

**FEDERATION OF NATIONAL
POSTAL ORGANISATIONS**

X FEDERAL CONGRESS

3rd November 2015 to 5th November 2015

**Moulali Yuba Kendra, Sealdah,
Kolkatta - 700 014**



Draft Triennial Report

Audited Accounts

Dedicated to our Beloved Leader

K. RAMAMURTHI

NOTICE

Ref : FC/2015

Date : 11-8-2015

It is hereby notified that 10th Federal Congress will be held at MOULALI YUBA KENDRA, SEALDAH, KOLKATTA-700014 WESTBENGAL from November 3rd to 5th November 2015.

The following shall be the Agenda of the Congress:

1. Adoption of Triennial Report and Audited Accounts for the period from 1-4-2012 to 30-09-2015.
2. International relations
3. National Scenario
4. Common issues of Central Govt. employees.
5. Organisational Review
6. Financial Review
7. Postal issues (all sections)
8. Publication of Federal Sentinel
9. Policy and Programme
10. Budget Estimates for next three years.
11. Amendment to the constitution
12. Election of office-bearers and appointment of Auditor
13. Venue of the next Federal Congress
14. Any other subject with the permission of the Chair

Thanking you,

Yours Sincerely,
- Sd-
(D.THEAGARAJAN)
Secretary General

Copy forwarded to :

1. The Secretary,
Dept.of Posts, Dak Bhavan, New Delhi 110 001.
2. All Heads of Circles
3. All FWC Members
4. All General Secretaries of affiliated Unions/Associations

(D.THEAGARAJAN)
Secretary General

AGENDA

Report on activities	4	Task force committee report	22
Homage	4	Cadre Restructuring of Postal & RMS Employees	23
IX Federal Congress	5	Departmental Council Meeting	24
Federal Working Committee	6	Long Pending issues	26
Present scenario of Japanese Postal Employee & Role of JPGU	6	Sectional issues	27
Subjects discussed in Federal Working Committee	7	GDS issue	29
World Economic situation and Prospectus mid - 2015 update	8	Mail Motor Service	30
National Scenario - 2015	10	Postal Administrative offices (C.O. & R.O.)	30
Indian Economy overview Introduction	11	Postal Civil/Electrical Wing Staff	31
Central Trade union movement against Labour issues	12	New RR for HSG II/HSG I	31
Common issues of Central Govt. Employees	14	Communication from FNPO to various officers/forums	32
7th CPC related issues	15	Federal Sentinel	32
Preliminary interaction with the Chairman 7th CPC	16	Financial Review	32
Federation Memorandum	17	Thanks	32-33
Final Meeting with 7th CPC	18		
National Strike	18		
MACP Anomalies	18		
Postal JCA activities from 2013-2015	20		

FEDERATION OF NATIONAL POSTAL ORGANISATIONS

X - FEDERAL CONGRESS

3rd November 2015 – 5th November 2015

Moulali Yuba Kendra (Sealdah), Kolkatta 700 014

Draft Triennial Report

Draft Triennial report of Federation of National Postal Organisation for the period from August 2012 to October 2015 is placed before the 10th Federal Congress at Kolkatta during the November 3rd 2015 to 5th November 2015.

REPORT ON ACTIVITIES :

Federal Working Committee of Federation of National Postal Organisation has pleasure in presenting the Triennial Report and activities for the period August 2012 to October 2015.

X Federal Congress of our Federation meets when the Department of Posts is under threat. World economy has not improved. This has affected industrial growth. Recently one of the ancient countries Greece lost its credibility. This affected the euro. Further in many European countries economy are under threat. The Indian economy is not improved as we expect. The workers community of the world, particularly India is under threat. The Prime Minister of India appointed a task force committee under the Chairmanship of Sri T.S.R. Subramanian. The committee recommended and suggested that the holding company be set up.

After the IX Federal Congress, recently the verification process was ordered by the department. The verification is over.

The result is yet to be declared by the Department officially. During the period under review, we have issued 3 (three) strike notices under the banner of JCA and participated two strikes in February 2013 and September 2015. Post bank is to be introduced. Finacle Mcgamish software issues are not fully settled. MNOP is diluted. The Department announced New recruitment policy through SSC, withdrawing agencies & selections. Norms of Postman still not settled. Cadre restructuring of Postal, RMS and MMS is not implemented even after agreement. MACP anomalies still exist. We are here to discuss our loss and gain in the past three years with an open mind in our X Federal Congress.

HOMAGE

Many National and international personalities and active leaders and members of the union passed away during the period. Notable among them were Mrs. K.R., G.K.Padmanabahan, O.P. Gupta, S.K. Vyas, B.G. Tamankar, Umaraomol Prohit, Preedip singh, K. Ganesan, Reddappa, C.K. Ramnath Yadav and N. Balasubramanian. This Federal Congress places respectable homage to known and unknown persons died during the period in the earthquake (Nepal), flood, cyclone and other natural calamities.

OUR SPECIAL HOMAGE TO G.K.P. :

Recalling the services of GKP by Secretary General under the title "GKP Left us" is enclosed as Annexure 1.

IX FEDERAL CONGRESS

IX Federal Congress was held in Chennai from 08.08.2012 to 11.08.2012. The Congress was inaugurated by Bro. Christopher, NG Regional Secretary, Asia Pacific Region. Bro.Echi Ito, Director UNI Global Union delivered a special lecture on challenges before the Postal Department. Dr.U.Srinivasa Raghavan, Former Secretary Department of Posts, S/Shri. S.Brahmanandam, Former Chief Postmaster General Tamilnadu Circle, Milind Nadkarni, General Secy, All India Bank of Baroda, Employees Association G.K.Padmanabhan, Former Secretary General, FNPO, V.V.Rathaneshwarao, Former General Secretary, NUGDS, P.S.Babu, Former General Secy, NAPE 'C', A.Somasundaram, Former Vice President NUR-C, S.Noor Ahmed, Former General Secretary NUR/IV, K. Vallinayagam, Former General Secretary, FNTO and other General Secretaries of FNPO affiliated unions addressed the Congress.

SUBJECT COMMITTEE:

Triennial Report was placed by Secy.General. It was discussed, debated and passed unanimously without any amendments.

POLICY AND PROGRAMMES:

The Federal Congress discussed National and International scenario and present position of Postal sector in other countries and based on that a Policy and Programme was adopted for the ensuing three years.

K.R'S BIRTH CENTENARY:

On 8.8.2012, K.R. Birth Centenary was celebrated at Federal Congress. Department of Post honoured K.R by releasing the Special Postal Cover on the date. PMG Chennai Region participated and released special postal cover. Mrs. K.Ramamurti received the special postal cover.

The following office bearers were elected unanimously on 10th August 2012.

President	:	T.N. Rahate (Mah)
Working President	:	Rajat S. Das (WB)
Vice President	:	1. Gulam Rabani (AP)
		2. G.P. Muthukrishnan (TN)
		3. T.K. Govindarajan (TN)
		4. K. Gunasekaram (TN)

Secretary General	:	D. Theagarajan (TN)
Deputy Sec. General	:	B.S. Kashid (Mah)
Asst. Sec. General	:	1. C.P. Nayi (Guja.) 2. B. Sivakumar (Kar) 3. Sekar Mukherjee (WB) 4. G. Shankar Goud (Andhra) 5. Ranjeet P. Gohil (Guj)
Secretary (Finance)	:	Brij Mohan (Delhi)
Asst. Secy. (Finance)	:	K.K. Koushik (Delhi)

The General Secretaries of NAPE C, NUPE PM & Gr. 'D', NUR 'C' and NUR IV were elected as departmental council members. M/s. Lall & Co. was appointed as auditor.

FEDERAL WORKING COMMITTEE

Federal working committee was held in Blind Association Hall, Ahmedabad on 02nd June 2013 under the Chairmanship of Shri.T.N.Rahate, President FNPO. The following Agenda were discussed in depth.

Change Management : SG FNPO has given brief introduction on the subject and called for discussions from the Federal Working Committee members. After that a detailed power point presentation on the Change Management was delivered by Mr. Sitesh Porwal, Senior Consultant TCS. After the presentation, Federal working committee members discussed pros & cons on the subject. Shri Ganesh V Sawaleshwarkar, Director of PTC Vadodara, explained the need of Change Management for the Department of Post. Finally, Shri.D.Kishan Rao, General Secy. NAPE-C, delivered his opinions on the subject.

Present scenario of Japanese Postal Employee & Role of JPGU :

Brother Masuru Honda during his lecture had explained how the JPGU acted when the Koizume Government taken a decision to privatise state-run Postal services were enacted in 2005. During 2009, the Democratic Party of Japan (DPJ) won the General Elections and came to power, giving the Japan Postal Group Union (JPGU) an opportunity to make efforts towards the Postal reforms. JPGU faced a great difficulty in appealing for postal reform in the "Divided Diet" (Japan Parliament) in which opposition parties controlled the upper house while the ruling coalition had a majority in the lower house. JPGU worked together with JPGU-friendly Diet (Parliament) members and asked the three parties viz. DPJ, Liberal Democratic Party (LDP) and new Komeito to draw up a new postal bill. As a result, the three parties jointly submitted the Amended Postal Privatization Bill which was passed in the Diet on 27th April 2012. The Law includes the following points : From 01st Oct

2012 (1) The Mail Delivery Company and the Post Office company will merge and the five-company system will be reorganized into four company structure. (2) The Japan Post Group will be obligated to provide the financial universal services. (3) The Obligation to release all the shares of the Postal Bank and Insurance company is eased and complete privatization is set as Non-binding target. (4) These two financial units pave the way for entering new business fields.

After the presentation by Mr. Masura Honda, a discussion was taken place in the Federal Working committee.

SUBJECTS DISCUSSED IN FEDERAL WORKING COMMITTEE

a. ROLE OF UNI-APRO : Bro. Eichi Ito explained the role of UNI APRO on Postal & Logistics issues.

b. Post Strike Situation 20th and 21st February 2013 : The SG FNPO explained the development on the Strike Demands. The Federal working committee decided to support the Strike call whenever given by the INTUC, after the big debate. However some of the Federal Working Committee members recorded their reservations.

c. Stand on DA Merger and constitution of VII Pay Commission : The Federal Working Committee unanimously decided to demand the constitution of VII Pay Commission for which Federal Working Committee resolved to approach Parliament members and to send the Memorandum to the Prime Minister, justifying the need for the same.

(a) With regard to 50 % DA Merger, the Federal Working Committee decided to conduct a separate Meeting with FNPO affiliated Union's General Secretaries shortly.

5. The following issues were discussed by the Federal Working Committee and the decisions arrived thereon :

(i) The Demands of GDS – such as Removal of minimum 50 points conditions for GDS compassionate appointment, Ensuring non reduction of TRCA, Enhancement of Bonus ceiling, Revision of Cash Handling norms etc, : The Federal Working committee resolved to conduct a separate meeting in Srinagar during the second week of June 2013 to chalk out the agitation programmes on the issues.

(ii) Postman issues : The Federal Working committee unanimously resolved to support the call of Postmen Unions affiliated with FNPO and NFPE.

(iii) The Federal Working Committee decided to conduct Study camp zonal-wise shortly. The date and venue will be announced by the Federation in the end of August 2013.

(iv) The Federal Working Committee analysed the Status Report on the Memorandum submitted to the Secretary (Posts) by PJCA on 01.4.2013. The Federal Working Committee directed FNPO Affiliated Union's General Secretaries to chalk out the programmes to achieve the demands furnished in the Memorandum submitted by the PJCA on 01.4.2013.

THANKS :

1. The Federal Working Committee conveys sincere thanks to the Department of Posts for deputing Departmental Officers to the Working Committee Seminar.

2. The Federal Working Committee thanks to the JPGU for the financial assistance to conduct the Change Management Seminar successfully.

3. The Federal Working Committee thanks to the Local Co-ordinators, S/ Shri. R.N.Parmer, K.B.Desai, C.P.Nayi and Ranjit Gohil.

Federal Secretariat Meeting : Five Federal Secretariat Meetings were conducted during the period under review one at Kolkata, one at Mumbai and three meetings at Delhi.

World Economic Situation and Prospects: Mid-2015 Update

The world economy continues to grow at a modest pace, with a gradual improvement projected for the second half of 2015 and 2016, according to the World Economic Situation and Prospects (WESP) as of mid-2015 report, launched on 19 May 2015.

Growth of world gross product is projected to improve slightly from 2.6 per cent in 2014 to 2.8 percent in 2015—a downward revision by 0.3 percentage points from the forecast presented in the WESP 2015 in January.

The downward revision reflects mainly deterioration in the prospects of the

economies in transition and several large developing countries, especially in South America. In 2016, global growth is forecast to improve to 3.1 per cent, which is still well below the pre-crisis pace.

“The current world economic situation is characterised by five ‘laws’: low growth, low trade flows, low inflation, low investment, and low interest rates, combined with two ‘highs’: high equity prices, and high debt levels”, remarked Pingfan Hong, Director of the Development Policy and Analysis Division (DPAD) of the UN DESA.

The report notes that the growth divergence between the various regions will likely widen this year. WESP attributes this in part to the differing impacts from the recent drop in the prices of oil and other commodities.

The short-term growth prospects of most commodity-exporting economies have been downgraded; by contrast, commodity-importers tend to benefit from the lower prices in the form of reduced inflationary, fiscal and balance-of-payment pressures.

The report warns of still significant downside risks to the forecast related to the impact of the upcoming monetary policy normalization in the United States, ongoing uncertainties in the euro area, potential spillovers from geopolitical conflicts and persistent vulnerabilities in emerging economies.

These individual risk factors are interconnected and could be mutually reinforcing, potentially leading to a weaker-than-expected expansion of the global economy.

The overall subdued performance of the world economy since the global financial crisis has raised concerns of a “new normal” of lower growth.

The broad-based weakness in investment worldwide not only holds back current growth, but also reduces potential growth in the future.

“It is somewhat concerning that, despite highly accommodative monetary policies and historically low global interest rates, real investment has been weak in many parts of the world since the global financial crisis”, said Ingo Pitterle, the DPAD’s team leader for the report.

DEVELOPED ECONOMIES

In the United States, fiscal tightening and a series of political gridlocks over budgetary issues weighed heavily on growth; however, quantitative monetary easing boosted equity prices. The U.S. labour market and housing sector continued to recover. Gross Domestic Product (GDP) in the U.S. is expected to increase 2.5 per cent in 2014.

Western Europe emerged from recession in 2013, but growth prospects remain weak, as fiscal austerity will continue and the unemployment rates remain elevated. GDP in Western Europe is expected to grow by 1.5 per cent in 2014. Growth in Japan has been boosted by a set of expansionary policy packages, but the effects of forthcoming structural reforms remain uncertain and an anticipated increase in Japan’s consumption tax rate is expected to curb growth. GDP is forecast to grow by 1.5 per cent in 2014.

DEVELOPING COUNTRIES AND ECONOMIES IN TRANSITION

Growth prospects among large developing countries and economies in transition are mixed. Growth in Brazil has been hampered by weak external demand, volatility in international capital flows and tightening monetary policy, but growth is expected to rebound to 3 per cent in 2014. A slowdown in China has been stabilized and growth is expected to maintain at a pace of about 7.5 per cent in the next few years. India experienced its lowest growth in two decades, along with large current account and government budget deficits plus high inflation, but growth is forecast to improve to above 5 per cent in 2014. In the Russian Federation growth weakened further in 2013, as industrial output and investment faltered, and is expected to recover modestly to 2.9 per cent in 2014.

Among developing regions, growth prospects in Africa remain relatively robust. After an estimated growth of 4.0 per cent in 2013, GDP is projected to expand by 4.7 per cent in 2014. The report emphasized the dependence of Africa’s growth on investment in infrastructure, trade and investment ties with emerging economies, and improvements in economic governance and management..

