



ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI – 110002.

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(Regd.No. S/27858 of 1995)

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F.No. AIESIC.SC/ST.FED. 2015-2.

Dated 04th June, 2015.

To,

The Director General,
Employees' State Insurance Corporation,
Panchdeep Bhawan,
CIG Road, **New Delhi - 110002.**

Subject: **Minutes of the First Meeting of Newly elected
Executive Committee of All India ESIC SC/ST
Officers' and Employees' Federation held on
04th May, 2015.**

Respected Sir,

With due regard, I would like to bring to your kind information that the Biennial Convention of All India ESIC SC/ST Officers' and Employees' Federation was held on 03rd May, 2015.

The first meeting of newly elected Executive Committee Members of All India ESIC SC/ST Officers' and Employees' Federation was held on 04th May, 2015 in Auditorium of Dr. Baba Saheb Ambedkar Institute of Social Sciences, MHOW.

Many serious grievances and issues were discussed which are recorded in the enclosed minutes of the meeting.

All these grievances needed your kind and sympathetic attention.

You are requested to kindly issue necessary direction to all competent authorities to examine and resolve these issues.

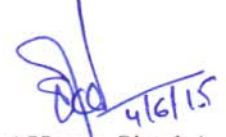
Yours faithfully,

(Heera Singh)
Secretary General

Enclosed: as above.

Copy to:

1. The Chief Liaison Officer for SC/ST, ESIC.
2. All the Regional Liaison Officers, ESIC.
3. The Secretary General, All India ESIC Employees' Federation.
4. The Secretary General, All India ESIC Officers' Federation.
5. All the Regional Directors/Medical Supdts./Jt. Director I/Cs, ESIC.



(Heera Singh)
Secretary General

MINUTES OF EXECUTIVE COMMITTEE OF ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION HELD ON 4TH MAY, 2015 IN AUDITORIUM OF DR. BABA SAHEB AMBEDKAR INSTITUTE OF SOCIAL SCIENCES, MHOW.

At the outset the Working President Shri J.S. Ahirwal thanked the house for giving support to new team and inaugurated the meeting. The Secretary General Shri Heera Singh in his brief speech spell out the issues which needs to be taken with the Management. During discussion many issues were brought to the notice of house some of which are as follows:

1. **Grant of facilities** :- It was one of the oldest demand which had not been accepted by the Management of ESIC. All the member associations of All India ESIC SC/ST Officers' and Employees' Federation are being discriminated and denied the fundamental right of being recognised as service associations thereby causing harm to welfare of representatives of SC/ST service associations. Since, the SC/ST Officers' and Employees' Federation represent the service interest of a group which includes all castes of the society, It also represent all regional, linguistic and religious sects. Hence, it was decided with voice vote that once again an appeal must be made to the Director General to grant of recognition/facilities failing which the matter can be taken up at further appropriate level as early as possible.
2. **Transfer Posting Policy**:- There was large scale discontentment in members regarding transfer policy on following grounds.
 - a) **The Jr. Most persons are being displaced.** As SC/ST category officers/employees are junior most they are subject to frequent transfers. As a result it is felt that in many states the representation of SC/ST employees is just 4 to 6 per cent. Whereas as in some regions the percentage of representation of SC/ST employees in respective cadre is even more than 50 per cent. During last three years there is no promotion in SSO cadre and above hence the stance of displacing SC/ST employees/officer is lesser. But because of non-conducting of regular DPC had further harmed the interest of already displaced SC/ST officers. Had the fresh DPC conducted those already displaced would have repatriated. Hence, the case of repatriation of SSOs, ADs, DDs, JDs who have completed their service of two years should be immediately repatriated as is done in past.
 - b) **Repatriation of officers who have complited tenure posting of two years** :- It is also observed that there are many instances where the General Category officers were repatriated to their requested destination in abnormally short

period i.e. within 1-2 years without completing tenure of posting. Whereas there are innumerable cases where the Officers belonging to SC/ST category has not been considered for repatriation even after more than 3 years. Hence, it was decided with voice vote that an appeal must be made to the Director General to repatriate all SC/ST officers and Employees who have completed the term of more than 2 years in to their convenient posting. In order to adjust these persons, vacancies should be created by sending those persons who have enjoyed home posting for longest period on first come first go basis.

