

To

Adv.PT Jose,

Honourable Chairman,

KSFE Limited

Sir,

Sub: Urgent labour issues - Grievances submitting – reg:

Ref:1. GO(MS) No.95/08/TD dated 8.5.2008

2. GO(MS)No. 286/2010/TD dated 10.12.2010

We hereby submit the following issues for your kind perusal and earliest action

1. Promotion to the post of Assistant Manager

As per the study conducted by union, there exist a good number of vacancies in Assistant Manager Cadre which are not identified by the management. Details are given below.

- i. As per the government order cited above, an officer in the cadre below the branch manager shall be posted at all super branches. The junior managers posted at the super branches against the vacancy are now withdrawn due to shortage of staff in the managers cadre. At the same time there are hundreds of employees in the Assistant Cadre eligible to be promoted to the post of Assistant Manager. Hence in compliance to the government order cited, we request the management to fill the vacancies of additional officers in the super branches from the seniority list of assistants.
- ii. More over the vacancies arised in the Assistant Managers cadre due to the retirements and promotions for the last 6 months has not filled up yet. These vacancies may also be taken into account.
- iii. In compliance to the government order cited, business departments at HO/RO were strengthened, but the corresponding restructuring has not done at branch level .Long pending and persistent demand on our part is to create an Assistant Manager Post at all branches exclusively for Business Development/Marketing/Customer Relation. By creating such a post the whole agency network including door collection activities can be brought under his/her control. The fraudulent activities and unethical business practices can be checked and corrected in time.

2. Seniority list of Assistants – Rectify the discrepancies

While preparing the seniority list of Assistants their PSC advice seniority shall be taken into account. But the management prepared seniority list considering the joining date of employees, which is against the rules and norms in vogue. Kindly look into the matter and rectify discrepancies at the earliest.

3. Pay revision of employees – Interim Relief @25% of monthly salary

The pay revision of KSFE employees is due from 1.8.12 onwards. We demand the management to convene bilateral discussion at the earliest. Interim Relief @25% of the monthly salary shall be disbursed to the employees at the earliest.

4) Amending the anti labour clause in the Pay Revision Order Ref. (2)

Appendix I(Revision of Pay and Allowances related to the workmen) clause XIV says the revision of pay shall be with effect from 1.8.2007 and all other benefits including HRA and CCA shall be with effect from the date of Government Order. The underlined portion is a major aberration from the original text as agreed upon through bilateral agreement. The original text in the bilateral agreement approved by our director board on 18.6.2010 is as follows.”The revision of Pay,DA,HRA and CCA will be effective from 1.8.2007 and all other benefits will take effect prospectively.”Moreover in the same order Appendix II (Revision of Pay and Allowances related to Officers) clause XX says “The revision of Pay will be effective from 1.8.2007 and all other benefits shall have prospective effect. This is clearly a step motherly attitude on the part of the government and we submitted our grievances to management, Honourable Chief Minister of Kerala and Honourable Finance Minister of Kerala. We once again request the management to kindly intervene in this matter and put up the matter with government for an earliest remedy.

5. Assign Duties and responsibilities to Despatch Assistants at the earliest

Yours faithfully

Muraleekrishna Pillai.S

General secretary