



NATIONAL INSURANCE COMPANY OFFICERS' ASSOCIATION
(Affiliated to National Confederation of General Insurance Officers' Associations)
(Registration No.17360)

Chairman: N C Jha (8335080164)

President: Manas Kanti Sarkar (8335080386)

W President: Rajeev Ratan (9643003182) Gen Secretary: Anshu Shekhar (7704900442) Org Secretary: Vedant Agarwal (7874457760)

NICOA/2024/CM/MKT/MAY/01-24

Dated: 22nd May 2024

To
Chairman Cum Managing Director
National Insurance Company Limited
Kolkata

Subject: Request for Restoration of 20% Fuel Expenses Cut for Employees Under the Marketing Conveyance Scheme, 2011.

Respected Ma'am,

This has reference to the captioned subject and even dated letters of NICOA.

In the wake of the COVID-19 pandemic, several austerity measures were understandably imposed by the NIC management to navigate through the financial uncertainties. **One such measure was the reduction of the fuel Expenses by 20% for our In-charges. While most of these restrictions have been lifted over time, this particular reduction remains in effect, causing considerable demotivation among our dedicated front runners.**

Our In-charges have consistently **demonstrated exceptional commitment and effort, especially during critical periods such as the closing days of the fiscal year on 30th and 31st March 2024.** Their relentless dedication has been instrumental in driving the company's performance, even during challenging times.

As you are aware, National Insurance is currently navigating through a period that demands heightened effort and motivation from every member of our team. Our In-charges, who play a pivotal role in the company's operations, are no exception. **It is crucial that they are fully supported and motivated to continue delivering their best. A well-motivated team is essential for the success of any organization. It is obvious that no war can be fought with a demotivated army.** Similarly, as we strive for a turnaround and work towards achieving our organizational goals, it is imperative that we boost the morale of our frontline soldiers – In-charges.

The approximate cost involved for motivating In-charges by restoring the fuel expenses to the 100% is only between Rs. 1,050/- to Rs. 1,500/- per month per Incharge (Rs. 12,600 to Rs. 18,900 per Incharge per year).

Therefore, NICOA earnestly **requests you to consider the restoration of the 20% fuel Expenses cut for the In-charges.** This gesture will not only serve as a significant morale booster but also reaffirm the company's commitment to its employees' welfare.

We remain confident of your support and look forward to a positive resolution at earliest.

Comradely Yours'

(Anshu Shekhar)
General Secretary