- c) **Representation to SC/ST in Transfer fairness Committee** :- ESIC has not given any representation to SC/ST in Transfer fairness Committee as a result the interest of employees and officers of this community are being ignored. Hence, it is suggested by the house that the DG should be appealed that Secretary General and General Secretary of the Federation and its affiliated associations respectively should be taken into confidence at the time of transfer/posting of staff and officers.
 - d) **Immunity from transfer and posting to key functionaries** :- The key functionaries of affiliated association and federation should be given convenient posting of their choice so that they could not only do their official duties but also look after the welfare activities of employees and officers of their respective associations.
3. **Discriminatory postings of Directors belonging to SC/ST category** :- Some of the members raised issue of posting of Directors belonging to SC/ST category to ESI Hospitals and SRO and DO of lesser importance whereas sufficient number of posts of Regional Director are vacant and Regions are being run by either Regional Directors of adjoining regions or Sr. Most Deputy Director which is clearly discriminatory and corrupt practice.
 4. **Inter-Regional Transfer of Lower Group C employees**:- It has been brought to the notice of Federation that in the case of Recruitment of post of LDCs the majority of reserved category persons who qualify for appointment are from external states. In spite of the fact that they apply for inter-regional transfer immediately after joining the job. Their request for transfer are being considered after long time by which they lose promotion in present cadre. Since, the majority suffers *belong* to reserve category we must raise this issue before the management to prepare a new Inter-Regional Transfer policy of Lower Group C employees for adjusting them at the earliest instance.
 5. **Recognition of service** in previous ESIC Cadre of other regions should be considered for eligibility of Limited Departmental Examination. The terms and

conditions for inter-regional transfer of Lower Group C employees should be reviewed accordingly.

6. **Timely finalization of Seniority List, prompt ad-hoc promotions and immediate conducting of regular DPCs for all posts.** It has been decided by voice vote that the ESIC during last few years is not doing following action which should have invariably been done on yearly basis for all cadres and particularly posts of cadre of SSO and above as the benefit of resultant vacancies comes to all lower cadres :
 - a) The seniority list of almost all grades and particularly cadres of SSO and above is pending for circulation since last three to four years.
 - b) The promotion vacancies are not being filled by conducting timely DPC meetings in all cadres and particularly for cadres of SSO and above. Though the DPC are to be conducted well in advance before the occurrence of vacancies, in ESIC in almost all cadres the holding of DPC meeting is delayed by two to three years.
 - c) Till the regular DPC is conducted the posts need to be filled on ad-hoc basis so that the services of ESIC could not hampered and the posts reserved for SC/ST must be filled by even relaxing the eligibility conditions.
7. **Backlog vacancies** : It was intimated by members of West Bengal that the backlog vacancies of Assistant has not been filled by ESIC by not following the RRs. It was informed that the DPC for year 2014-15 had assessed the eligibility of all employees by treating crucial date for deciding eligibility as 01.01.2014 whereas as per the recruitment rules for the post of Assistant the crucial date of assessing the eligibility for DPC year 2014-15 is 01.10.2014. By reducing their period many of the post were wrongly kept unfilled. If the RR could have been followed most of the vacancies could have been filled. Even if a few vacancies could have not been filled the same could have been filled by relaxing the eligibility criteria by one year as is done in year 2006-07 also.
8. **Adopting recommendation of 6th Pay Commission Report:** The Ministry of Labour and Employment had decided that the anomaly with regard to post of Assistant Director will be resolved on the basis of decision of 6th Pay Commission Report with respect to Section Officers of CSS Cadre. But, after the 6th Pay Commission Report has come the recommendation of 6th CPC report was adopted partly. The provision of giving grade pay of Rs. 5400/- in pay band 3 after regular service of four years was left. It was decided that this issue should also be raised.

