by 100 %.

### **HONORARIUM FOR FACULTY**

Creation and Strengthening of Training Structure in the industry needs to done.

HONORARIUM paid to Officers who are visiting Faculty Members in Learning Centers both at Head Office and Regional Centers should be increased suitably with a conveyance facility on the day of lecture.

### **TELEPHONE FACILITY**

Telephone/ Cell phone/ Data card/ Broadband Communication facility shall be provided to all Officers with reimbursement of charges up to Rs.20,000/- per annum.

CELL Phone shall be provided to all Officers up to an amount of Rs 25,000/- without any call charges.

ENTITLED Officers shall be reimbursed charges up to Rs.30,000/- per annum.

### **LAPTOP COMPUTERS**

ALL Officers with Marketing as well as administrative functions should be provided with Laptop/ Tablet Computers.

### **MID ACADEMIC YEAR ALLOWANCE**

MID Academic-year allowance for Officers should be increased to Rs. 5000 per month.

## **MEDICAL BENEFITS**

MEDICAL facility being an employee welfare measure, all Officers should be entitled for reimbursement of entire medical expenditure on actual basis for self, spouse, children and dependent parents, both for domiciliary treatment and for hospitalization.

ALTERNATIVELY, by way of seeking improvement in existing provisions, we demand following:

Domiciliary treatment – One Month of initial Basic in the scale per annum for all Officers on declaration basis.

Hospitalisation – Present Basic Medclaim entitled amounts be enhanced to Rs. 10 Lacs, Rs. 15 Lacs and Rs. 20 Lacs respectively

Corporate Buffer for Rs. 50 Crores for the Company as a whole.

Free health check up facility once in a year should be extended to all Officers on attaining 40 years of age irrespective of cadres.

Free health check up facility for Retired Officers to be introduced with a periodicity of once in a year.

Domiciliary lump-sum payment to Retired Officers should be introduced.

“Capping” under all limits/Sub-limits to be removed totally.

All advanced and Experimental treatments should be covered.

## **MODE OF TRAVEL ON TOUR**

ALL officers should be allowed to travel by Air on tour.

DAILY halting allowance should be increased by 100%.

REIMBURSEMENT of Local conveyance at the place of tour subject to a maximum of one day halting allowance per day as in government sector.

### **HOTEL STAY**

HOTEL stay eligibility for all Officers be linked with basic as below :

**METRO: 10%**

**A CLASS :7.5%**

**B & C CLASS: 5%**

### **LEASED ACCOMMODATION**

**a. Metros, State Capitals and : 50% of revised basic pay as monthly rent with provision for enhancement in tune with movement of Basic pay. Special dispensation made available for Mumbai Metro To be continued with enhanced limits**

b. OTHER Places : 40% of revised basic pay as monthly rent

SELF-Lease facility should be allowed.

Leasing of Accommodation owned by the Blood relatives may also be allowed to be taken on Lease.

LEASED accommodation should be provided at the place of choice of Officer automatically on transfer without any further representation/sanction to be made and the entitled amount should relate to the previous place of posting/where the facility is availed. In case of difficult/ Hill station postings where Bachelor's Accommodation is not provided, Lease at two stations may be provided as provided in LIC.

ADVANCE/Deposit of maximum of 10 months rent.

MAINTENANCE charges payable to be borne by Company.

BROKERAGE to be allowed equal to one full month rent.

### **FURNITURE**

Rs. Two Lacs as Furnishing Allowance should be allowed every Two Years.

### **HOUSING LOAN SCHEME :**

We demand overall improvement in the provisions of the Housing loan

### **LEAVE TRAVEL SUBSIDY**

Air Travel should be allowed to all the Officers

TRAVEL distance should be enhanced to 5000 kms (each way).

MODE of travel should be as per the choice of Officer.

Package Tour should be allowed within overall limit.

AN Officer should have an option to surrender and encash LTS, upon which he shall be entitled to receive an amount equivalent to 75% of eligible fare applicable to the mode of travel to which he is entitled to.

### **TRANSFER BENEFITS**

WITH the introduction of TMPO, transfer on a structured basis has become an integral part of the service life of an Officer. The concept of protection of HRA and CCA on transfer has already been introduced in the GIPSA setup for other Classes of employees. To mitigate the hardship we demand protection of HRA and CCA on transfer of Officers and payment of an allowance, called Transfer Allowance, at the rate of 10% of basic of the scale of pay of the transferred Officer per month during the period of posting on such transfer.