RISKS AND UNCERTAINTIES THREATEN GLOBAL ECONOMY

The report stressed that the risks associated with a possible bumpy exit from the quantitative easing programmes by the U.S Federal Reserve

(Fed) threaten the global economy. As already seen somewhat during the summer of 2013, efforts by the Fed to pull out of quantitative easing programmes could lead to a surge in long-term interest rates in developed and developing countries. Tapering could also lead to a sell-off in global equity markets, a sharp decline of capital inflows to emerging economies and a spike in the risk premium for external financing in emerging economies. These first-round shocks in international financial markets could transmit quickly to developed and developing economies.

The report warns that as the Federal is expected to taper and eventually unwind its quantitative easing programmes, emerging economies will face more external shocks. While economic fundamentals and the policy space in many emerging economies are better than when the Asian financial crisis erupted in 1997, emerging economies with large external imbalances remain particularly vulnerable.

Other uncertainties and risks include the remaining fragility in the banking system and the real economy in the euro area and the continued political wrangling in the U.S. on the debt ceiling and the budget. Beyond the economic domain, geopolitical tensions in Western Asia and elsewhere remain serious risks. These and other risk factors, unfolding unexpectedly, could derail the world economy far beyond the report's projections.

GREATER POLICY COORDINATION NEEDED

With multiple and complex challenges facing the world economy, the report

calls for strengthening international policy coordination.

"The primary focus of globally-concerted and coherent policy actions should be a stronger recovery, particularly the recovery of jobs," said Pingfan Hong, UN team leader for the report. "We must also increase attention to reducing the spillover effects coming from the large-scale, unconventional monetary policies adopted by major developed countries on developing countries and economies in transition, particularly when major developed countries start to unwind these policies."

International policy cooperation and coordination are also needed to advance the reforms of the international financial system. Progress in financial regulatory reform has been slow, encountering growing resistance from the financial industry. The report adds that more forceful efforts are needed to address the issues of international tax avoidance and evasion, particularly through tax havens. WESP also reiterates that international policy cooperation should ensure sufficient resources to the least developed countries.

NATIONAL SENERIO 2015

In the General election 2014. BJP party secured majority seats. Shri Narendra Modi became 15th P.M. of our country after he became Prime Minister he has taken steps to amend the labour laws against the labour. However Federal Congress does not want to discuss the political issues in the report.

INDIAN ECONOMY OVERVIEW

INTRODUCTION

India is set to emerge as the world's fastest-growing major economy by 2015 ahead of China, as per the recent report by The World Bank. India's Gross Domestic Product (GDP) is expected to grow at 7.5 per cent in 2015, as per the report.

The improvement in India's economic fundamentals has accelerated in the year 2015 with the combined impact of strong government reforms, RBI's inflation focus supported by benign global commodity prices.

MARKET SIZE

According to IMF World Economic Outlook April, 2015, India ranks seventh globally in terms of GDP at current prices and is expected to grow at 7.5 per cent in 2016.

India's economy has witnessed a significant economic growth in the recent past, growing by 7.3 per cent in 2015 as against 6.9 per cent in 2014. The size of the Indian economy is estimated to be at Rs 129.57 trillion (US\$ 2.01 trillion) for the year 2014 compared to Rs 118.23 trillion (US\$ 1.84 trillion) in 2013.

The steps taken by the government in recent times have shown positive results as India's gross domestic product (GDP) at factor cost at constant (2011-12) prices 2014-15 is Rs 106.4 trillion (US\$ 1.596 trillion), as against Rs 99.21 trillion (US\$ 1.488 trillion) in 2013-14, registering a growth rate of 7.3 per cent.

The economic activities which witnessed significant growth were 'financing, insurance, real estate and business services' at 11.5 per cent and 'trade, hotels, transport, communication services' at 10.7 per cent.

Stating that it's great time to invest in India, Minister of State for Finance Mr Jayant Sinha said the Indian economy has potential to become a US\$ 4-5 trillion economy in the next 10-12 years.

INVESTMENTS/DEVELOPMENTS

With the improvement in the economic scenario, there have been various investments leading to increased M&A activity. Some of them are as follows:

- India has emerged as one of the strongest performers with respect to deals across the world in terms of mergers and acquisitions (M&A). M&A activity increased in 2014 with deals worth US\$ 38.1 billion being concluded, compared to US\$ 28.2 billion in 2013 and US\$ 35.4 billion in 2012. The total transaction value for the month of May 2015 was US\$ 3.3 billion involving a total of 115 transactions. In the M&A space, pharma continues to be the dominant sector amounting to 23 per cent of the total transaction value.

- India's Index of Industrial Production (IIP) grew by 4.1 per cent in April 2015 compared to 2.5 per cent in March 2015. The growth was largely due to the boost in manufacturing growth, which was 5.1 per cent in April compared to 2.8 per cent in the previous month.

· India's Consumer Price Index (CPI) inflation rate increased to 5.01 per cent in May 2015 compared to 4.87 per cent in the previous month. On the other hand, the Wholesale Price Index (WPI) inflation rate remained negative at 2.36 per cent for the seventh consecutive month in May 2015 as against negative 2.65 per cent in the previous month, led by low crude oil prices.

· India's consumer confidence continues to remain highest globally for the fourth quarter in a row, riding on positive economic environment and lower inflation. According to Nielsen's findings, India's consumer confidence score in the first quarter of 2015 increased by one point from the previous quarter (Q4 of 2014). With a score of 130 in the first quarter (2015), India's consumer confidence score is up by nine points from the corresponding period of the previous year (Q1 of 2014) when it stood at 121.

· India's current account deficit reduced sharply to US\$ 1.3 billion (0.2 per cent of GDP) in the fourth quarter of 2015 compared to US\$ 8.3 billion (1.6 per cent of GDP) in the previous quarter, indicating a shrink in the current account deficit by 84.3 per cent quarter-on-quarter basis.

· India's foreign exchange reserve stood at a record high of US\$ 354.28 billion in the week up to June 12, 2015 – indicating an increase of US\$ 1.57 billion compared to previous week.

· Owing to increased investor confidence, net Foreign Direct Investment (FDI) inflows touched a record high of

US\$ 34.9 billion in 2015 compared to US\$ 21.6 billion in the previous fiscal year, according to a Nomura report. The report indicated that the net FDI inflows reached to 1.7 per cent of the GDP in 2015 from 1.1 per cent in the previous fiscal year.

CENTRAL TRADE UNION MOVEMENT AGAINST LABOUR ISSUES

The present BJP Government amended the labour laws without consultation with trade unions. Strong protest was registered by the Central trade unions, against the amendments. Immediately Govt. has constituted an inter ministerial panel to discuss issues raised by them in their 10 +2 point charter. On June, 6, 2014 Trade unions met Sri Arun Jaitley Finance Minister and demanded minimum wages for industrial workers be raised at least a uniform Rs. 15000/- a month. Further the Central Trade union demands to push the investments in the infrastructure to create more jobs. At the meeting part of the pre budget consultations, trade unions opposed on move to allow FDI in crucial sector like defence production, railways, education, health and media. Prior to this the inter ministerial committee was appointed by the Govt. to hold thread bare discussions with representations of Central trade unions on 10 point charter of demands. Normally our Federal Congress used to discuss only the issues of Central Govt. employees in general and Postal RMS employees in particular. But this time we are discussing the Central Trade union movements also because the proposed change in labour laws will affect the Central Govt. employees indirectly.

Details of National Council Action Enclosed as Annexure 2.

Highlights of the proposed amendments : The Union Cabinet has approved 54 changes in the Factories Act 1948, the Apprenticeship Act 1961, Labour Laws (Exemption from furnishing returns and maintaining of registers by certain establishments 1988). The Government will now table the proposed amendments in the Parliament and given the majority it enjoys it won't be facing any problem to get them approved. The amendment is expected to allow women for night duty with adequate safety and also ensure provision for transport after work. The proposed amendments also aimed to increase the overtime hours from the current limit of 50 hours per quarter to 100 hours per quarter. With the approval of state government, the amendment also proposes this limit to be increased to a maximum of 125 hours per quarter. Ensuring safer working conditions for employees working in hazardous environment as well as provision of canteen facilities. Factories employing 200 or more workers would have to provide canteen facilities instead of the present provision of 250 workers. It also provides for shelters or restrooms and lunchrooms in factories in which 75 or more workers are employed instead of the present stipulation of 150 workers. The changes also aim to prohibit pregnant women and physically handicapped people from being assigned to machinery-in-motion. Reducing the eligibility for entitlement of annual leave-with-wages to 90 days from the existing 240 days.

What are the changes?

The Apprenticeship Act, 1961:

Getting rid of the clause that allows

arrest of employers for not implementing the Act. Addition of 500 new trades to the list of 238 in the Act. Companies might also be permitted to begin new trades without waiting for the Centre to notify those.

The Factories Act of 1948:

Double overtime of workers to 100 hours per quarter from 50 hours per quarter. Ensuring safer working conditions for employees working in hazardous environment Provision of canteen facilities in factories having 75 or more workers. Allow women for night duty with adequate safety and provision for transport after work. Prohibit pregnant women and physically handicapped people from being assigned to machinery-in-motion. Labour Laws Act 1988: Exemption to small firms with up to 40 workers, against 10 currently from filing compliance reports. The Government is also considering amendments to the Child Labour (Regulation and Abolition) Act, 1986, and the Minimum Wages Act, 1948. What was dropped? The clause allowing employers' imprisoned for not implementing the Apprenticeship Act is to be dropped; Rs 500 fine per shortfall of apprenticeship month to be imposed. What was added? E-Records to be maintained in electronic media. Contractual workers, daily wagers, agency workers and casual workers also to come under Apprenticeship Act. Companies could add new trades under the Apprenticeship Act without the Centre's approval.

Impact of the changes : The changes in Factories Act of 1948 will ensure ease in doing business for companies, enhanced benefits for workers as it will double overtime of workers to 100 hours

per quarter and improve workers' safety. More companies will hire apprentices this will boost formal skilling of workers. Small firms will hire more workers and lower regulatory compliance burden. Why was a need for change in these Acts/Laws? The prime reason for amendments in these laws is that they have become outdated and redundant. Amendments in these laws will be giant step towards achieving both political as well as economical innovation in labour reforms. India needs flexible labour laws to ensure freedom from unemployment where as many as 12 million are added to the workforce annually. Labour market reforms will undoubtedly bring down the divide between the formal and informal employment. Changes in labour laws will pave the way for each state to have their own socio-economic background and take decisions to create more Jobs within their boundaries.

The above is the statement of NDA Government amending the laws. The other side has to be discussed threadbare based on the angle of INTUC and our Federation.

COMMON ISSUES OF CENTRAL GOVT. EMPLOYEES

National Council representing the employees of Railway, Postal, Income tax, defence, Audit, departments have jointly convened a convention at New Delhi on 11-2-2014 and adopted a joint declaration demanding the Central Government to settle 10 point charter of demands and also against the anti worker policies.

Subsequently National joint council of action was formed at National level and

Railway Federations have taken the responsibility of forming joint council of action at state level and district level Accordingly the employees were organized and conducted protest meeting demanding the Govt. of india, to consider and settle the demands.

1. Effect wage revision of Central Government Employees from 01.01.2014 accepting the memorandum of the Staff Side JCM: ensure once in 5 year wage revision in future: grant Interim Relief and Merger of 100% of DA. Ensure submission of the 7th CPC report within the stipulated time frame of 18 months; include Gramin Dak Sevaks within the ambit of the 7th CPC. Settle all anomalies of the 6th CPC.

2. No Privatisation, PPP or FDI in Railways and Defence Establishments and no corporatisation of Defence Ordnance Factories and Postal Services.

3. No Ban on recruitment / creation of posts.

4. Scrap PFRDA Act and re-introduce the defined benefit statutory pension scheme.

5. No outsourcing; Contractorisation, Privatisation of government functions; withdraw the proposed move to close down the Printing presses; the publication, form store and stationery departments and Medical Stores Depots; regularise the existing daily rated/casual and contract workers and absorption of trained apprentices;

6. Revive the JCM Functioning at all levels as an effective negotiating forum for settlement of the demands of the Central Government Employees.

7. Remove the arbitrary ceiling on compassionate appointments.

8. No labour reforms which are inimical to the interest of the workers.

9. Remove the Bonus Ceiling.

10. Ensure five promotions in the service career.

There was no response from the Govt., after our Dharnas in lower levels i.e. State level and district level. Therefore the National level mass demonstration at New Delhi was conducted on 28-4-2015. All our FNPO affiliated union General Secretaries participated in the programme. Considerable members all over country also participated. S.G. FNPO addressed the gathering. After the demonstration Central Govt. employees unanimously decided to go on strike from Nov. 23rd onwards. Resolutions passed in this regard is printed as Annexure 2.

7th CPC related issues :

The UPA II Government gave consent for the formation of 7th CPC on 25-9-2013. Finance minister Sri P. Chidambaram announced that the 7th CPC would be implemented w.e.f. 1-1-2016.

On 4-2-2014, the finance minister announced that Prime Minister has given approval to the composition of 7th CPC, with formation of 4 members committee lead by justice Sri Ashok Kumar Mathur, Chairman, Sri Vivek Rao member, Secretary petroleum and natural gas (full time). Dr. Rathan Roy member part time,

Director NIPFP, Smt. Meena Agarwal Secretary, from Department of expenditure, ministry of finance on 28-2-2014, the Central cabinet gave its approval to the terms of reference (TOF) on 7th CPC. Details is enclosed as Annexure 3.

FNPO & NFPE wants to make amendment in the terms of reference of 7th CPC. Details of the letter is given below.

The Secretary
Department of Personnel & Training
Ministry of Personnel, Public
Grievances & Pensions, North Block,
New Delhi – 110001

Dear Sir,

Sub: - Terms of Reference of the 7th Central Pay Commission.

We have gone through the Terms of Reference of 7th Central Pay Commission approved and notified by the Government on 28.02.2014. We find that the Terms of Reference finalized by the Government is at variance in many respects to the Draft Terms of Reference the staff side had submitted to you on 25.10.2013 after holding in-house discussion on 24-0-2013.

At the conclusion of the meeting held on 24.10.2013, it was agreed that the Government would consider our suggestions in the matter and will convene another meeting with the presence of Secretary (Expenditure) to iron out the differences, if any, and explore the possibilities of an agreement in the matter.

We regret to inform you that no such meeting was convened and no attempt was made by the Official Side to arrive at an agreed Term of Reference. We find that the Government has rejected the suggestions of staff side for either taking a decision in the matter of Interim Relief, Merger of DA, representation of labour nominee in the Commission itself, inclusion of the Grameen Dak Sewaks within the purview of the 7th CPC, bringing parity in pension between the past and present pensioners, covering the employees appointed on or after 01.01.2004 within the ambit of the Defined Benefit Pension Scheme, date of effect, settlement of the pending items in the National Anomaly Committee etc. or referring those issues to the Commission itself for an Interim Report.

Besides, we are to state that the existing Productivity Linked Bonus (PLB) Scheme, being a bilateral agreement, cannot be subjected to scrutiny and examination by the 7th CPC.

We, therefore request you to kindly convene a meeting of the Standing Committee of National Council (JCM) to discuss the issue, so as to make amendments to the Terms of Reference finalized by the Government arbitrarily.

Yours Sincerely,

M. Krishnan
SG NFPE

D. Theagarajan
SG FNPO

The 7th CPC sought for suggestion on various issues on 29-4-2014. The questionnaire of 7th CPC is printed as Annexure. The JCM staff side National Council replied to the 7th CPC questionnaire. Details published as Annexure 4.

National Council submitted a memorandum on merger of DA with pay and I.R. Copy of memorandum is enclosed as Annexure 5.

PRELIMINARY INTERACTION WITH THE CHAIRMAN 7TH CPC

On 29-5-2014 FNPO Delegation consisting of Secretary General, General Secretaries S/Sri D. Kishan Rao, T.N. Rahate met 7th CPC Chairman at their office. In the discussion, Sri R. Ravichandran Asst. Circle Secretary also participated at the time of interaction. We presented that India post is fully computerized and IT enabled and its employees are justified for higher scales of pay. We also mentioned that postman are touching every corner of the country. The post office is multi purpose delivery agent for central and state Govt. schemes, like saving scheme, payment of MGNREGA. Further we demanded higher scale of pay for PA and SA citing the modernization and computerization of Postal & RMS operations. Our submission was made thro' power point presentation. This was posted in our website on the same day.

