

ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION
PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI – 110002.

EMAIL : gs_esic.scsst.yahoo.co.in

WORKING PRESIDENT
SHRI JALIMSINGH AHIRWAL

SR. VICE-PRESIDENT
SHRI B. GNANA KUMAR

SECRETARY GENERAL
SHRI HEERA SINGH

ADDL. SECY. GENERAL
SHRI M.S. GODRA

SECY. FINANCE
SHRI RAJ KUMAR

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SHRI KARUPAJAH (S. ZONE)
SHRI R.N. BEHERA (E. ZONE)
SHRI V.N. JADHAV (W. ZONE)

ASST. SECY GENERAL
SHRI SWARAN SINGH (N.ZONE)
SHRI S. ASHOK KUMAR (S. ZONE)
SHRI R.N. MALLICK (E. ZONE)
SHRI SUNIL DEDE (W. ZONE)

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SHRI D.Y. GIRI (S. ZONE)
SHRI ASHOK KUMAR (E. ZONE)
SHRI BADRI NARAYAN MEENA
(W. ZONE)

LIAISON SECRETARIES
SHRI BIRESHWAR PRASAD
(N. ZONE)
SHRI SRINIVASAN (S. ZONE)
SHRI A.K. PAL (E. ZONE)
SHRI RAM CHANDER JATIA
(W. ZONE)

INTERNAL AUDITORS
SHRI KULDEEP KUMAR
SHRI KAILASH CHAND

F.No. AIESIC.SC/ST.FED. 2011

Dated 25th April, 2011.

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 23rd April, 2011.

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 23rd April, 2011. During the first meeting of Newly elected Executive Committee of All India ESIC SC/ST Officers' and Employees' Federation held on 23rd April, 2011. Many serious grievances and issues were discussed which are duly highlighted in the enclosed minutes of the meeting. All these grievances needed the kind attention of your good self.

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

Your faithfully,


(Heera Singh)

Secretary General

Enclosed : as above.

OK

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.
6. All the General Secretaries, ESIC Employees Union/ESIC Officers' Associations.
7. All the General Secretaries, ESIC SC/ST Employees & Officers' Association.

MINUTES OF FIRST ALL INDIA EXECUTIVE COMMITTEE OF ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION HELD ON 23RD APRIL, 2011 IN DR. BHIM RAO AMBEDKAR BHAWAN, RANI JHANSI ROAD, NEW DELHI.

On the outset the Working President Shri J.S. Ahirwal thanked the house for giving support to new team and inaugurated the meeting. The new 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. Recognition :- It was the opinion of the house that all the member associations of All India ESIC SC/ST Officers' and Employees' Federation are being discriminated and denied the fundamental right of forming 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 an appeal must be made to the Director General to grant recognition/facilities as early as possible.
2. Deduction of Monthly subscription from Salary :- It was further reiterated that till the time the issue of Recognition is pending we may request the Management to issue direction to all Offices of ESIC to start deducting monthly subscription from the salary of desirous staff/officer members of our member association.
3. 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 is even more than 50 per cent.
 - b) 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. Whereas there are many cases where the Officers belonging to SC/ST category has not been considered for repatriation even after more than 4-5 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.

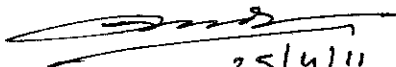
- c) ESIC has not given any representation to SC/ST in Transfer fairness Committee as a result the interest of employees and officers of this community are being ignored. Hence, it is suggested by the house that the DG should be appealed that Secretary General and General Secretary of the Federation and its affiliated associations respectively should be taken into confidence at the time of transfer/posting of staff and officers.
 - d) 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.
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 transfer are being considered after long time by which they lose promotion in present cadre. Since, the majority sufferers 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 region 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. **Stopping of Vindictive Transfer posting of SC/ST employees :** It was brought to the notice of house that there are many instances where the SC/ST employees are selectively picked for transfer posting from the middle of list and are subjected to harassment. When first come first go rule and last come first go rule both are ignored and SC/ST employees or any other employees are picked from middle it clearly establish the act as act of harassment. A demand should be made to discourage such acts.
7. **Regular meeting of Departmental Promotion Committee should conducted :** It was discussed that in ideal situation the panel for promotion is to be prepared by DPC well in advance. Whereas it is observed that in majority cases the promotion are being made very late in many case after delay of many years. An appeal may be made to management to issue direction to all offices to conduct DPC with in time schedule as per instruction of Government of India.

6. Timely Ad-hoc promotion : It was discussed that there are many post lying vacant and are not even being filled which is detrimental to the interest of SC/ST employees also. Hence, all posts which are vacant should be immediately filled on ad-hoc basis till the post is filled on regular basis/direct Recruitment basis.
7. Adopting of 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.
8. Diamond Jubilee : On the auspicious occasion of Diamond Jubilee of ESIC we may raise the issue for giving benefit of two increments to all officers/employees of ESIC.

The floor of house adopted above resolution and authorised the Federation to pursue the matter with Management.

The meeting ended with vote of thanks to the Chair.

Approved


25/4/11

(J.S. Anuraj)
Working President