ALL family members shall be allowed to travel as per entitled class either jointly or separately without any time limit. At Metro cities and State Capitals, Company should enter into agreement with reputed Packers & Movers for transportation of H/H goods of transferred officers.

TRANSFER grant equivalent to Two months revised basic pay.

JOINING time of 10 days.

ALL transferred Officers should be provided with Company owned/leased accommodation. Otherwise, in addition to 30 days halting allowance, 30 days lodging expenses also should be allowed.

Alternatively, the Officers may be allowed to raise the Housing Loan from the Housing Finance Company of his/ her choice and the subsidy of the difference in the Loan eligibility may be paid to the concerned officer through Salary.

#### **FESTIVAL ADVANCE**

FESTIVAL advance should be increased to two month's basic salary.

#### **FLOOD/DRAUGHT ALLOWANCE**

EQUAL to One month's gross salary in notified areas on **declaration basis**.

#### **COMPENSATION TO OFFICERS ATTENDING LOK ADALATS & OTHER COURTS**

OFFICERS attending MACT/Lok Adalats on Holidays should be paid compensation equal to Two days salary and on Working days One day's salary.

OFFICERS who attend Court relating to Marine Recoveries, Ombudsman, WC Cases, MACT Evidence etc should be paid One day's salary.

#### **PERSONAL LOAN**

OFFICERS should be provided with an Emergent Personal loan of Rs.5 lacs for any purpose.

### **BONUS / EX-GRATIA**

BONUS/Ex-gratia should be paid to all Officers at same rate as dividend paid to Government, subject, however to a minimum of 20% of annual gross salary.

### **GTIS & GSLI**

GTIS is envisaged to compensate family of an Officer who dies in harness to protect commutation of pension. We demand increase in sum assured under GTIS scheme to Rs.25 lacs.

In view of substantial increase in the premium rates, 50% of premium be borne by the Company and option be given to Officers to opt out of the Scheme.

GSLI limits also need to be revised up to Rs.25 lacs. Option for post-2012 recruits be given to join the Scheme.

### **SCHEME FOR CHILDREN**

Tuition Fee Reimbursement : Rs.10,000/- per month per child up to two children

HOSTEL Subsidy : Rs.10,000/- per month, per child up to two children

**EDUCATION LOAN :** The present restriction of Rs. 10 lacs per child to be removed with enhancement of the quantum of loan to Rs. 25 lacs.

Scheme be extended to cover higher studies of Officer himself/herself as well.

SCHOOL/College tie up arrangement with major schools/college for admission of children of transferred Officers in all Major cities and State Capitals.

### **TAX ON PERQUISITES :**

Income tax calculated on various Perquisites as per provisions of Income Tax Act – Tax on perquisites – to be borne by the Companies entirely so as to reflect the spirit of totality of the benefit without the Officer being taxed upon.

## **PART – I V - OTHERS**

### **RE-DESIGNATIONS**

In view of changing scenario in the working environment and the external factors, so as to increase the efficiency and effective functioning of Officers, we suggest re-designation as below :

Executive Director – Scale IX  
Chief General Manager – Scale VIII  
General Manager – Scale VII  
Deputy General Manager – Scale VI  
Asst. Gen. Manager – Scale V  
Chief Manager – Scale IV  
Senior Manager – Scale III  
Manager – Scale II  
Asst. Manager – Scale I

### **GRIEVANCE REDRESSAL MECHANISM :**

Internal grievance machinery on the lines of CAT to be constituted to settle unresolved vigilance cases, so that officers are not unnecessarily harassed in vigilance cases of omission nature involving procedural deviations/lapses followed on routine basis. Vigilance cases to be concluded within one year as per CVC guidelines or else all benefits should be continued/restored pending conclusion of vigilance cases.

### **DEFINITION OF FAMILY**

DEFINITION of family should be uniform for all benefits. Family should consist of self, spouse, unemployed male child up to the age of 25 years, unmarried/separated daughters, non-gainfully employed parents/Parents-in-law (with those having the Pension Income should be treated as Dependents only), unmarried/ separated sisters and unemployed brothers up to the age of 25 years in case parents are not there.

## **CONCLUSION**

LIST of demands given above is only illustrative and not exhaustive. The National Confederation of General Insurance Officers Associations and its affiliates National Insurance Company Officers Association, New India Assurance Officers Association, Oriental Insurance Company Officers Association and United India Insurance Officers Association reserves the right to add, alter or amend any demand in this Charter of Demands, keeping in view of situation prevailing within Industry or outside at the time of negotiations/finalization of Charter of Demands.

**(VIJAY KUMAR MISHRA)**  
**SECRETARY GENERAL**