During the interaction, members of the pay commission raised the following points:

1. MACP anomalies
2. Is the grade pay structure required?

We said both issues are related to National Council, however we clarified their doubts out of the agenda.

Staff side JCM, National Council published the proposed pay structure of

7th CPC on 24-6-2014. Highlights of the memorandum is printed as Annexure 6.

Based on this, the Federations submitted memorandum on 30-6-2014.

FEDERATION MEMORANDUM :

On behalf of the FNPO & NFPE we submitted a joint Memorandum to the pay commission. (Part II)

The Memorandum contain 34 chapters including conclusion with 227 pages. The issues discussed in the memorandum are given below.

1. India Post An Introduction.
2. Postal setup and proposed modernization.
3. Structure of Establishment Postal & Railway mail service
4. Pay structure – pay scales proposed.
5. Job Evaluation
6. Job Evaluation – Postal Assistant
7. Job Evaluation – Sorting Assistant.
8. Job Evaluation LSG/HSG II in POs & RMS
9. Job Evaluation HSG I
10. Job Evaluation – Postmaster cadre.
11. Job Evaluation PO & RMS Accountants.
12. System Administrator
13. Marketing Executives
14. Postmen
15. Sorting PM / Head Postmen / Mail and cash overseers
16. Multitasking staff
17. Savings Bank Control Organisation
18. Mail Motor Services
19. Mail Guard & MTS in RMS
20. Modified ACP Scheme-five promotions
21. Postal Administrative office
22. Postal Civil Wing staff
23. TBOP BCR are not financial upgradation – only promotion
24. Foreign post administration
25. Returned letter offices
26. Postal stores Depot / Stamp Depot
27. Counting of past services of RTP
28. Creation of justified post by relaxing ban on creation of posts
29. Promotions
30. Other cadres in Postal
31. Special pay allowances & Incentives.
32. Over time allowance
33. Leave Reserve
34. Matters merit consideration
35. Grant of risk (charge) allowances to postmaster
36. Kit items to staff
37. Holidays
38. Gramin Dak Sewaks
39. Women employees
40. Postal Dispensaries
41. Productivity linked bonus
42. Casual Labour
43. Postal Accounts staff
44. Conclusion

On 26-3-2015 our Federation/ delegation met Chairman 7th CPC and discussed the memorandum cadrewise and chapterwise. The following were represented Federation. S/Sri. D. Theagarajan, T.N. Rahate, D. Kishan

Rao, N. Ramappa, O.P. Khanna, K. Sivadasan, Devendra Kumar, Pawan Kumar Joshi and Jagdeesh. We demanded higher scale of pay for PA/SA, Postmen, MTS, MMS drivers, Artisans, PMRO staff civil & Elec. Staff, system Administrators P.O. & RMS accountant and marketing executive. We have given enough justification for higher scale for the above cadres. Let us hope that the pay commission will consider our genuine demands.

FINAL MEETING WITH 7TH CPC :

On 9-6-2015 the staff side met 7th CPC Chairman and its members and presented final views based on the memorandum. Brief of the meeting is published as Annexure 7.

According to the staff side, the 7th CPC would submit its report to the Govt. by the end of November 2015 or December 2015.

Bonus : The revision of bonus ceiling was discussed during the September 2nd strike as one of the demand. The ministry of labour agreed to revise the bonus ceiling from 3500 to 7000 with a cap of Max payment of Rs. 20,000/-. Accordingly the ministry of labour sent a proposal to the cabinet for enhancement of ceiling.

It has been included in the agenda for cabinet meeting held on 21-10-2015. Cabinet duly approved the amendment w.e.from 1-4-2015.

NATIONAL STRIKE

During the period under review we have organized two national strikes by the call of central trade unions. One is on 20, 21-2-2013 second is 2-9-2015. The

Details of the Charter of demands and other related matters enclosed as Annexure 8.

IMPORTANT EVENTS/STRIKES THE PERIOD UNDER REVIEW

Many important events took place in our industry during the period under review. We are unable to narrate all the events in this report. However we wish to bring out the very important events in brief.

NATIONAL ANOMALY COMMITTEE

National Anomaly committee was formed seven years back. 60 items were notified, out of which 48 discussed and most of them under review and there are 12 items which are still pending. Items agreed were not implemented and items disagreed are not being sent for arbitration. The last meeting was conducted on 29th May 2015.

MACP AND ANOMALIES

On the recommendation of 6th CPC the Government introduced MACP scheme from 1-9-2008. It is modified as ACP scheme. ACP Scheme was not accepted by our late leaders G.K. Padmanabhan and K. Adinarayana but we accepted MACP considering various aspects. MACP Scheme created division among the promotees and direct recruits. Various court cases were filed against MACP anomaly, the favourable court orders were not implemented by the Govt. The meeting on MACP anomalies has not yielded result as on date. We met then Minister Sri V. Narayanasawmy on 23-11-2013 at Puducherry and discussed the MACP issues in detail. We submitted a memorandum on MACP

issues. The gist of the memorandum is appended below

To
Shri V.Narayanasamy
Hon'ble Union Minister of state
Prime Minister's office &
Hon'ble Union Minister of state
Personnel, Public Grievances and
Pensions
New Delhi-110001,
Camp at Pondicherry

Respected Sir,

The 6th CPC recommended two financial upgradations in the grade pay hierarchy after 10 & 20 years, however the Govt. improved upon the recommendation of 6th CPC and implemented MACP with three financial upgradations in the grade pay hierarchy after 10, 20 & 30 years.

In Postal Department before 2008, we had time bound promotion scheme called TBOP and BCR these promotions were given to postal employees after surrendering 6% of operational posts and 20% of supervisory post on matching saving. This promotion was granted to all the postal employees irrespective of Direct appointee or promotee. We accepted MACP after implementation of 6th CPC, now nearly 50% of staff were deprived of promotion because, in MACP Scheme the personal promotion (promotion acquired by writing competitive examination) also treated as a promotion and there by refusing the next higher grade pay.

Moreover any new scheme should be more beneficial than the existing one, whereas the MACP scheme detrimental

to the postal employees particularly at Group C level. On this issue many court cases filled by various department officials, most of the court cases are in favour of employees i.e. against to the MACP scheme. In postal official case the Jodhpur CAT clearly pronounced that personal promotion should not be taken into account while granting MACP. In the case of Railway Apex court clearly states that the personal promotion should not be taken into account.

In view of the above submissions, my Federation request the Hon'ble Minister that MACP scheme should be granted on the basis of length of service in the particular cadre as in the case of erstwhile TBOP, BCR financial upgradation. Otherwise, stepping up may be permitted to get equal pay by the senior official on par with juniors.

Yours Sincerely,
(D. Theagarajan)

RELAXATION APPOINTMENT : The Govt. had taken a decision that compassionate appointment may be made to an extent of 5% of the vacancies per year. JCM standing committee discussed the issue several times. There is no improvement on the subject. The DOP & T order is applicable for all Central Govt. employees. However the Railway Board is granting liberal Relaxation appointments for wards of their deceased employees. We do not know how the department of Railway can overlook the order of the DOP & T and grant such liberal compassionate appointments.

Our sincere efforts made in the departmental council and strike demands has not yielded any result as

on date.

PFRDA BILL

The Central Government employees are still opposing the New Pension Scheme but the Govt. has not considered our views. Federal Congress may discuss the issue.

D.A.:

Percentage of DA granted to Central Govt. employees is furnished below during the period under review.

1-1-2013	80%
1-7-2013	90%
1-1-2014	100%
1-7-2014	107%
1-1-2015	113%
1-7-2015	119%

POSTAL JCA ACTIVITIES FROM 2013-2015 : We submitted a memorandum to the Department on 1-4-2013 for which we received reply on 13 points. Details of the reply are published as Annexure 9.

On 2-8-2013 Member (P) called a meeting and discussed the subjects on itemwise. The minutes of the meeting published as Annexure 10.

On 19-10-2013, the Postal JCA met at New Delhi. The following decisions were taken. Details enclosed as Annexure 11.

PJCA sent a letter to Cabinet Secretary and Secretary Department of post on 1-8-2014 copy of the letter enclosed as Annexure 12. The programme of action was decided in the meeting. Details are enclosed as Annexure 13.

PJCA met on 11-11-2014 and took the following decisions. Details of the meeting and circular are published as Annexure 14.

MARCH TO PARLIAMENT : As decided by the Postal JCA, a massive Rally was conducted on Dec 4, 2014, the Rally was presided by Sri T.N. Rahate and Giriraj singh jointly. The Rally was inaugurated by Sri A.K. Padmanabhan, Sri M. Ragavaiah, General Secretary NFIR and Sri Sivagopal Mistra, General Secretary, AIRF, addressed the Rally.

Nearly 20,000 Postal & RMS employees participated in Rally. From NUR C, the following Circle Secretaries participated with their members. UP, Uttarkhand, Punjab, Haryana, Delhi, AP, Rajasthan and Maharashtra. Again PJCA met on 16-12-2014. The decision arrived at the meeting is published as Annexure 15.

The PJCA again met on 4-2-2015, 40 point demands discussed in the meeting Strategy on every issue was decided by PJCA. In this connection a circular was issued by the PJCA. The details of circular enclosed as Annexure 16. Revised Charter of demands after the meeting was decided and strike notice was also served. All the details enclosed in the Annexure 17. PJCA went on Dharna on 29-4-2015 in front of Directorate. Directorate called a meeting on 30-4-2015. After the meeting again PJCA met and decided to meet Hon'ble communication minister on 5-5-2015. Minutes of the meeting is enclosed as Annexure 18 and deferred the proposed strike. The reason for deferring the strike is given below.

WHY STRIKE WAS DEFERED

The decision to defer the strike was taken based on the ground realities. The PJCA organized "March to Parliament" on 5th December 2014. During the March to Parliament, more than 20000 Postal employees participated. Many Circles were represented in an exemplary manner. During the march to Parliament, we have taken a decision to organize strike on 6th May 2015. Based on this, series of Programmes/Campaigns were chalked out from Division to CHQ level. Most of the programmes were not conducted at the lower level properly. Of course, some circles conducted the programmes in a good manner but not many. The Federation does not want to name the circles which did not conduct the programmes properly.

The leaders of CHQ and Federation who attended the JCA meeting in the Circles noticed that participants of the meeting were not showing any interest towards strike.

Many Divisional Secretaries informed the Federation that NFPE affiliated unions are behaving in deceitful manner in respect of membership campaign. Therefore they are unable to form JCA at lower level. We understand the problems of Divisional Secretaries Branch Secretaries and their genuine complaints in the matter of verification campaign. We are unable to advise them to see macro level problems, when they are talking local issues. We advise them to think the problems locally and act globally for which they are not inclined. But our humble request to the Divisional

Secretaries and Circle Secretaries is that please think how we got bonus, promotions reasonable salary and other perquisites. This is because of struggles and sacrifices of senior leaders. But for their sacrifices, we would not enjoy bonus, promotions and reasonable salary which we draw now.

What is going on today? Every body is aware. There is no need to explain again and again. Everybody is agreeing that united struggles alone will put an end to the problems faced by us today. But when coming to the strike, employees are taking only local issues. They are thinking local issues are paramount to them. They are not worried about the future position of India Post. Though we are propagating privatization and corporatization and its impacts in foreign countries, this has not reached properly in the minds of employees. We have no other alternative. Therefore we decided reluctantly to defer the strike for the time-being.

MEETING WITH HON'BLE MOC :

Details of meeting held at Sanchar Bhawan on 05.05.2015 at 1300 hrs with Hon'Minister of Communications by Secretary Generals of NFPE & FNPO on behalf of Postal Joint Council of Action.

In continuation of the meeting by PJCA leaders consisting all General Secretaries and Secretary Generals of both Federations (NFPE & FNPO) held discussion with Chairman Postal Services Board , Member(HRD), Member (O), Member(Tech) & other higher officers of Postal Directorate on 30.04.2015 at 1100 hrs on all the 26 Charter of

demands. The PJCA had decided to insist a further meeting with Hon' Minister of Communications in respect of the following three Major sectional demands pertaining to the Postal fraternity.

1. Corporatisation and Privatisation of Postal Department as recommended by the TASK FORCE Committee.

2. Inclusion of Gramin Dak Sevaks (GDS) in the terms of reference of 7th Central Pay Commission. Grant of Civil servant status to GDS and grant of all benefits of departmental employees on pro-rata basis without any discrimination.

3. Implementation of Cadre Restructuring in Postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.

Secretary Generals of NFPE & FNPO on behalf of Postal Joint Council of Action were invited for meeting with Hon' Minister of Communications.

On 05.05.2015.at 1300 hrs both Secretary Generals met the Hon' MoC and submitted a memorandum on GDS issues primarily for inclusion of GDS under the purview of 7th Central Pay Commission. As the Department of Posts assured the PJCA on 30.04.2015 that the proposal will be strongly recommended and referred to Department of Expenditure for reconsideration, the Hon' MoC was requested to use his good offices.

Hon' Minister of Communications has assured that the GDS issues would be

looked into with an open mind and he would try to do his best.

The Cadre Restructuring Proposal file is awaiting for the approval of Hon' MoC and now even though he had some reservations, he agreed to pass it with positive recommendations. The Cadre Restructuring Proposal will shortly be forwarded to DoPT.

In respect of Task Force Committee recommendations, Hon' MoC has not given any assurance about future course of action. But he assured that NO PRIVATISATION at present and there will be no reduction or structural change in the department.

The meeting with Hon' MoC was hopeful.

Considering the reply given in the minutes by the Postal Directorate and assurance given by Hon' MoC , the PJCA has decided to defer the proposed INDEFINITE STRIKE from 06.05.2015.

TASK FORCE COMMITTEE REPORT :

The present Govt. constituted a committee to transform the post office network in keeping with changing market trends and competitions. The committee was headed by former cabinet secretary Sri T.S.R. Subramanian.

The committee submitted its report on Dec. 4, 2014. The committee has made 181 recommendations.

The important recommendations of the committee are department of post will be divided into six units. Namely
1. Banking and Financial services.

2. Insurance (PLI/RPLI) 3. Distribution of 3rd party products (services on behalf of Pvt. Parties on payment basis) 4. Management of Govt. services. 5. Parcel and packets 6. Communication delivery. First five units are designated as strategic business units. (SBU) and sixth unit will deliver mails at subsidized rates under Department of post, a holding company.

"India Post Corporation will be formed. The corporation will consist of a board of members and one chairman from the Board members. All the five separate subsidiary companies will also have separate Boards. It is stated in the report that five subsidiary companies will make profit and contribute to meet the loss of sixth unit. The Task force committee also recommends for amendments of India Post office Act 1898 and bring another postal Act.

The Task force has also recommended to launch proposed postal Bank thro' an act of parliament and not by approaching the RBI which would made easier for the Govt. to take a decision in this regard even if the RBI has objection to it.

Further it has said that India post would not run only as payment Bank but also a full pledged commercial Bank, which would help in financial inclusion with its 1.5 lakh postoffices across the country.

The committee claimed that with restructuring of India post and establishing postal bank and involving e-commerce and other services it would add 5 lakh more jobs.

But the postal JCA felt that the recommendation will pave the way for corporation and subsequent privatization. Therefore Postal JCA issued strike notice to the Department not to implement Task force committee report. During discussion, chairperson Postal Board said this is only a recommendation of leveraging India Post. The Postal Board has not decided to implement any part of the Task Force committee report as on date. We do not know how long the department will keep up their promises. The Federal Congress may discuss the issue seriously.

Our Views : Enclosure Annexure 19.

