



Indian Banks' Association

HR & Industrial Relations

No.HR&IR/SKK/UFBU/4155
December 19, 2017

Shri Sanjeev 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 as in 10th Bipartite Settlement/Joint Note - Future course of Action

The Medical Insurance Scheme implemented since 1st September, 2015 has been renewed twice in consecutive years. But, since its inception, IBA has received lots of complaint letters from Banks in the year 2016 & Retirees for both the years i.e 2016 & 2017 carrying resentment on the increase of premiums. We have been still receiving numerous representations from Unions, Retirees Association & Individuals on the issue of huge hike in premium this year. We have taken up the matter with UIIC also but they have shown their inability to reduce the premium demanded.

2. Recently, while renewing the Policy for the year 2017-18, it was suggested by the HR Committee of IBA that keeping in view the demand raised by the Unions/Associations under next wage revision effective from 1-11-2017 for improvement in package and also to make the Group Insurance Scheme more customized, competitive & effective, the said scheme may be revised as per the agreed terms and conditions of the next wage settlement for which negotiation is in process.

3. In view of foregoing, we propose to form a Committee of 4-5 GM HRs of large PSBs and 4 representatives from United Forum of Bank Unions (UFBU) so that the intricacies involved in the Medical Insurance Scheme may be minutely examined and further improvement be suggested. The Committee at the time of revision/improvement of Scheme, keeping in view the Charter of Demands submitted by Unions/Associations in this regard, may also consider to engage the services if need be of more than one leading and suitable Composite brokers to make the Scheme competitive, purposeful and offering best of services to negotiate with the insurance company a reasonable amount of Premium, by inviting them, to make a presentation to the committee. Brokers can be selected based on a Scoring Model approved by the Committee.

4. We therefore, shall be glad if you will provide us ~~two~~ nominations two each from Officers Associations & Workmen Unions of UFBU to form the said Committee by 20th December, 2017 at hr@iba.org.in.

Yours faithfully,



~~S K Kakkar~~
Senior Advisor- HR&IR