



Chhattisgarh Rajya Gramin Bank Employees Association Chhattisgarh Rajya Gramin Bank Officer's Organisation

Affiliated with AIRRBEA

B-122 Capital City Phase 2, Saddu Raipur -492014
Central Office AIRRBEA: Golders Green, Ground Floor, F-G Block, 1 Nazrul Islam Avenue
(VIP Road), Kaikhali, Kolkata 700 052
Email- crgboogs@gmail.com, union.crgbea@gmail.com
Mobile- 98515 54101 / 95461 41090

General secretary - Ramesh Singh

General secretary - Rahul Kumar

Letter No./JF-12/2024-25

Dated- 25.02.2025

To,

The Chairman

Chhattisgarh Rajya Gramin Bank

Head Office - Nava Raipur, C.G. -as - chairman.crgb@cgbank.in

Dear Sir,

STAFF WELFARE MEASURES: GROUP TERM LIFE INSURANCE(GTLI), GROUP PERSONAL ACCIDENTAL INSURANCE(GPA), GROUP INSURANCE COVER FOR STAFF LOAN ACCOUNTS

Ref:- 1- APGVB CIR NO - PER&HRD/18/2024-25, DATED - 14.05.2024, 2- PER&HRD/19/2024-25, DATED - 20.05.2024,

On behalf of the officer's and employee's organization we request the Management to consider the following issues for the welfare of the Bank's employees/servicemen -

1- **GROUP TERM LIFE INSURANCE(GTLI)**: - Human resources are the most valuable asset for an organisation. The best human resource can increase profits for the organisations in a cost effective manner for the employers. In today's fast paced world, organisations are constantly searching for ways to invest in their most valuable asset - their employees.

Among various benefits that organisations can offer, Employee Group Term Life Insurance(GTLI) stands out as a significant investment in security. Not only does it provide financial protection for employees' families in the unfortunate event of a death, but it also contributes to the overall health and stability of the business. It also considered as an employee benefit cost to the organisation and when the employer incurs the cost as an expense, it qualifies for tax benefits under Section 37 of The Income Tax Act, 1961.

Our Bank had provided Life Insurance cover of Rs. 20.00 lakhs and Rs. 10 lakhs respectively for officers/employees at the time of Covid-19 crisis which has been continued by various other organisations but in our organisation it has been

stopped for employees. Therefore, on this issue of employee welfare, the organisation requests you to kindly introduce the facility of group life insurance for all the employees of the bank at the earliest.

2- **GROUP PERSONAL ACCIDENTAL INSURANCE(GPA):** - This is an important step taken by the Bank Management for the welfare of the employees of the Bank, under which at present the officers/employees/office attendants are being covered under accident insurance sum assured up to Rs. 28.00 lakh, Rs. 16.00 lakh and Rs. 12.00 lakh respectively.

In this context we are requesting you while keeping in view that most of our bank employees are youngsters and travel by road frequently for various official works viz., cash remittance, field visits for recovery and inspection of units, review meetings, deputation, etc., and are exposed to the risk of road accidents and face a life threat also, the current sum assured of accidental insurance is comparatively very low and it was not revised since 2018. The bank is currently providing accident insurance cover of up to Rs 40 lakh to its customers under the Corporate Salary Package Scheme. Therefore, on this issue of employee welfare, the organisation requests you to kindly increase the sum assured of group personal accidental insurance for all the employees of the bank at the earliest.

3- **GROUP INSURANCE COVER FOR STAFF LOAN ACCOUNTS:** - The purpose of this scheme is to protect the bereaved family members from financial hardship at the time of any untimely demise of the staff. In the dynamic landscape of financial responsibilities and uncertainties, the group insurance cover for staff loan accounts emerges as a reliable safeguard for the employee's families.

Therefore, we request you to kindly implement the facility of Life Insurance Policy and Group Insurance Policy for the loan accounts of the bank employees as soon as possible and increase the amount of cover of accidental insurance currently applicable for the employees. Such welfare measures will help in creating a sense of security among the employees.

Yours faithfully



Rahul Kumar
General Secretary – CRGBOO



Ramesh Kumar Singh
General Secretary – CRGBEA