CADRE RESTRUCTURING OF POSTAL & RMS EMPLOYEES

The member (P) Postal services Board convened a meeting on 16-2-2008 one of the item for discussion from the staff side in the above meeting was cadre re-structuring. At that time FNPO demanded that a committee should be constituted for cadre restructure. Further FNPO wanted a paper on cadre restructure from the department. It was not agreed by the department. Subsequently Department constituted a committee under the chairmanship of A.K. Sharma. The committee met thrice and committee submitted a report to the member(P). But it was not disclosed with staff side. Again the department constituted a committee under the Chairmanship of Sri Saleem Haq. Sri Saleem Haq conducted three round of meetings and he made suggestion to the department. That also not agreed by the department. Third time a committee was

constituted under the chairmanship of V.P. Singh, on 23rd Oct 2013. The committee met thrice and finally agreement was reached on 28th April 2014. A copy of the agreement is printed as Annexure 20.

But department did not honour the agreement. Therefore postal JCA, submitted a strike notice demanding for implementation of cadre restructuring agreement. During the departmental Council Meeting it was assured that the proposal will be sent to DoP & T with in a short period but it was not honoured.

During the strike negotiation our Hon'ble Minister for communication & IT assured that cadre re-structuring proposal will be sent to DoP & T for approval. As promised by the minister it was sent on 13-5-2015. The salient feature of the agreement as follows.

1. No. of LSG Posts will increase from 8 to 22%
2. No. of HSG II Posts will increase from 2 to 12%
3. No. of HSG I Posts will increase from 1.5 to 4%
4. After completion of 2 years HSG I, officials will be promoted to 4800 grade pay (non-functional basis)
5. The above proposal will applicable for RMS also.

MMS Cadre restructuring was separately discussed with another committee headed by PMG, Sandhiyarani. An agreement was reached, the proposal sent to the department in October 2012. Now three years are over. But committee recommendations were not implemented

till date.

STANDING COMMITTEE :

On 23-8-2013 Department conducted standing committee meeting. The meeting discussed pending items of the departmental council meeting subjects. Minutes of the meeting is published as Annexure 21.

DEPARTMENTAL COUNCIL MEETING

During the period under review 2 meeting were conducted.

One Meeting was held on 27-11-2013. The minutes of the meeting is published as Annexure 22.

Another meeting was held on 16-12-2014 Minutes of meeting published as Annexure 23.

Our Letter TO PM : Our federation sent a letter to the then Prime Minister about 12 & 13th Feb strike. The details of the letter is furnished as Annexure 24.

The Hon'ble PM sent our letter to Cabinet Secretary. Inturn the cabinet secretary sent it to the our Department Secretary and other secretaries but there was no fruitful out come.

SPORT BOARD MEETING:

During the period under review two sports Board meetings were conducted but department did not invite the union representative in the meeting citing the rules. The matter was taken up by Federation during the strike meeting. The member (HRD) pointed out the Rules and we pointed out, the prerogative on

the part of the Secretary, Posts to co-opt the members from Federation to take part in the sport Board meetings. But in the minutes it was not recorded properly.

STAFF WELFARE BOARD MEETING :

The last meeting was conducted on 16-5-2012. It is over due. No meeting was conducted during the period under review.

VERIFICATION :

Department ordered verification process 2015. Our Federation pointed out defects in the verification. For our letter department replied. Our objection and department reply are enclosed as annexure 25.

TRADE UNION FACILITIES TO BHARTIYA FEDERATION-OUR VIEWS :

The Department of Posts has issued order vide No. 8/20/2-13-SR dt 24-6-2014 granting trade union facilities to Bharathiya Federation and its affiliated unions violating existing rules of the Department of Personnel. The new Government just completed one month. Before completing 30 days, they started doing open favouritism to particular Federation by showing their party affinity.

The Bharathiya Federation has accepted the check off system without challenging the concept of the RSA Rules. FNPO accepted the principles of RSA Rules after seeking some changes in the rules, when verification process was introduced in 1995. But Bharathiya Federation and its affiliated unions did not secure requisite percentage. During the last verification, Bharathiya filed a case in Madras High Court challenging RSA Rules. First they

got stay from the Court. Later on, the stay was vacated. Subsequently the case was won by the Government.

Now the Department of Posts has granted trade union facilities to the Bharathiya Federation violating the orders.

At this juncture, we want to point out that when the UPA Govt. was in power, Sri R.S. Natarajamurthy, then Member (P) of the Postal Services Board appointed by the Dept. of Posts as Chairman of GDS committee had given recommendation. The one of the recommendation was that a GDS union which secured 30000 membership or 10% membership might be granted recognition as second union. This was not accepted by the Postal Services Board, eventhough many Congress M.Ps wrote letters to the Department in favour of recommendation (Natarajamurthy). The Department rejected the plea of MPs saying that the Department is not ready to relax RSA Rules. The then communication Minister Sri Kapil Sibal and DOPT Minister Sri Narayanaswamy supported the decision of the Department of posts saying that the UPA Government would not go against the rules of the Government. Now, all of a sudden the new Government has granted recognition to Bharathiya Federation which has not secured requisite membership in the check off system. The below table will give a clear picture in regard to membership position secured by Bharathiya Federation.

	2000-2001		2010	
BPEU P III	8302	7.1%	3219	3.68%
BPEU P IV	4958	5.2%	1906	2.83%
BPEU R III	1426	5.6%	604	3.42%

BPEU R IV	1134	6.12%	554	4.35%
Admin	435	8.5%	159	4%
Civil Wing	19	4.6%	71	16.51%
DPA	1188	15.5%	834	15.11%
BPEDU	18165	6.31%	8353	03.17%

From the above, it is crystal clear that the above said unions which are affiliated to Bharathiya Federation did not secure requisite percentage except DPA wing. Thus it has become very clear that the NDA Government wants to show favouritism openly.

In this connection we appealed to all the Circle Secretaries to send their views but no circle secretaries sent their view against the recognition of Bharathiya Federation.

LONG PENDING ISSUES :

PROBLEMS OF CASUAL LABOURERS

In 2012 the committee was constituted under the Chairmanship of then Chief PMG Assam Circle the committee report was not implemented and also not disclosed to the staff side openly by the administration. Some issues were settled during the period under review but we are unable to found solution for casual labour problems.

The Department had issued Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble Supreme Court Judgement in Uma Devi case. Annexure 32.

COUNTING OF PAST SERVICES OF RTP

There is no improvement from the department side to accept our demand. FNPO initiated to file a case before Hon'ble Principal CAT.

NON SETTLEMENT OF MEDICAL & TA

BILLS : The Directorate is ready to allocate sufficient funds to the heads of Circles but some circles do not furnish their actual requirement to the Directorate in time. This has resulted in pending of medical, TA Bills in the Circle.

NON-REVISION OF OTA: Our long pending issue was rejected by the finance ministry. This time in 7th CPC the department requested the Govt. to revise the OTA rates in Department of Posts. Let us hope for the best.

NEW PROJECTS : No information is available about new projects introduced during the period under review.

BANKING :

Department of post is handling small savings schemes of Government of India on behalf of Ministry of Finance as an agency service since 1881. The India post initiated post Bank of India, 2006, when Dr. U. Srinivasa Raghavan was chairman, Postal Board. The UPA II Government allotted 500 crores as seed capital. Now the present RBI Governor Raghuram Rajan announced setting up of Postal Bank of India on 2nd 2015 April. The bank will enable the Government to capitalize on the infrastructure and distribution network of the department of post to further its plans for financial inclusion. Based on this, India Post is working out the modalities. If the Federal Congress wishes they may discuss Post Bank of India in depth.

SHORTAGE OF STAFF : With persuasion of both federations, Recruitment process is started and recruitment is taking place to fill up all vacancies arising from 2009.

CGHS & P & T DISPENSARIES : Some P & T dispensaries are converted into CGHS. In some places P & T dispensary is continuing. The CGHS, P & T dispensary services are far from satisfactory. The employees are unable to meet the medical expenses. The issue was discussed with 7th CPC by our JCM leaders. The chairman 7th CPC agreed staff side grievances. Let us hope the 7th CPC find solution for good functioning of CGHS.

NEED FOR CASUAL LABOUR AND PENSIONERS ASSOCIATION

The FWC may discuss to establish associations for the following cadres.

1. Casual, contingent and contract workers.
2. Association for pensioners

NEED FOR ORGANIZING THE WOMAN EMPLOYEES:

The UNI and INTUC is insisting our Federation to organize youth and women wings in our affiliated unions. Some of our affiliated Union is already initiated youth & Women wing within their association / union. However the wing has not established in a big way like other Federation. The Federal Congress may discuss the issue.

CIRCLE CO-ORDINATING COMMITTEE

In Circles FNPO co-ordinating committees are functioning only in the paper. This should be revived.

SECTIONAL ISSUES :

IN P.A. CADRES :

We are aware in September 2012 the Department of Post launched its end to end I.T. modernization project India post 2012. Before implementation. It was discussed with Federations through power point presentation. We are unable to oppose the decision of India Post. However we point out the practical difficulties while changing the operation for which we were branded as anti modernization. We are not against to the modernization. In fact our Federation supports the modernization. At the same time, we strongly feel it is the duty of the Federation to pointout the problems.

As the part of modernization the India post selected Infosys by paying Rs. 700 crores aims to transform India post into technology enabled and autonomous Market leader by revolutionizing its financial operations and end users services.

As per the agreement, the Infosys will implement and manage its flagship finacle, core banking and Mccamish Insurance products to help India post, transform its banking and Insurance operations. Based on the agreement, Infosys started its work. What is going in post offices today everyone is aware when we discussed this Finacle and Mccamish issues, we were told this issues are quite common when we adopt new operations. Now it is 2015 and nearly three years are over. The officers of Postal Board are unable to find out permanent solutions to put an end to Finacle and Mccamish related issues and our Federations addressed this issue many times.

The details of the problems and our requirements are enclosed as Annexure No. 26. If Federal Congress wishes, the issue may be discussed in detail.

SYSTEM ADMINISTRATORS :

Under IT modernization project the post offices in our Country were computerized. Though the computerization has been made in the post offices, the required number of posts with technology known / qualified persons for handling the software and hardware problems have not been created so far in the department of posts.

The existing postal Assistants of the post offices who know very well about the system operations were designated as system administrators and are being entrusted with lot of responsibilities and duties for which no extra remuneration is paid so far. The designation of system administrator has been devised and created unofficially. The issues of system administrators discussed last three years in many forums. Such as departmental council, cadre restructuring committee and strike meetings. We are unable to find remarkable settlement for this cadre. However we have taken-up this issue in seventh CPC and focused in proper way in the pay commission memorandum and also during our presentation with Seventh CPC. Let us hope for the best.

CONTRIBUTORY NEGLIGENCE :

Another major issue is contributory negligence. There are hundreds of court judgements in favour of employees. despite that maximum number of PA's

are facing contributory negligence cases across the country, the issue was discussed in departmental council meeting and strike meetings. Orders issued by the department are insufficient. The menace of misusing the provision still continues even on imaginary grounds and flimsy reasons. The innocents have been victimised by this factor. The Federal congress may discuss this issue if it wishes.

MARKETING EXECUTIVES :

Business development and marketing directorate was recognized in the year 2004-2005 to provide sharpest focus on marketing. Based on the changes in the Directorate similar structures have been formed at the Circle, Regional and Divisional level. The Business Development project created various market activities and premium product like Speed post, Express parcel etc. For marketing executive no separate post is created. Only PA/SA Cadre was deputed as Marketing executive. The issues of marketing executives is not settled.

POST MASTER CADRE

After carving the postmaster cadre I, II, III from the LSG, HSG II and HSG I. A clear discrimination has been arisen between two equals of the post master cadre and the norm based supervisory post. When the difference is discussed with Directorate by us. Directorate agreed with us in principle but they are not showing interest to settle the issues. The issues of postmaster cadre may be discussed if the FC wishes.

PO & RMS ACCOUNTANTS

The PO & RMS Accountants special allowance issue is still pending. Federation has taken up the issues with pay commission for redressal hoping that the pay commission render justice to the cadre. Other major issue of PO & RMS accountant is Feeder cadre of LSG is not available to fill up the HSG II Cadre. Our sincere efforts in this regard has not yielded any result till date.

S.A. CADRE

After induction of technology in RMS there is considerable changes in RMS Operations. R Net, Speed Net, Parcel Net software problems still exist. The computerization in RMS is being done partly even in Metro cities. The RMS operation is not fully computerized. The Department interested in installing more AMPC's than computerizing the RMS office properly.

In the name of MNOP RMS offices restructured as L1 and L2. Our sincere suggestion on MNOP was not accepted. After implementation of MNOP the Department understood the views of postal Federations are correct.

Thereafter Department diluted the MNOP concept to compete the courier business. By the time Mail Business has gone to the couriers. Our Federation submitted objections on CRC and Speed post norms.

POSTMEN

Most of the issues of postmen were settled by the postmen committee headed

by S.K. Sinha, the present member of the Postal service Board. However fixing of norms for postmen is now with work study group. Many postal Divisions have abolished LR Posts locally against the departmental orders. The revival of LR Posts in Divisions is important wherever it was abolished and is the need of the hour. Other major issues are combination of duty and non grant of leave. Though the issues seems to be a local problems, almost all delivery post offices are facing the above problems.

Another major issue is after technological changes the additional duties for postmen/Delivery staff was introduced on 25-11-2008. Now nearly seven years is over. The proper norms for additional duty is not fixed for postmen. The FC may discuss the issue if they feel necessary.

GDS ISSUE :

During the period under review, the department appointed a committee under. DKS Chawhan the present Chief PMG, Rajasthan Circle to address the GDS issues. DKS Chawhan recommended many positive suggestions. Based on the suggestions, department issued orders on 14, January 2015. They are

1. To fill up the GDS mail men post in RMS arises after 1-4-2015.
2. Consideration of married son as dependent family member for the purpose of compassionate engagements to the GDS post.
3. Review the merit point under compassionate engagement

scheme under attribute own agricultural land and house.

4. Review of penalties specified in Rule 9 of GDS (conduct and engagement Rule 2011)
5. Revised engagement criteria for GDS posts.
6. Preferences to Casual labourers in the matter of engagement as GDS.

The main issue of GDS is now, inclusion of GDS issues in the terms of reference of 7TH CPC and grant of civil servant status. The above two issues discussed in the AIC of NUGDS. The AIC decided to conduct hunger fast on 28th October 2015. The Federation also endorsed the call.

In regard to grant of Civil servant status, case is pending with Principal CAT, New Delhi.

MULTI TASKING STAFF

The sixth CPC declared the entire Group 'D' post shall be brought under Group 'C'. Thereafter the Group 'D' was given a nomenclature as Multi Tasking staff. All the non-matriculate erstwhile Group 'D' staff after imparting training were brought under Group 'C' MTS cadre with the grade pay of Rs. 1800/- in PB-1. The main grievances of MTS staff is the grade pay which is granted to them for MACP-II (GP 1900/-) MACP III (GP 2000/-)

The difference of grade pay in between MACP Grade I-II and III is only Rs. 100/. The issue is taken up by us in 7th pay

commission. Let us hope pay commission render justice for the MTS staff.

SBCO :

The main issue of SBCO is non availability of promotions in that cadre as well as not permitting to appear IP/ Group B/A.O. Examinations. SBCO staff are getting only financial upgradations MACP I, II & III and not regular promotions such as LSG, HSG II, HSG I. In regard to promotion to SBCO staff, Department is agreed to provide promotion on par with postal Assistants in the cadre restructuring agreement. If this is implemented, all SBCO staff will get promotion in their career.

Recently department released change of role of SBCO in the backdrop of implementation of CBS vide file No. 116-15/2013-SB (Pt. SBCO) dated 19-10-2015. By this order, department indirectly ensured that SBCO cadre will not be merged with PA cadre.

MAIL MOTOR SERVICE

The MMS is functioning as a part of RMS. The long pending issues of MMS were given shape during the period under review. The cadre restructuring of MMS cadres agreement was signed two years before in Hyderabad (M.S. Sandhya Rani Committee). The committee recommendations are not implemented till date. The other issues non-filling of post of manager, senior manager are still pending.

POSTAL ADMINISTRATIVE OFFICES (C.O. & R.O.)

