



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

Chairman: N C Jha (8335080164)

Dy Chairman: B K Vijaya Kumar (8884499608) President: Manas Kanti Sarkar (8335080386)

W President: Sameer Khandelwal (8370009333) Gen Secretary: Anshu Sekhar (7704900442) Org Secretary: Vedant Aggarwal (7874457760)

**MISSION NICOA : PROFITABLE NIC**

**Ref- NICOA/CMD/Mar-5**

**Date- 26th Mar 2025**

To  
The Chairman Cum Managing Director,  
National Insurance Company Ltd.,  
Head Office, Kolkata.

**Subject: Withdrawal of Strike and Non-Cooperation & Communication of Revised Guidelines on Working Holiday**

**Madam,**

In reference to the conciliation meeting held on **26th March 2025** under the Office of the Chief Labour Commissioner (C), we acknowledge the discussions with the representatives of **GIPSA and DFS, Ministry of Finance**, regarding our demands. While we remain firm on the issues concerning **Wage Revision at par LIC, NPS employer contribution @ 14 % and Updation of Family Pension @ 30%**, we take note of the intervention from **Joint Secretary, DFS through VC** that all above demands are under active consideration and his commitment to conclude our demand positively before 30th April, 2025.

In light of the developments and the appeal from the authorities, **the Joint Forum has decided to withdraw the strike scheduled for 27th March 2025 and the non-cooperation from 29th – 31st March 2025**. We expect that our concerns will be addressed in due course, as committed during the discussions.

Additionally, on the matter of **offices being asked to remain open on the gazetted holiday (31st March 2025) including 29th and 20th march 2025**, it has been agreed that **GIPSA will issue revised guidelines**. We request you to ensure that these guidelines, once received, are **promptly communicated to all regional incharges for compliance in accordance with the HR Manual and Government Directives**.

We look forward to constructive engagement on the pending issues and seek your continued support in resolving them at the earliest.

**Further we assure that NICOA is fully committed to their MISSION i.e. Profitable NIC and instructing all our incharges and members to contribute their best to achieve the All time High GWP for the NIC (Level 2) and also to ensure Double Digit Growth for NIC (Level 3).**

**Comradely Yours,**

**General Secretary**



Copy for Information to:

1. The Chief Labour Commissioner (Central), Ministry of Labour, GOI

**Association Office - Ground Floor, 5 N S Road, Royal Insurance Building, Kolkata-700 001**  
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