



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)

Our Ref No. NICOA/GMP- GIPSA-Agenda/May/2024

Date- 29-05-2024

NICOA MISSION: PROFITABLE NIC

General Manager (P)
National Insurance Company Limited
Kolkata

Subject: - Suggestion for referring agenda for forthcoming Governing Body meeting at GIPSA in June,2024.

Respected Sir,

NICOA has repeatedly raised the below mentioned agenda with NIC management and also at GIPSA level under the umbrella of CONFED. Today we are writing to propose the inclusion of several important points in the agenda for the upcoming Governing Body meeting of GIPSA scheduled for June 2024. These suggestions are aimed at addressing the long-standing issues and improving the welfare of our employees. The points for consideration are as follows:

- Revision in Handicap Allowance as per DOPT Guidelines:** Revision in accordance with the latest guidelines issued by the Department of Personnel and Training (DOPT).
- Revision in Special Allowances for Employees Posted in Kashmir Valley:** A revision of the special allowances is warranted in line with the court orders and in parity with OICL.
- Revision in Out-of-Pocket Expenses for Attending Lok Adalat on Holidays:** The last revision of out-of-pocket expenses for attending Lok Adalat on holidays was done more than 17 years ago during the 13th Governing Board meeting of GIPSA. A revision is necessary to reflect current costs and encourage employees.
- Revision in Vehicle Loan Limits on Administrative Side:** The limits for vehicle loans should be revised to align with the current market prices and employees' needs.
- Modification in Conveyance Scheme to Enhance Limits and Include Electric Vehicles:** The scheme should be modified to increase the limit and to include provisions for electric vehicles, promoting environmentally friendly transportation options.
- Revision in Housing Building Loan (HBL) Limits:** HBL limits to be revised to accommodate the rising costs of housing and to assist employees in securing adequate housing.
- Pro-rata Calculation of Depreciation of Vehicles Covered under Conveyance Scheme, 2019:** In cases where marketing functions are ceased or taken back from an employee, there should be a provision for pro-rata calculation of vehicle depreciation under the Conveyance Scheme, 2019.
- Child Care Leave in Light of Recent Supreme Court Judgment:** In light of the recent Supreme Court judgment in Shalini Dharmani Versus The State Of Himachal Pradesh And Ors. [SLP(C) No. 16864/2021 XIV], there is a need to revisit and possibly revise our policies on child care leave.
- Release of Non Core Benefits as per Charter of Demands of CONFED e.g. Technical Qualification Allowance, Reimbursement for Annual Medical Check-up cost etc.**
- Post Structural changes in PSGICs, some benefit schemes must be worked upon for the Hub Incharges like Conveyance Scheme, allowances like Vigilance or Audit allowance.**

Please consider these suggestions and include them in the agenda for the forthcoming Governing Body meeting at GIPSA.

Thank you for your attention to these matters. We look forward to a positive response.

Comradely Yours,

Anshu Shekhar
General Secretary

CC: Secretary General, CONFED