After PLI Decentralisation, the Circle office staff strength is reduced considerably. The department has not granted single post in the annual recruitment plan. After the prolonged discussion with the Directorate the Directorate ordered recruitments in circle offices. However many circle offices are not functioning with required staff strength. The main issue in Circle Office is less promotion opportunities. The matter was discussed during cadre restructuring committee meeting and the committee agreed to grant promotion to the circle office staff on par with PA Cadre.

POSTAL CIVIL/ELECTRICAL WING STAFF

We established our union in the cadre only in the year of 2010. From that date onwards, we are sincerely attending the grievances of Civil/Electrical wing staff. The long pending issues were discussed with senior Engineer and meeting details are enclosed in the Annexure 27.

NEW RR FOR HSG II/HSG I

Issued on July 17th 2014. According to this, minimum service condition is raised 5 years from 3 from the date of publishing the Gazettee notification. Those officials who are already in HSG II will be promoted to HSG I after completing 3 years service in HSG II. Notification is already published in our website.

11TH ASIAN PACIFIC CONFERENCE

Out of 32 member secretaries 28 secretaries participated. On behalf of UNI APRO Bro. Eichi Ito and SG FNPO, Soma Ghosh participated in the conference. Details enclosed as Annexure 28.

UNI :

UNI – ILC functions under the leadership of Milind Nadkarni. Sister Anjali Bedekar co-ordinating the ILC matters among the Indian affiliates. The work of Sis. Anjali Bedekar is commendable. She is co-ordinating all the programmes in India tremendously, though Sri D. Theagarajan is selected as UNIC-ILC general secretary in Mumbai last year he was unable to perform UNI – ILC general secretary duty in proper way. Sri JSR Prasad is continuing as finance secretary of UNI-ILC. The Details of seminar is enclosed as Annexure 29.

UNI – APRO :

The UNI-APRO, Regional Secretary Bro, Christopher Ng. is encouraging FNPO and its affiliated unions activities always. The Federal Congress conveys its sincere thanks to Bro. Christopher for his solidarity support to the FNPO, during the period under review.

UNI – GLOBAL UNION :

It was launched on 1st January 2000. Right from the beginning, FNPO is continuing as member.

UNI WORLD logistic meeting : UNI

Logistic meeting was held at Geneva (Switzerland). The S.G. did not attend the meeting on account of submission of memorandum and preliminary interaction with 7th CPC in May 2014.

UNI APRO & Logistic meeting : UNI

APRO meeting was held in Hanoi on 26th & 27th Aug. 2014. SG FNPO attended the meeting and presented a paper.

UNI WORLD CONGRESS :

SG FNPO did not attend world congress during the period under review. However he was elected as World Executive Board Member.

COMMUNICATION FROM FNPO TO VARIOUS OFFICERS/FORUMS:

During the period under review the Federation made communication (letters) with Postal Board, including Chair person, Heads of circle and our affiliated union General secretaries/Circle Secretaries. The total number of communication is more than 700, the important communications sent by our Federation are printed as Annexure 30.

SG FNPO spent 421 days for the Federation/CHQ NUR C work during the period under review. Details of SG FNPO schedule are available in FNPO website.

FEDERAL SENTINAL

We are unable to publish Federal Sentinal every month due to non-availability of funds.

WEBSITE

Our Federation is operating two websites namely www.fnpo.org (yahoo). This is paid website for last six years. In 2014, we opened one more block spot namely www.fnpoHQ.blockspot.com both are maintained by SG FNPO personally.

DECLARATION OF RESULTS OF DIRECT RECRUITMENT OF P.AS & S.AS

The Department has conducted centralised examination in order to recruit PAs and SAs through outsourcing. A good number of candidates have been recruited out of the above examination. The selcted candidates have not been issued order of appointment and their selection is kept in abeyance except candidates selected from the Circles of Bihar, Delhi, Himachal Pradesh, Madhya Pradesh, Maharashtra and U.P.

Our Federation has taken up the issue with Department. Now the abeyance order was withdrawn and directions were issued for absorption of PA/SAs. Our letter enclosed as Annexure 31.

FINANCIAL REVIEW

The audited accounts for the period under review are appended separately in the report. It is seen that we have not received proportionate quota from the affiliated unions properly and regularly.

For the austerity measures, the SG FNPO has stopped part time Clerk, part time typist and full time attender in the

Federation office.

THANKS :

We conclude this report with hearty vote of thanks.

Our sincere thanks to Shri. V. Manickavelu, Ravichandran and Satish Chandra who are helping SG FNPO activities.

1. To our members for their unstinted support.
2. To our General Secretaries/Circle Secretaries/Divisional Secretaries/Branch Secretaries for their selfless and dedicated work particularly during the re-verification process.
3. To the officers in the Directorate.
4. To Heads of the Circles, regions, Divisions for their cordial co-operation with our union office bearers.

5. To Bro. Christopher Ng. Secretary Asian Pacific Region UNI
6. To Bro. Eichi ito, Director UNI.
7. To UNI for their deep concern in the development of FNPO support and assistance.
8. To all those who guided and assisted in the functioning of the Federation.

By Order

Federal Working Committee

D. Theagarajan
Secretary General

New Delhi

FNPO Zindabad

INTUC Zindabad

UNI Zindabad



FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31-03-2013

Particulars	Amount	Particulars	Amount
To Books & Periodicals	1760.00	By Quota	169817.00
To Misc. Exp.	3890.00	By Donation	4000.00
To Conveyance	3705.00	By Interest	43.00
To FWC	8434.00	By Excess Expenditure over Income	76.00
To Typing Exp.	3002.00		
To Honararium (S/F)	7200.00		
To Honararium (AS/F)	3000.00		
To Photostat Copy Exp.	2426.00		
To Federal Congress Exp.	14635.00		
To Postage	4745.00		
To Auditor's Remuneration	4000.00		
To Printing	900.00		
To Stationery	4893.00		
To Licence Fees	12580.00		
To Sumputaries	1009.00		
To RTI Conversion (Legal)	1700.00		
To Dish Recharge Exp.	3895.00		
To Office Establishment	2200.00		
To Telephone Exp.	4438.00		
To Website Exp.	6741.00		
To Water & Electricity	42520.00		
To UNI Exp.	9151.00		
To TA Expenses	26797.00		
To Telegram & Fax	315.00		
Total	173936.00	Total	173936.00


(Secretary General)


(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi
Dated : 26-03-2014

LALL & CO.,
Chartered Accountants

R. SHINDRA PRASHAD
(Partner)
M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-03-2013

Liabilities	Amount	Assets	Amount
CAPITAL FUND :		OFFICE EQUIPMENT FUND :	
As per last year (-) 37263.35		As per last year 10153.01	
Less : Excess of Expenditure		FURNITURE ACCOUNT :	
Over Income (-) 76	(-) 37339.35	As per last year 421.64	
LOAN ACCOUNT :		SECURITY DEPOSIT :	
As per Last Year 51500.00		As per last year 660.00	
Add : Loan Received 42000.00		CASH AND P.O. BALANCES:	
		Cash in hand 1874.00	
		(As Certified by the Secy. Gl.)	
		Cash at Post Office 3091.00	4965.00
Loan Repaid 38500.00	55000.00	SUSPENSE ACCOUNT :	
		As per last year	1461.00
Total	17660.65	Total	17660.65

114

(Secretary General)

Banj'mahar

(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 26-03-2014

LALL & CO.,
Chartered Accountants

M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31-03-2014

Particulars	Amount	Particulars	Amount
To Misc. Exp.	4246.00	By Quota	336165.00
To Conveyance	5471.00	By Donation	500.00
To Pen Drive-Computer	450.00	By Interest	551.00
To Typing Exp.	915.00	By TA Receipts	10000.00
To Honararium (S/F)	7200.00		
To Honararium (AS/F)	3000.00		
To Photostat Copy Exp.	843.00		
To Stationery	1466.00		
To Postage	5768.00		
To Auditor's Remuneration	4000.00		
To Printing	1773.00		
To Licence Fees	10360.00		
To Sumpularies	1518.00		
To Meeting Exp.	4489.00		
To Dish Recharge Exp.	3899.00		
To Office Establishment	9400.00		
To Telephone Exp.	7562.00		
To Website Exp.	6500.00		
To Water & Electricity	41483.00		
To UNI Exp.	14675.00		
To Office Maintenance	3850.00		
To Federal Sentinel	3600.00		
To TA Expenses	63257.00		
To JCA	781.00		
To Telegram & Fax	87.00		
By Excess Income over Expenditure	140623.00		
Total	347216.00	Total	347216.00

114
(Secretary General)

Benjamin
(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 30-01-2015



M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-03-2014

Liabilities	Amount	Assets	Amount
CAPITAL FUND :		OFFICE EQUIPMENT FUND :	
As per last year (-) 37339.35		As per last year	10153.01
Less : Excess of Income		FURNITURE ACCOUNT :	
Over Expenditure 140623.00	103283.65	As per last year	421.64
LOAN ACCOUNT :		SECURITY DEPOSIT :	
As per Last Year 55000.00		As per last year	660.00
Add : Loan repaid during the Yr. 3500.00	51500.00	CASH AND P.O. BALANCES:	
		Cash in hand 76379.00	
		(As Certified by the Secy. Gl.)	
		Cash at Post Office 65709.00	142088.00
		SUSPENSE ACCOUNT :	
		As per last year	1461.00
Total	154783.65	Total	154783.65


(Secretary General)


(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi
Dated : 26-03-2014

LALL & CO.,
Chartered Accountants

RAJENDRA PRASHAD
(Partner)
M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31-03-2015

Particulars	Amount	Particulars	Amount
To Misc. Exp.	3290.00	By Quota	217893.00
To Conveyance	7375.00	By Telephone	1000.00
To Typing Exp.	1990.00	By Interest	2855.00
To Honararium (S/F)	7200.00	By Parliament March	91240.00
To Photostat Copy Exp.	7817.00		
To Stationery	3555.00		
To Parliament March	94831.00		
To Postage	7898.00		
To Auditor's Remuneration	4000.00		
To Sumputaries	840.00		
To Dish Recharge Exp.	4205.00		
To Pay Commission	537.00		
To Legal Fee	10000.00		
To Telephone Exp.	7637.00		
To Website Exp.	7645.00		
To Water & Electricity	62878.00		
To Ticket Cancellation Charges	375.00		
To UNI Exp.	48000.00		
To TA Expenses	12242.00		
To JCM	2000.00		
To JCA	4492.00		
By Excess Income over Expenditure	14181.00		
Total	312988.00	Total	312988.00

(Secretary General)

(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 19-09-2015



M.No. 088032

FEDERATION OF NATIONAL POSTAL ORGANIZATION

T-24, Atul Grove Road, New Delhi - 110 001.

BALANCE SHEET AS AT 31-03-2015

Liabilities	Amount	Assets	Amount
CAPITAL FUND :		OFFICE EQUIPMENT FUND :	
As per last year 103283.65		As per last year	10153.01
Less : Excess of Income		FURNITURE ACCOUNT :	
Over Expenditure 14181.00	117464.65	As per last year	421.64
LOAN ACCOUNT :		SECURITY DEPOSIT :	
As per Last Year 51500.00		As per last year	660.00
Add : Loan repaid		CASH AND P.O. BALANCES:	
during the Yr. 11500.00	40000.00	Cash in hand 6089.00	
		(As Certified by the Secy. Gl.)	
		Cash at Post Office 138680.00	144769.00
		SUSPENSE ACCOUNT :	
		As per last year	1461.00
Total	157464.65	Total	157464.65

174

(Secretary General)

Banj'mahar

(Treasurer)

AUDITOR'S REPORT TO THE SECRETARY GENERAL

Certified in terms of our separate report of even date

Delhi

Dated : 19-09-2015

LALL & CO.,
Chartered Accountants



M.No. 088032

GKP LEFT US

I regretted to inform that our beloved Leader Shri. G.K.Padmanbhan left us on 06th June 2013 late night. This was informed to me on the early morning of 7th June 2013. Immediately I rushed to Delhi to see the face of our consolidator of FNPO after the demise of Our Founder Leader Shri. K.R. I saw Shri. G.K.P. with laden heart and he is ready for his last voyage.

My reminiscence with the GKP ruminates the past thirty three years back. In 1981, during the month of June, I met GKP with a request to speed up my relaxation appointment case. From that date to till the last voyage of GKP, I was with him staunchly despite of my ups & downs.

We are all aware that Shri. K.R. founded the National Unions & FNPO and labored hard to strengthen them. When K.R.laid down the office in 1990, Shri.K.R. choose Shri. G.K.P. to hold the mantle keeping in mind the future of FNPO. He trained GKP for some years and provided him plenty of opportunities to learn all aspects of unionism.

GKP joined as a Sorter in RMS T Division, Trichy on 26.12.1951, Within two years, after he joined UPTW, he met our Founder Leader Shri. K.R. during the 1960 Strike. He started his union career as Asst Secretary during 1959 in RMS M Division and became as a Divisional Secretary during 1962. During 1960 Strike, he was placed under suspension for three months. Shri. K.R. formed unions for Postal-III, Postmen & Group-D and ED. He requested the Shri. GKP to start Union for RMS. Accordingly he formed the Circle branch in RMS M Division with 20 members. Later in UP, the Union was formed followed by Punjab, Maharashtra, Gujarat and other circles. When he was Circle Secretary of Tamilnadu, he developed NUR-C with good members. The period of GKP as Circle Secretary NUR-C is still remembered by the hundreds of Senior RMS Officials till today.

He became as General Secretary in 1988 Kolkatta AIC after the demise of Shri. R.Chakravathi . He retired from the service in 1988 and shifted his residence to Delhi to develop our organization. During his Period, RMS faced many problems. Orders were issued unilaterally by the Department. However he stayed several orders and saved the RMS from ruin. Shri. GKP tendered evidence before the III Pay Commission, IV Pay Commission and V Pay Commission.

In Federation, He elevated as Asst General Secretary in 1970 and subsequently he became as Secretary Federation in 1984. He stayed in Delhi and his salary was paid by PTTI during the period.

In 1986, Federation became bifurcated as FNPO and FNTD in Madras Federal Congress. Shri. Gopal Singh Joshi was elected as President, Shri. K.R. as Secretary General and Shri.G.K.P. as Secretary Federation for FNPO. During 1990, in Madras Federal Congress, GKP became as Secretary General and K.R. elected as President. In 4th Federal Congress held in Bombay, during 1995, there was a series differences between Shri. GKP , Shri. TPK and Shri. VVR. There was contest and Shri. GKP won the election. After Federal Congress Shri. K.R. died in 1995. After the demise of Shri.K.R, the Federation put into acute financial crisis. However this was managed wisely by GKP with the help of P/IV Leaders such as S/Shri. C.P. Nayi, Gurudev Singh, Dariya Singh, Subramanian and B.M.Ghosh. There was no Federal Congress after 1995 to 2003. In Nagpur Federal Congress GKP was re-elected as Secretary General and he relinquished on 02.7.2004 and handed over his charge to me in pursuance of the new RSA rules. He was a very good communicator and used to send Circulars in time to all the branches with maximum information on day-to-day affairs.

During his period three strikes were conducted under the banner of JCA in 1993, 1998 and 2000. In all the above strikes, GKP has played a vital role. it helped to improve the image of our FNPO among the rank & file. The image was created by NFPE in the Postal industry that FNPO would not participate in the Strikes has gone to wind.

New RSA Rule was introduced in 1993. He accepted and participated in the verification. In the first verification process, NFPE did not participate. However they participated simultaneously. We secured recognition for four Unions under his leadership. This was a big milestone in his history.

He coordinated many seminars in India on behalf of PTTI, CI and UNI. He maintained cordial relationship with all leaders.

Now Our GKP left us but his service rendered towards Postal, RMS & MMS workers will be remembered for ever in the year to come. Let us march forward ahead in the foot prints of beloved leader Shri. GKP.

I request Our Circle Secretaries, Divisional Secretaries and Branch Secretaries to translate the above in the regional language and circulate among our members, and conduct meeting on 09.07.2013, by recalling the services of Shri. GKP in view of his 84th birthday. Our GKP left us physically but he is alive in our heart for ever.

