



NATIONAL FEDERATION OF INSURANCE FIELD WORKERS OF INDIA

REGISTERED UNDER TRADE UNION ACT, 1926 (Reg. No.ALC/KARYASAN-17/11295)

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NFIFWI/371/2023-25

Date: 28-02-2024

To,

The Chairperson,

Life Insurance Corporation of India,

Central office, Yogakshema,

Mumbai-400021

Ref: Request to review promotion rules for Development Officers

Respected Sir,

This is to bring to your kind notice that many Development Officers willing to be promoted as ABM(S) may not be eligible for the same as their cost ratio for the appraisals during the covid period is not below the PCR. Sir, you will agree that during the covid period the overall circumstances were extremely beyond the control of Development Officers. During that period because of the circumstances prevailing, many Development Officers who were earlier working well within PCR for years together witnessed difficulties and their cost ratio went beyond the PCR. As mentioned earlier such Development Officers are not being eligible for promotion this year though they are aspiring.

Sir, such Development Officers need to be given a fair chance for promotion. Hence, we humbly request you to consider the average of cost ratios of the latest appraisal year and immediately preceding two appraisal years should be taken into consideration instead of the cost ratio for each year individually. In other words, the promotion rules may be reviewed in such a way that a Development Officer applying for promotion and whose cost ratio in the latest appraisal year is below the PCR should be considered for promotion if the average of cost ratios of the latest appraisal year and the immediately preceding two appraisal years is below PCR.

We are most hopeful that you will consider this humble and reasonable submission positively and are looking forward for a solution.

Thanking you.

Yours Faithfully,

(Vivek Singh)

Secretary General – NFIFWI

CC-Respected Managing Director, Executive Director (Marketing/PD/CMO), LIC of India.