



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No.HR&IR/SKK/Medical Ins /2018-19/4837
April 7, 2018

Shri Sanjev K Bandlish, Convenor, UFBU
United Forum of Bank Unions
C/o State Bank of India, LHO, Plot no. 1, Sector -17A
Chandigarh – 160017

Dear Sir,

Medical Insurance Scheme- Constitution of Committee- Final Reminder

Please refer to our Email dated 13.3.2018, wherein we advised that you may call at our Office on a working day after fixing date and time to discuss the issue in detail to enable us to proceed further in the matter. We regret to state that we have not received any call from you till now.

2. In this connection, we wish to say that we have been requesting you to provide us nominations for last four months and despite sending five letters dated 19.12.17, 5.2.2018, 1.3.18, 8.3.18 & 13.3.18, there has been no response from you. Though, our vision & intent for forming the Committee was self-explanatory in our letter dated 19.12.17, still we wish to reiterate few things as mentioned below for your better understanding:-

i. Since the inception of Medical Insurance Scheme from 1st September, 2015, we have been receiving numerous representations from Unions, Retirees Association & Individuals on the issue of huge hike in premium in renewals along with complaints related to operation & coverage.

ii. The matter was put up to the HR Standing Committee & the Managing Committee of IBA. It was decided that a Committee be formed of GMs and Union's representatives so that the intricacies involved in the Insurance Scheme may be minutely examined and further improvement be suggested.

iii. The Committee will seek revision/improvement of Scheme, keeping in view the Charter of Demands submitted by Unions/Associations. It will also engage services of one or more suitable Composite brokers to make the Scheme more competitive, purposeful with a reasonable premium. We therefore, asked you to provide the nominations so that we start the process of review of the Policy.

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iv. The current medical policy is expiring on 30th September, 2018. We therefore, desired to start the background work immediately so that the renewal is smooth. We wish the renewed Medical Insurance Policy should have better terms of Coverage & reasonable premium. Our vision was that there should not be any eleventh hour rush for renewal of Policy, which you are aware, has happened in the past.

v. In this foregoing, we believe that onus for the Medical Insurance Scheme lies with the Unions & Management of Banks. It is a joint responsibility that we had to sit together and sail ahead, which was also earlier done at the time of implementation of the Medical Insurance Scheme in 10th Bi-partite Settlement.

3. We therefore, shall be glad if you will arrange to provide us the nominations by 13th April, 2018. If we do not receive the nominations, we shall presume that you are not in favour of exploring the possibility of a Medical Insurance Scheme with better terms of coverage and reasonable premium for the benefit of employees/retirees. The same will be conveyed to the Management Negotiation Committee to take a view on dropping the Scheme altogether due to non-co-operation from your end.

4. Please treat the matter as extremely urgent.

Yours faithfully,



S K Kakkar
Senior Advisor (HR&IR)