D.THEAGARAJAN. S.G. FNPO.

9-6-2013
Chennai

28.04.2015 NATIONAL JOINT COUNCIL OF ACTION

Highlights of the proposed amendments The Union Cabinet has approved 54 changes in the Factories Act 1948, the Apprenticeship Act 1961, Labour Laws (Exemption from furnishing returns and maintaining of registers by certain establishments 1988). The Government will now table the proposed amendments in the Parliament and given the majority it enjoys it won't be facing any problem to get them approved. The amendment is expected to allow women for night duty with adequate safety and also ensure provision for transport after work. The proposed amendments also aimed to increase the overtime hours from the current limit of 50 hours per quarter to 100 hours per quarter. With the approval of state government, the amendment also proposes this limit to be increased to a maximum of 125 hours per quarter. Ensuring safer working conditions for employees working in hazardous environment as well as provision of canteen facilities. Factories employing 200 or more workers would have to provide canteen facilities instead of the present provision of 250 workers. It also provides for shelters or restrooms and lunchrooms in factories in which 75 or more workers are employed instead of the present stipulation of 150 workers. The changes also aim to prohibit pregnant women and physically handicapped people from being assigned to machinery-in-motion. Reducing the eligibility for entitlement of annual leave-with-wages to 90 days from the existing 240 days. What are the changes?

The Apprenticeship Act, 1961: Getting rid of the clause that allows arrest of employers for not implementing the Act. Addition of 500 new trades to the list of 238 in the Act. Companies might also be permitted to begin new trades without waiting for the Centre to notify those. The Factories Act of 1948: Double overtime of workers to 100 hours per quarter from 50 hours per quarter. Ensuring safer working conditions for employees working in hazardous environment Provision of canteen facilities in factories having 75 or more workers. Allow women for night duty with adequate safety and provision for transport after work. Prohibit pregnant women and physically handicapped people from being assigned to machinery-in-motion. Labour Laws Act 1988: Exemption to small firms with up to 40 workers, against 10 currently

from filing compliance reports. The Government is also considering amendments to the Child Labour (Regulation and Abolition) Act, 1986, and the Minimum Wages Act, 1948. What was dropped? The clause allowing employers' imprisoned for not implementing the Apprenticeship Act is to be dropped; Rs 500 fine per shortfall of apprenticeship month to be imposed. What was added? E-Records to be maintained in electronic media. Contractual workers, daily wagers, agency workers and casual workers also to come under Apprenticeship Act. Companies could add new trades under the Apprenticeship Act without the Centre's approval. Impact of the changes: The changes in Factories Act of 1948 will ensure ease in doing business for companies, enhanced benefits for workers as it will double overtime of workers to 100 hours per quarter and improve workers' safety. More companies will hire apprentices this will boost formal skilling of workers. Small firms will hire more workers and lower regulatory compliance burden. Why was a need for change in these Acts/Laws? The prime reason for amendments in these laws is that they have become outdated and redundant. Amendments in these laws will be giant step towards achieving both political as well as economical innovation in labour reforms. India needs flexible labour laws to ensure freedom from unemployment where as many as 12 million are added to the workforce annually. Labour market reforms will undoubtedly bring down the divide between the formal and informal employment. Changes in labour laws will pave the way for each state to have their own socio-economic background and take decisions to create more jobs within their boundaries.

NATIONAL JOINT COUNCIL OF ACTION OF CENTRAL GOVERNMENT EMPLOYEES 4, STATE ENTRY ROAD, NEW DELHI

RESOLUTION ADOPTED AT THE MASSIVE RALLY AT JANTAR MANTAR (PARLIAMENT STREET) ON 28 APRIL 2015

The massive congregation of the representatives of Central Govt Employees who have come from various parts of the country held at Jantar Mantar before the Indian Parliament on 28-04-2015 decided to commence the indefinite strike action from 23rd November 2015 from 6 AM having failed to elicit any positive response from the Government in settlement of the 10 point Charter of Demands submitted months back. It was also decided that

the Railways and Defence organizations will conduct the strike Ballot as per the provision of the Industrial Disputes Act and Recognition Rules before commencing the strike from 23-11-2015.

The massive gathering adopted the resolution unanimously exhorting the central Govt. Employees to prepare for the eventual strike action in all earnestness and make it a historic one.

The meeting congratulates the employees for forging exemplary unity and carrying out various programmes chalked out by the National Joint Council of Action (NJCA) after the national convention on 11th December 2014. Even though the Govt. was compelled to set up the 7th CPC on account of the sanctions generated through the action programmes, Govt. has refused to grant Interim Relief and merger of DA and excluded the Gramin Dak Sewaks of the Postal Department from the ambit of the 7th CPC.

It is a matter of regret that in spite of public admission of non-privatisation of Indian Railways by Prime Minister of India and assurance of Minister of Railways on various occasions, including Parliament, Dr. Deb Roy Committee had submitted a report which is a clear roadmap for privatisation of IR.

The meeting noted that the Government has purposely ensured the closure of Joint Consultative Machinery, the negotiating forum set up in 1966 for Central Government Employees to discuss and bring about settlement of their demands.

The meeting chaired by Secretary (Personnel) on 25th February 2015 did not bring about settlement on any single issue of the Charter of Demands.

The meeting unanimously decided to demand before the Government to convene the meeting of National Council, JCM immediately and settle the following charter of demands, if at all it wants to avoid confrontation with its own employees.

CHARTER OF DEMANDS:

1. Effect wage revision of the Central Government Employees from 01.01.2014, accepting the memorandum of the Staff Side JCM; ensure 5-year wage revision in future; grant Interim Relief and Merger of 100% of DA. Ensure submission of the 7th CPC report within the stipulated time frame of 18 months; include the Gramin Dak Sewaks

within the ambit of the 7th CPC. Settle all anomalies of the 6th CPC.

2. No privatisation, PPP or FDI in Railways and Defence Establishments and no corporatisation of postal services.
3. No Ban on recruitment/creation of post.
4. Scrap PFRDA Act and re-introduce the defined benefit statutory pension scheme.
5. No outsourcing; contractorisation, privatisation of governmental functions; withdraw the proposed move to close down the Printing Presses; the publication, form store and stationery departments and Medical Stores Depots; regularise the existing daily rated/casual and contract workers and absorption of trained apprentices.
6. Revive the JCM functioning at all levels as an effective negotiating forum for settlement of the demands of the CGEs.
7. Remove the arbitrary ceiling on compassionate appointments.
8. No labour reforms which are inimical to the interest of the workers.
9. Remove the ceiling on payment of Bonus.
10. Ensure five promotions in the service career.

The meeting authorized the National JCA to take appropriate and necessary steps needed to make the indefinite strike beginning from 23rd November 2015 an unprecedented and grand success.

(Shiva Gopal Mishra)
Convenor

Annexure -3

The Terms of Reference of 7th Central Pay Commission (CPC) as follows:-

a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

i. Central Government employees-industrial and non-industrial;

- ii. Personnel belonging to the All India Services;
- iii. Personnel of the Union Territories;
- iv. Officers and employees of the Indian Audit and Accounts Department;

v. Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and vi. Officers and employees of the Supreme Court.

b) To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.

c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.

e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.

f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).

g) To make recommendations on the above, keeping in view:

- i. the economic conditions in the country and need for fiscal prudence;
 - ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;
 - iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
 - iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
 - v. the best global practices and their adaptability and relevance in Indian conditions.
- h) To recommend the date of effect of its recommendations on all the above.

The Commission will make its recommendations within 18 months of the date of its constitution.

It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised.

The decision will result in the benefit of improved pay and allowances as well as rationalization of the pay structure in case of Central Government employees and other employees included in the scope of the 7th Central Pay Commission.

7th CPC Questionnaire

1. Salaries

1.1 The considerations on which the **minimum salary** in case of the lowest Group 'C' functionary and the **maximum salary** in case of a Secretary level officer may be determined and what should be the **reasonable ratio between the two**.

1.2 What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level functionaries?

2. Comparisons

2.1 Should there be any comparison/parity between **pay scales and perquisites between Government and the private sector**? If so, why? If not, why not?

2.2 Should there at all be any comparison/parity between pay scales and perquisites between

Government and the public sector? If so, why? If not, why not?

2.3 The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of the Government is there merit in introducing a variable component of pay? Can such variable pay be linked to performance?

3. Attracting Talent

3.1 Does the present compensation package attract suitable talent in the All India Services & Group A Services? What are your observations and suggestions in this regard?

3.2 To what extent should government compensation be **structured to attract special talent**?

4. Pay Scales

4.1 The 6th Central Pay Commission introduced the **system of Pay Bands and Grade Pay** as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC recommendations?

4.2 Is there any need to bring about any change?

4.3 Did the pay bands recommended by the Sixth CPC help in arresting exodus and attract talent towards the Government?

4.4 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be rationalized and if so in what manner?

4.5 **Is the "grade pay" concept working?** If not, what are your alternative suggestions?

5. Increment

5.1 Whether the present system of annual increment on 1st July of every year uniformly in case of all employees **has served its purpose or not?** Whether any changes are required?

5.2 What should be the reasonable **quantum of annual increment**?

5.3 Whether there should be a provision of variable increments at a rate higher than the normal annual increment in case of high achievers? If so, what should be transparent and objective parameters to assess high achievement, which could be uniformly applied across Central Government?

5.4 Under the MACP scheme three financial up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. **What are the strengths and weaknesses of the scheme?** Is there a perception that a scheme of this nature, in some Departments, actually incentivizes people who do not wish to take the more arduous route of qualifying departmental examinations/ or those obtaining professional degrees?

6. Performance

What **kind of incentives** would you suggest to recognize and **reward good performance**?

7. Impact on other organizations

Salary structures in the Central and State Governments are broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees of State Governments, municipal bodies, panchayati raj institutions & autonomous institutions. To what extent should their paying capacity be considered in devising a reasonable **remuneration package for Central Govt. employees**?

8. Defence Forces

8.1 What should be the considerations for fixing salary in case of Defence personnel and in what manner does the **parity with civil services need to be evolved**, keeping in view their respective job profiles?

8.2 In what manner should the **concessions and facilities**, both in cash and kind, be taken into account for determining salary structure in case of Defence Forces personnel.

8.3 As per the November 2008 orders of the Ministry of Defence, there are a total of 45 types of allowances for Personnel Below Officer Rank and 39 types of allowances for Officers. Does a case exist for **rationalization/ streamlining of the current variety of allowances**?

8.4 What are the options available for addressing the increasing expenditure on defence pensions?

8.5 As a measure of special recognition, is there a case to review the present benefits provided to war widows?

8.6 As a measure of special recognition, is there a case to review the present benefits provided to disabled soldiers, commensurate to the nature of their disability?

9. Allowances

9.1 Whether the existing allowances need to be retained or rationalized in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the **number of allowances could be at a realistic level?**

9.2 What should be the principles to **determine payment of House Rent Allowance?**

10. Pension

10.1 The retirement benefits of all Central Government employees appointed **on or after 1.1.2004 a re covered by the New Pension Scheme (NPS)**. What has been the experience of the NPS in the last decade?

10.2 As far as **pre-1.1.2004** appointees are concerned, what should be the principles that govern the **structure of pension and other retirement benefits?**

11. Strengthening the public governance system

11.1 The 6th CPC recommended upgrading the skills of the Group D employees and placing them in Group C over a period of time. **What has been the experience in this regard?**

11.2 In what way can Central Government organizations functioning be improved to make them more efficient, accountable and responsible? Please give specific suggestions with respect to:

- a) **Rationalisation of staff strength and more productive deployment of available staff;**
- b) Rationalisation of processes and reduction of paper work; and
- c) Economy in expenditure.

12. Training/ building competence

12.1 How would you interpret the concept of **"competency based framework"**?

12.2 One of the terms of reference suggests that the Commission recommend appropriate training and capacity building through a competency based framework.

- a) Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?
- b) Should it be made compulsory that each civil service officer should in his career span acquire a

professional qualification? If so, can the nature of the study, time intervals and the Institution(s) whose qualification are acceptable, all be stipulated?

c) What other indicators can best measure training and capacity building for personnel in your organization? Please suggest ways through which capacity building can be further strengthened?

13. Outsourcing

13.1 What has been the experience of outsourcing at various levels of Government and is there a case for streamlining it?

13.2 **Is there a clear identification of jobs that can be outsourced?**

14. Regulatory Bodies

14.1 Kindly list out the Regulators set up under Acts of Parliament, related to your Ministry/ Department. The total number of personnel on rolls (Chairperson and members + support personnel) may be indicated.

14.2 Regulators that may not qualify in terms of being set up under Acts of Parliament but perform regulatory functions may also be listed. The scale of pay for Chairperson /Members and other personnel of such bodies may be indicated.

14.3 Across the Government there are a host of Regulatory bodies set up for various purposes. What are your suggestions regarding emoluments structure for Regulatory bodies?

15. Payment of Bonus

One of the terms of reference of the 7th Pay Commission is to examine the existing schemes of payment of bonus. **What are your suggestions and observations in this regard?**

Annexure 4

REPLY TO 7th CPC QUESTIONNAIRE

National Council (JCM) Staff side has finalized reply to the 7th CPC Questionnaire. Our Federation has endorsed the views of the JCM Staff side.

1. SALARIES

1.1 The considerations on which the minimum salary in case of the lowest Group 'C' functionary and the maximum salary in case of a Secretary level officer may be determined and what should be the reasonable ratio between the two.

Any Commission which considers the question of emoluments for employees/workers should first be inspired by the implication flowing from the amendment to the preamble of our Constitution where-by the words "socialist & secular" were prefixed to the word "Republic", as also the Directive Principles of State Policy enshrined in Article 43 i.e. the state should endeavour to secure living wage for its employees/workers.

Group C is a skilled worker. MTS is the lowest category of Group C. The 6th CPC evolved the MTS by amalgamating some of the unskilled, semi-skilled and skilled functions without any scientific basis or logic. From the standpoint of the stipulation in the recruitment rules, eligibility criteria etc, MTS deserves to be categorized as a skilled worker. In practice, most of the departments have outsourced or contractorised the unskilled or semi skilled jobs leaving the MTS to cater to the requirements of the skilled functions.

Wage structure in civil service is to be determined on the basis of the computation of the minimum wage; fair comparison of wages elsewhere, growth in the economy etc. The living wage, which is a constitutional guarantee, has not been defined. The 15th Indian Labour Conference held in 1957 brought in the concept of "Need Based Minimum wage" on the basis of Dr. Aykroid formula. The need based minimum wage is required to be provided for an unskilled worker whenever one is employed. The definition underwent minor changes, when the Supreme Court revised the norms later. Presently there are no unskilled regular employees' cadre in Government of India services. The Commission is required to first determine the need based minimum wage as per the Dr. Aykroid formula and make necessary adjustment to determine the wages of MTS which is the lowest category in Government of India services. The co-relation of the wages of the skilled and unskilled worker at the lowest grade had always been of the order of 130% for the skilled worker. The minimum of the pay of the MTS/SS has therefore to be determined at 130% of the need based minimum wage.

The minimum maximum ratio obtaining in different countries as per information gathered by V CPC was as under:

Malaysia	-	1:3
Sweden	-	1:4
USA	-	1:4
Britain	-	1:6

France	-	1:6.6
Indonesia	-	1:6.9
Australia	-	1:7.7
Thailand	-	1:9

However, the earlier Pay Commissions had adopted a ratio of 1:10. Since the minimum wage in the Central Government sector is no more related to an unskilled worker, this ratio must be proportionately changed to 1:8. If one is to take into account the fact that the Pay of Cabinet secretary, being the topmost Civil Servant is excluded by the 6th CPC, the ratio in reality between the minimum and maximum will be more than 1:9.

Therefore, so far as maximum salary in the case of a Secretary level officer is concerned the reasonable ratio between minimum and maximum salary may be taken as 1:8 and salary of Secretary level officer may be fixed by multiplying the minimum wage by a factor of 8.

