

Minutes of the Review Meeting taken by the National Commission for Scheduled Castes with the All India General Insurance SC/ST Employees Association followed by the Management of National Insurance Co. Ltd. on 04.11.2015 at Kolkata

The National Commission for Scheduled Castes (NCSC), Govt. of India, New Delhi headed by Dr. P.L. Punia, Hon'ble Chairman, Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Iswar Singh, Hon'ble Member, Smt. P. Kamalamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary conducted the review meeting with the office bearers of SC/ST Employees Welfare Association followed by the Management of National Insurance Co. Ltd. to see the implementation of Reservation Policy implemented by the NIC management.

Meeting with the (1) All India General Insurance SC/ST Employees Welfare Association (Dilip power) and All India General Insurance SC/ST Employees Parishad (Joymurthy)

There are two SC/ST Employees Welfare Associations functioning for the welfare of the SC/ST employees of all the 4 Insurance Companies in India. The Commission held meeting with both the Associations separately. Both the Associations submitted Memorandum before the Commission.

The following important points raised by the office bearers of both the Employees Associations:

- a. The NIC management engaging Sweepers and Sub-Staff from outsourcing and in violation of reservation policy.
- b. The converted full time Sweepers may be extended old pension scheme and also to extend group medical insurance schemes to them.
- c. Full time sweepers may be upgraded as sub-staff/peons.
- d. Record keeper, Stenographer, Sub-staff posts are being abolished as it is run off cadre. It should be stopped and the employees under this cadre may be promoted to higher cadre.
- e. Nomination of office bearers to visit Diksha Bhoomi at Nagpur.
- f. Transfer mobility period may be reduced.
- g. Class III employees may be promoted to Class I officers on priority basis.
- h. Period of stay of SC officer in outstation posting may be reduced.
- i. Both the Associations listed few individual cases where punishment given to them in the name Departmental Proceeding should be reviewed. As for example the cases of (1) Smt. Kiran Patra (2) Shri Tushar K. Mondal may be mentioned.
- j. Both the Associations submitted list of SC and OBC members of individual cases which may be considered.

Meeting with the Management of National Insurance Co. Ltd.

Nine senior level officers attended the meeting. During meeting following important points emerged from discussion for necessary compliance:

- a. It is informed by the NIC management that they have taken decision to run off cadre like Stenographer, Record Keeper etc. as per the order issued by the Ministry of Finance. The Chairman advised to furnish a copy of the order to the Commission.
- b. The Commission advised to check own merit selection in consultation with the result in direct recruitment of officers and employees also in promotion. This may be reflected in the reservation roster to get the clear picture of backlog vacancies.
- c. Only SC officers are being posted in far away and remote area as alleged by the Associations. The GM (HR) assured that they will review all the cases of transfer and will send clarification case-wise separately to the Commission and also assured if there is any discrepancy the same will be rectified.
- d. It was advised by the Commission that Reservation Roster must be completed before any recruitment and promotion.
- e. All backlog vacancies may be filled up immediately.
- f. The Chairman advised that 100% reimbursement should be given on medical claims. They may also be included under Group Insurance policies free of cost.
- g. The Chairman handed over the Memorandum submitted by the Associations to the Executive Director (HR) and advised for necessary action on the matter. Action taken report may be submitted before the Commission.

The ED (HR) assured the Commission for necessary compliance of the recommendations mentioned by them as above and will submit action taken report to the Commission.

The meeting ended with vote of thanks.