1.2 What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level functionaries?

Salary for various levels of functions falling between the highest and the lowest level functionaries should be determined by applying the existing vertical and horizontal relativities which have been evolved over a time through various Pay Commissions.

In respect of special functionaries like Professionals and technocrats who normally prefer to work in the Private Sector and therefore either do not offer themselves for Government service or tend to leave it and go over to the Private Sector, Instead of providing them the salary structure of Group A administrative post they may be granted a special Pay package.

Similarly semi-skilled workers engaged in hazardous activities like scavenging, maintenance of rail track, in Laboratories, Hospitals and handling chemicals, explosives etc. may also be considered for a special treatment.

2. COMPARISONS

2.1 Should there be any comparison/parity between pay scales and prerequisites between Government

and the private sector? If so, why? If not, why not?

There should be no comparison/parity between pay scales and perquisites between Government and the private sector for their functions and objectives are incomparable. While the private sector is motivated by the concept of maximization of profit, the requirement of quality service to public without any favour is the cardinal principle of governance. A civil servant is supposed to possess the qualities of being fearless, honest, appreciative of inherent difficulties, non-discriminatory between one citizen and the other; sense of equality; adherence to the rules and regulations etc.

However a "fair comparison with outside wages" is a principle which has been adopted world over for determination of wages of Civil (Government) servants and therefore at least at the bottom level, wages must be on par with the average minimum wage obtaining in selected Private/Public sector undertakings, subject to the condition that it should not in any case be less than the Need Based Minimum wage determined and quantified on the basis of norms adopted by the 15 ILC.

So far as perquisites are concerned no comparison with those obtaining in Private sector is possible except in the case of House Rent/Travelling Allowances. Other perquisites in the Private sector have been granted on altogether different considerations.

2.2 Should there at all be any comparison/parity between pay scales and perquisites between Government and the public sector? If so, why? If not, why not?

Yes. For the sake of a fair comparison of wages especially in the background that some of the Government employees are called upon to perform in a hazardous situation as mentioned in reply to question No. 1.2.

2.3 The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of the Government is there merit in introducing a variable component of pay? Can such variable pay be linked to performance?

The concept of performance related pay structure was actually imported by the 6th CPC through the Pay Band and Grade Pay system. In the absence

of an objective measurement criterion to evaluate the performance of individual officials and groups, the innovation was flawed right at the outset. The 6th CPC failed to recognize the fact that in Governmental set up, segmentalisation of functions into tiny units is next to impossible. In order to make the concept workable, the organization must be capable of finalizing clear cut targets both at the individual and group levels. This being difficult in most of the Governmental organizations, it is not desirable either to continue with the existing system or import or replicate what is done in the Public Sector Undertakings. This apart, it is pertinent to point out that most the west European countries, which adopted the Performance pay related scheme in civil service in the hay-days of Thatcher-Reagan era subsequently discarded it as infeasible.

3. ATTRACTING TALENT

3.1 Does the present compensation package attract suitable talent in the All India Services & Group A Services? What are your observations and suggestions in this regard?

Generally the pay package in Government service at all levels is at a low level compared to the exorbitant pay packets provided by some of the Transnational Corporation in the private Sector. This has no doubt a deleterious impact on the quality of personnel recruited to Civil service, especially at lower levels. Since the Group A Service officers in Civil Service enjoy enormous power, perks privileges and an incomparable job security it has continued to attract talents. As mentioned elsewhere, while parity with the pay and perquisites with the private sector is neither desirable nor feasible, the Commission must ensure that the widening gap in this regard is taken into account as an important factor to be addressed. The element of statutory Pension is one very important and significant factor in attracting persons for Government service, which has been replaced with NPS. Therefore, the NPS and PFRDA Act may be scrapped and statutory pension as a service condition may be restored.

3.2 To what extent should government compensation be structured to attract special talent?

Government may be required to requisition the service of personnel with special talents of professionals, Scientists, technicians and technocrats for specific jobs. The Commission may evolve a scheme for the recruitment and retention

of such professionals , technocrats, technicians and Scientists with special pay packets and flexible service conditions.

4. PAY SCALES

4.1 The 6th Central Pay Commission introduced the system of Pay Bands and Grade Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC recommendations?

The Pay Band and Grade Pay system evolved by the 6th CPC in implementation of the concept of performance related pay structure in civil service, in our opinion, brought about a chaotic Pay structure. It did not serve the requisite purpose.

4.2 Is there any need to bring about any change?

Yes.

4.3 Did the pay bands recommended by the Sixth CPC help in arresting exodus and attract talent towards the Government?

No.

The Pay Band & Grade Pay structure has not prevented the highly qualified technocrats and professions to leave the Government in search of better career avenues in public and private sectors.

4.4 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be rationalized and if so in what manner?

It must be noted that the successive Pay commissions had reduced the pay scales only at the Group C and D levels. . There is still scope to have further exercise in this direction where clear overlapping exists.

4.5 Is the "grade pay" concept working? If not, what are your alternative suggestions?

It is not working. We shall make our alternate suggestion in the matter in our memorandum.

5. INCREMENT

5.1 Whether the present system of annual increment on 1st July of every year uniformly in case of all

employees has served its purpose or not? Whether any changes are required?

No. In fact the single date increment system has brought in anomalies, which were discussed at length at the National Anomaly Committee, without reaching an agreement. In our Opinion, the commission must recommend, for administrative expediency, two specific dates as increment dates. Viz. 1st January and 1st July. Those recruited/appointed/promoted during the period between 1st Jan and 30th June, will have their increment date on 1st January and those recruited/ appointed/promoted between 1st July and 31st December will have it on 1st July next. This apart the Commission is required to specifically recommend that those who retire on 30th^{june} or 31st December are granted one increment on the last day of their service.

5.2 What should be the reasonable quantum of annual increment?

The reasonable quantum of increment should not be less than 5% of the basic pay or the rate of increment agreed upon through bilateral discussion in the Banking industry, whichever is higher.

5.3 Whether there should be a provision of variable increments at a rate higher than the normal annual increment in case of high achievers? If so, what should be transparent and objective parameters to assess high achievement, which could be uniformly applied across Central Government?

Without defining the term "high achiever" and prescribing transparent and objective parameters to assess high achievement the system of variable increments at a rate higher than normal annual increments will be misused on subjective assessment of high achievements. For these reasons and for what we have stated in reply to question No. 2.3 the scheme of variable increment is not desirable.

5.4 Under the MACP scheme three financial up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. What are the strengths and weaknesses of the scheme? Is there a perception that a scheme of this nature, in some Departments, actually incentivizes people who do not wish to take the more arduous route of qualifying departmental examinations/ or those obtaining professional degrees?

There should be 5 financial upgradation in MACP based on the departmental promotional hierarchy. The MACP scheme is required to be continued to motivate personnel at all levels and at all departments especially in those organizations, where normal promotional avenues are few and far between. Normal promotions are dependent upon the availability of vacancies at higher levels. The job requirement of certain organizations may not be capable of creating requisite number of higher level positions whereas it might need large number of personnel at lower levels. MACP alone can take care of that specific situation. The arduous route of career progression through examination and professional qualification, no doubt will be preferred if and if only such promotions are made available for the eligible candidates within a reasonable period of residency in the feeder cadre. Say two to three years.

No financial benefit accrues to a person who is promoted through the arduous route of examination or acquisition of professional qualification, when such promotion follows the financial upgradation under MACP Scheme. This has to be rectified by evolving a distinctly different financial benefit scheme on grant of actual regular promotion.

6. PERFORMANCE

What kind of incentives would you suggest to recognize and reward good performance?

We are against the system of incentives to reward good performance as this would only encourage favouritism and nepotism for the reasons stated to our reply to question No.2.3 and 5.2

7. IMPACT ON OTHER ORGANIZATIONS

Salary structures in the Central and State Governments are broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees of State Governments, municipal bodies, Panchayati raj institutions & autonomous institutions. To what extent should their paying capacity be considered in devising a reasonable remuneration package for Central Govt. employees?

Capacity of a Governmental organization to pay cannot be gauged only from the available resources but also its potential to raise resources. Wages cannot be determined on the single factor of

capacity of the Government to pay. It must be noted that there are various State Governments in the country which pay better pay packets, perquisites and allowances to its employees than what is provided to the Central Government employees. Panchayati Raj institution, Municipalities, normally follow the salary structure of the respective State Governments. It is also to be noted that various State Governments do revise the wages of their employees once in five years. In any case the incapacity of the government to pay cannot be a justification to deny the minimum wage to workers and the salary structure based upon that concept, especially in the background that the government is to function as a model employer. It also cannot be an excuse for denial of wages on a fair comparison of the wages existing in the society which is evolved as a product of collective bargaining of the workers.

8. DEFENCE FORCES

8.1 What should be the considerations for fixing salary in case of Defence personnel and in what manner does the parity with civil services need to be evolved, keeping in view their respective job profiles?

No comments

8.2 In what manner should the concessions and facilities, both in cash and kind, be taken into account for determining salary structure in case of Defence Forces personnel.

No comments

8.3 As per the November 2008 orders of the Ministry of Defence, there are a total of 45 types of allowances for Personnel Below Officer Rank and 39 types of allowances for Officers. Does a case exist for rationalization/ streamlining of the current variety of allowances?

No comments

8.4 What are the options available for addressing the increasing expenditure on defence pensions?

No comments

8.5 As a measure of special recognition, is there a case to review the present benefits provided to war widows?

No comments

8.6 As a measure of special recognition, is there a case to review the present benefits provided to disabled soldiers, commensurate to the nature of their disability?

No comments.

9. ALLOWANCES

9.1 Whether the existing allowances need to be retained or rationalized in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be at a realistic level?

The existing allowances need to be retained and enhanced. . They are at a realistic level having been evolved by successive Pay Commission over detailed deliberations.

9.2 What should be the principles to determine payment of House Rent Allowance?

The 11th CPC had recommended that Government should lay down appropriate HRA rates in different cities and town based not on population criteria, but on an actual assessment of prevailing level of rent in different cities and Towns. Alternatively, certain notional rents for different types of accommodation meant for officers and personnel of specified pay groups should be laid down for particular cities after studying the actual market rent in that city. The house rent allowance will have to be the actual rent payable by an employee in a particular location as reduced by 10% of basic pay being the amount factored in the computation of minimum wage.

10. PENSION

10.1 The retirement benefits of all Central Government employees appointed on or after 1.1.2004 are covered by the New Pension Scheme (NPS). What has been the experience of the NPS in the last decade?

We are of the considered opinion that the new pension scheme which came into existence for the employees recruited after 1.1.2004 must be scrapped. The old statutory pension scheme as was in vogue prior to 1.1.2004 must be made applicable to all Government employees irrespective of the date of their entry into Government service. The New pension scheme has in fact created a class within class amongst the Central Government employees which is discriminatory and impermissible. It is clearly in contravention of the dictum pronounced by the Constitution Bench of the Supreme Court in Nakara Vs Union of India and therefore deserves to be rescinded.

10.2 As far as pre-1.1.2004 appointees are concerned, what should be the principles that govern the structure of pension and other retirement benefits?

The concept of modified parity introduced by the 5th CPC as a measure to reduce the financial implication must be replaced with the full parity concept as was made applicable for the personnel retired prior to 1.1.1986. In other words, the pay of every retired person must be re-determined notionally as if he is not retired and then his pension to be computed under the revised rules. This alone will protect the value of pension of a retired person.

5th CPC in their Para 127.6 has observed, "It needs to be averred emphatically that pension is not in the nature of alms being doled out to beggars. Senior Citizens (Retired Government employees) need to be treated with dignity and courtesy befitting their age. Pension is their statutory, inalienable, enforceable right & it has been earned by the sweat of their brow" Hon'ble Supreme Court, in its landmark Constitutional Bench judgement dated 17.12.1982 in the case of D.S. Nakara Vs Union of India ruled –

"A Pension scheme consistent with available resources must provide (adequate pension) so that the Pensioner would be able to live

i) free from want, with decency, independence and self respect and

ii) At a standard equivalent at pre-retirement level.

iii) Pensioners from payment of pension form a homogenous class. Different formulae affording unequal treatment cannot be adopted to compute their pension solely on the ground that some retired earlier and some retired later.

A comprehensive scheme of retirement benefit has been suggested by the stake holders both as an agenda in the National Council meeting of JCM and the meetings of SCOVA. The Commission is requested to consider the well thought out scheme formulated in those agenda and make recommendations to the Government, so that the pension and retirement benefits will really become meaningful for the retired employees. We shall elucidate the points in detail when we submit the memorandum to the Commission on retirement benefits.

11. STRENGTHENING THE PUBLIC GOVERNANCE SYSTEM

11.1 The 6th CPC recommended upgrading the skills of the Group D employees and placing them in Group C over a period of time. What has been the experience in this regard?

The then existing Group D employees, to the best of our understanding have all been trained, upgraded or promoted to function as skilled group C employees and they perform well and efficiently.

11.2 In what way can Central Government organizations functioning be improved to make them more efficient, accountable and responsible? Please give specific suggestions with respect to:

- a) Rationalization of staff strength and more productive deployment of available staff;
- b) Rationalization of processes and reduction of paper work; and
- c) Economy in expenditure.

Whatever rationalization effected so far by the Government had been through an unscientific and arbitrary executive fiat like the one issued in 2001 and which was kept operative till 2009. The said exercise only reduced the staff strength drastically. We are not aware of any rationalization or reduction in Group A cadres through this exercise even though the executive instruction covered all grades and cadres in the Government service. In fact there had been no rationalization but only reduction of manpower overburdening the existing workers and making most of the Departments difficult to perform perfectly. In our considered opinion, the 7thCPC must recommend to the Government to set up a Committee in each department with experts from outside the organization, the officials from within the organization and representative of the Unions of the respective department to study the functional changes taken place over the years, especially due to the induction of modern technology the new challenges and the best way to meet those challenges, reduction in paper work, customer satisfaction and economy in expenditure and make suggestions to the Government for their acceptance and implementation.

12. TRAINING/ BUILDING COMPETENCE

To ensure that periodical professional training is imparted to all personnel to update the skills.

12.1 How would you interpret the concept of "competency based framework"?

No comments. This in fact is a matter which must be considered by an Administrative Reforms Commission rather than the Pay Commission.

12.2 One of the terms of reference suggests that the Commission recommend appropriate training and capacity building through a competency based framework.

- a) Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?
- b) Should it be made compulsory that each civil service officer should in his career span acquire a professional qualification? If so, can the nature of the study, time intervals and the Institution(s) whose qualification are acceptable, all be stipulated?
- c) What other indicators can best measure training and capacity building for personnel in your organization? Please suggest ways through which capacity building can be further strengthened?

In our opinion in- service training is the best course for skill development.

13.1 What has been the experience of outsourcing at various levels of Government and is there a case for streamlining it?

Outsourcing of Governmental functions per se is undesirable and must be stopped.

The experience has been sheer duplication of work by existing regular employees and deterioration of efficiency in public service. It encouraged rampant corruption and endangered the quality of service, safety and security of the organization.

13.2 Is there a clear identification of jobs that can be outsourced?

No. for reasons stated in reply to question No. 13.

14. REGULATORY BODIES

No comments.

14.1 Kindly list out the Regulators set up under Acts of Parliament, related to your Ministry/

Department. The total number of personnel on rolls (Chairperson and members + support personnel) may be indicated.

No comments. The reply has to be given Government Departments.

14.2 Regulators that may not qualify in terms of being set up under Acts of Parliament but perform regulatory functions may also be listed. The scale of pay for Chairperson /Members and other personnel of such bodies may be indicated.

No comments. The reply has to be given Government Departments.

14.3 Across the Government there are a host of Regulatory bodies set up for various purposes. What are your suggestions regarding emoluments structure for Regulatory bodies?

No comments.

15. PAYMENT OF BONUS

One of the terms of reference of the 7th Pay Commission is to examine the existing schemes of payment of bonus. What are your suggestions and observations in this regard.

The present system of Productivity linked bonus is the product of bilateral agreements and cannot be changed through unilateral decisions. What is needed is that the Government must issue necessary guidelines to enable all departments to enter into such bilateral agreements with their staff unions so that the adhoc bonus system presently in vogue in many departments could be abolished. This apart, the Commission must recommend that PLB, being an incentive scheme in nature, must be computed on actual pay of an employee instead of the notional emoluments.

Annexure - 5

MEMORANDUM ON MERGER OF DA WITH PAY AND INTERIM RELIEF

We solicit the kind reference of the 7th Central Pay Commission to the discussion during the informal interaction the staff side of the National Council had with the Commission on 28.5.2014, when we inter alia raised the issue of merger of Dearness allowance and Interim Relief.

2. Before we dwell upon the issues, it may not be out of place to refer to the evolution of the JCM which later became the negotiating platform for the entirety of Central Government employees and workers. It was conceived to bring about a conflict free industrial climate in Civil Service in the wake of the tumultuous experience of an industrial strike action in 1960. The National Council, the apex forum under the three tier system headed by the Cabinet Secretary was empowered to deliberate upon the common issues of the Central Government employees. The Staff Side, National Council, thus became the united voice of the entirety of the Central Government employees on fundamental issues like Wages, Pay Scales, Rate of increment, Dearness compensation and other general allowances.

3. However, over the years, JCM became an ineffective instrument to address the basic issues and demands of the employees. We shall detail the requirements to empower and streamline the functioning of the JCM as a negotiating forum in our Main Memorandum to the Commission.

4. The twin issues viz. Merger of DA and Interim relief had been the subject matter of discussion with the Government when the Staff side was called upon to present their views in the matter of finalization of the terms of reference for the 7th CPC by the Secretary, Personnel, (Department of Personnel and Training) in his capacity as Chairman, Standing Committee, National Council JCM. Though we pleaded for the specific reference of the above two issues, to the 7th CPC, the final 1 version of the terms of reference approved by the Government did not find a place for our views. We have, therefore, been constrained to take recourse to clause 5 in the terms of reference, which enables the Commission to send interim report to the Government.

MERGER OF DA WITH PAY:

5. Dearness allowance is considered as a device to protect, to a greater or lesser extent, the real income of wage earners and salaried employees from the effects of rise in prices. As per the vagaries of price fluctuation in the market, the allowances are bound to go up and down. Constant rise in the price level, might bring about a situation whereby the quantum of allowance shall go up. Such a phenomenon of constant increase of prices of commodities gave rise to the demand for merger of Dearness allowances with pay so as to make it pay, rather

than an allowance, with all concomitant benefits. A committee to advise the Govt. on the portion of such DA to be treated as pay was appointed on 15th July, 1952 (Resolution No. F6(6)E-II/52). The terms of reference of the Committee was :

“Taking in to consideration the rates of dearness allowance that have been sanctioned to date for Central Govt. servants, and the level at which cost of living index are likely to stabilize in the foreseeable future, to recommend the percentage of dearness allowance now given to the Central Govt. servants which should be allowed to be treated as pay for all purposes in future, provided that by doing so the present total pay and dearness allowance is not enhanced:”

6. The said committee was headed by Shri N.V. Gadgil, Member of Parliament. The Committee in its report concluded that

“We have recorded the various reasons which we have taken into account in arriving at the conclusion that the appropriate level below which the All India cost of living index is not likely to fall, should be taken as 265-284. We find that for the index figure of 265, the Central Pay Commission formula allows Govt. Employees in the lowest pay group a dearness allowance of Rs.20/- and this amount remain unchanged until the cost of living index go above the index of the next level i.e. 285. We, therefore, consider that the employees in this pay group, a sum of Rs. 20/- which represents 50% of the present dearness allowance of Rs. 40 per month should be treated as pay (page 22 chapter V Report of the Dearness allowance Committee).”

7. The Committee also enumerated in their report the purposes for which the DA shall be treated as pay as under:-

Retirement Benefits

Travelling allowance

Compensatory allowance

House rent allowance

Compensation of Leave Salary etc.

8. The 3rd CPC, whose recommendations were implemented with effect from 1.1.1973 had no reference from the Govt. on the question of merger of DA. Still while dealing with the issue of Dearness allowance (vol.IV – Page 1 Ch.55) the Commission noted that “no other country in the world (except Ceylon and Pakistan) seems to be following the

practice of paying dearness allowance or cost of living allowance as a separate element of wage. In most of the countries compensation to Govt. employees for the increase in the price level is given by way of periodical salary revisions Prior to the setting up of the 3rd CPC, pursuant to the discussion in the National Council, JCM, the entire dearness allowance as on 1.8.1966 was treated as Dearness pay and the consequent increase in allowance was granted by the Government with effect from 1.12.1968. In para 16, the Commission recommended that should the price level rise above twelve monthly index of 272 (1960=100) the Government should review the position and decide whether the Dearness allowance Scheme should be extended further or the pay scale themselves should be revised. (Page 4 Chapter 55. Vol. 4 3 rd CPC report). On crossing the index point of 272, the Government conceded the demand for merger of 36% of DA with pay. Later, based on an agreement reached at the National Council JCM the DA granted upto the index level of 320 points i.e. 60% of the Basic Pay was merged through executive instructions for purpose of allowances and pension. Before the 4th CPC was set up in 1983, the issue of further merger of DA with Pay was raised by the employees. Conceding the demand the Government decided that DA entitled to be drawn upto the index average of 568 points be treated as pay for all purposes.

9. Since the Pay Scales were to be constructed with reference to the consumer price index as on the date of revision, every Commission had to perforce merge the entire DA when the actual revision was made. The DA on such revised pay is to be computed on the basis of annual average rise of index after every six months interval. Therefore, the question of merger of DA again rose at the time of negotiation with the Government for setting up the 5th CPC. An agreement was reached on merger of certain percentage of DA and interim relief. (Rs. 100/-) in September, 1993. In April, 1994, the Government issued notification setting up the 5 th CPC (resolution No. 5(12)E-III/93 dated 9.4.1994).

10. The Staff Side placed before the 5th CPC the necessity to merge DA with Pay at an index level below which prices were not likely to move downwards. Pointing out that in the last two decades i.e. 1980s and 1990s there had been not a single occasion when the annual average index had fallen consequent upon which the DA rates were to be

reduced, they requested the Commission to merge the entire DA which had been at 97% of the Basic pay as on 1.7. 1993. (The AICPI index being 1201.66). The Commission after deliberations on the memorandum and discussion with the staff Side, recommended that 97% of Basic Pay as DA admissible from 1.7. 1993 be treated as Pay for all purposes. However, they suggested that the said merger might be given effect only from 1.4. 1995.

11. The 5th CPC submitted its final report to the Government on 19th January, 1997. Before the Commission, the Staff side had demanded that as and when the consumer price index exceeds 25% of the base index at which the pay is fixed that proportion of Dearness allowance should be treated as Pay for all purposes and the decision on this must not be left at the discretion of the Government. The Commission considering this demand observed that:

“From the past trend of CPI given in annexure 11’8.1 it is observed that 50% increase in prices generally takes around five years to materialise. A mid-term quinquennial revision of salaries of the Government employees is not something the Government should grudge. In view of the above, we recommend that DA should be converted into Dearness Pay each time the CPI increases by 50% over the base index used by the last Pay Commission. Such DA should be termed as Dearness Pay and be counted for all purposes including retirement benefits. (Chapter 105 page 157)”. The 5th CPC thus regularised the periodical merger of DA into a well thought out scheme. They also established that wage revision is needed either when the DA exceeds 50% over the base index or after five years .

12. The Government, however, did not act upon this recommendation, when the percentage of DA exceeded 50(52%) as on 1.7.2002, though it had accepted the recommendation in 1997. With the persistent persuasion, ultimately, the Government issued orders treating 50% DA as Dearness Pay for all purposes with effect from 1.4.2004.

13. Even though the 5th CPC had brought about a finality on the approach to the question of merger of DA with pay, the 6th CPC reopened the issue afresh. The Commission made the following observation-

“This conversion (merger of DA with Pay) is however not necessary in the revised structure being recommended where increments are payable as a

percentage of Pay in the Pay Band and Grade Pay thereon and provision has been made for all allowances/benefits to be revised periodically, linked to the increase in the price index. The Commission is, therefore, not recommending merger of DA with Basic pay at any stage.”

14. The 3rd, 4th and 5th Central Pay Commissions had approvingly endorsed the recommendations made by Gadgil Committee in 1952. The practice of periodical merger had been followed as a device to protect the erosion in the real value of wages (including allowances) especially at the lowest level of employees. This erosion becomes unbearable when DA crosses over 50%. To say that the increment rate which is presently 3% of pay would take care of the erosion is to say the least, atrocious. Increment is granted as a legitimate reward for the service rendered by an employee for a year. It has nothing to do with the erosion in the real value of wages. No doubt, the 6th CPC has recommended that a few allowances should be revised by 25% as and when the DA crosses over the stipulated 50%. Such allowances are very in number. Moreover, 25% rise as a compensation when the DA itself rises to 50% is arbitrary and conceived to compensate the worker with lesser amount than what he is entitled to.

15. We, therefore, strongly plead before the Commission, for the reasons enumerated in the foregoing paras, that the Dearness allowance as on 1.1.2014 which stood at 100% may be recommended to be merged and treated as Dearness Pay for grant of all benefits, allowances, pension and other retirement entitlements.

16. We further submit that Merger of D.A. as on 1.1.2014 may also be recommended in respect of pensioners and Gramin Dak Sewaks of Postal Departments.

INTERIM RELIEF.

Barring the 6th Central Pay Commission, all other Commissions had recommended grant of Interim Relief to the Central Government Employees. As per the 5thCPC, Interim relief represented a provisional arrangement during the period between setting up of a Pay Commission and submission of a report by the Commission and its acceptance by the Government. Most of the earlier Commissions with the exception of 1st and 6th Central Pay Commission had taken 2-3 years and sometimes more to finalise their recommendations. Despite

the specific reference made to the 6th CPC, by the Government to consider grant of Interim Relief the Commission took the position that having decided to submit its recommendation within the stipulated period of eighteen months and having arrived at a view that its recommendations must be effective from 1.1.2006, it shall not waste time on the question of interim relief. What the 6th CPC failed to appreciate was the erosion in the real value of wages that had taken place over the years due to inflation and rise in prices of essential commodities and the inability especially of the employees at the lower level to make the both ends meet with the available wages. No doubt, the employees had been to some extent benefitted by the decision of the Government to merge 50% Dearness allowance and treat it as pay for all purposes including DA thereon.

2. Every Pay Commission which had recommended Interim Relief had made it amply clear that it was intended to provide some relief to the employees pending a comprehensive determination of their salary structure and other benefits. The relief granted was treated as sui generis (one of its own kind, unique) and it was not taken into account for determining any allowance or benefit.

3. We give below briefly the course of negotiation and approach of various earlier Pay Commissions on the question of grant of interim relief.

4. The Second Pay Commission gave a report within a month's time and recommended an Interim Relief of Rs. 5/-. The third pay Commission gave three instalments of Interim Relief on varying rates. After appointment of the 4th CPC in July, 1983, Government sanctioned (Vide Department of Expenditure O.M.No. 7(39)-E III/83 dated 2nd August, 1983) on their own initiative Interim Relief at varying rates of Rs. 50 and Rs. 100 per month. In March, 1985, 4th CPC submitted a report and granted a further interim relief at 10% of Basic pay subject to a minimum of Rs. 50 per month. Again before the setting up of the 5th CPC, the Government sanctioned Rs. 100 as interim Relief. As it was not considered adequate, the staff side of the National Council, JCM submitted a memorandum to the 5th CPC demanding additional interim relief. The Govt. vide their Department of Expenditure, Resolution No. 5(12)EIII/93 dated 12.01.1995 amended the terms of reference to enable the Commission to decide upon the additional interim relief. The 5th Central Pay Commission in their interim report

submitted on 2nd May, 1995, recommended Interim Relief equal to 10% of Basic Pay subject to a minimum of Rs. 100/-. The terms of reference of 6th CPC on the issue of Interim Relief was as under:-

"2.g. To examine desirability and need to sanction any interim relief till the time the recommendations of the Commission are made and accepted by the Government"

5. It has to be recalled that the Government did not initially refer the question of Interim Relief to the 5th CPC but when the Staff Side submitted their memorandum to the Commission on I.R., the Government had to amend the terms of reference and refer the issue to the Commission for their decision.

6. These go to establish the need for a relief in view of the erosion in the real value of wages, the need to fill the widening gap in wages when compared to outside rates and the fact that final recommendations of the 7th Pay Commission are bound to revise the wage structure and above all the need to provide some relief to the employees who would retire before the Commission's recommendations are finally submitted to the Government and accepted by them.

7. We give hereunder a table indicating the retail prices of the commodities which goes into the computation of minimum wage as per Dr.Ackroyd formula as on 1.1.2006 (quoted by the 6th CPC in their report. Page 53. Table 2.1'.1 Chapter 2.2.) and the actual retail price of those very commodities as on 1.1.2011. The percentage increase in the prices of each commodity is also given in the table. The average rise in prices was of the order of 174%, whereas the Dearness allowance entitlement was only 51%.. The table clearly indicate the erosion in the real value of the wages.

Sl.No	Name of articles	Price as on 1.1.2006	As on date	%increase
1	Rice	18	38	120
2	Dhall 4 varieties average	40	87	120
3	Raw vegetables	10	40	400
4	Green veg .	10	56	560
5	Other veg	10	40	400
6	Fruits	30	100	330
7	milk	24	32	40

8	Sugarjiggery Average	24	43	95
9	Edibleoil.3varieties. average	50	95	95
10	Fish	120	300	150
11	meat	120	240	100
12	egg	2	3	50
13	Detergents/soap	200	350	75
14	Cloth	80	120	50
	Average increase :			174

8. The need based minimum wage computed on the basis of Dr Ackroyd formula as on 1.1.2014 will be around Rs. 26,000 bringing about a gap of almost 12,000 at the level of an MTS. We shall submit the details thereof in our main memorandum.

9. The only Public Sector undertaking in which the wage agreement has been reached in 2013 is the Coal India Limited. As per the said agreement, the minimum wage at the lowest level of the worker as on 1.12.2014 is:

Basic Pay	Rs. 15, 712
Dearness allowance:	—29.6%
Special allowance:	— 4.0%
Special DA:	—1.795%
Attendance bonus:	—10%
Total: 49.395%	Rs. 7132.46
Total salary:	Rs.22844.46
At the MTS level 22.844.46 x 130% —	Rs.29697.

10. As per the formula adopted by the 5th CPC, the minimum wage will work out to Rs. 22,857 as under:

A. Per Capita NNP at constant price for 2004-05 – Rs. 24,143

B. Per capita NNP at constant price for 2011-12 – Rs. 38,037

C. The increase registered over 8 years. – Rs. 13,894.

D. Percentage increase over 2004-05 – 57.54877.

E. Emoluments of an MTS as on 1.1.2014 – Rs. 14,000

F. 57.55% of Rs. 14,000. – Rs. 8,857.

G. Wage to be fixed in the case of MTS as on 1.1.14. – Rs. 22857.

From the above it is seen that Central Government employees presently have a very depressed salary structure. The final outcome of the deliberations of the 7th CPC will become available only by 2016. It is, therefore, needed that the employees have to be compensated in the form of Interim Relief. In our opinion the Commission may, as has been done by the various earlier Pay Commissions, recommend atleast 25% of Pay in Pay Band plus Grade Pay as Interim Relief subject to a minimum of Rs. 4000/-. Incidentally we may point out that the grant of interim relief will enable the Government to spread out the financial outlay on account of wage revision over a period of more than three years.

We further urge that the Commission may kindly recommended Interim Relief at the above rate subject to minimum of Rs.2000/- to as pensioners and Gramin Dak Sevaks of Postal Department.

SHIVA GOPAL MISHRA
Secretary, Staff Side,
National Council JCM.

Annexure -6

Highlights of the Memorandum submitted on issues common to all Central Government employees to Secretary 7th Pay Commission.

JCM NC has also submitted Interim Memorandum on interim relief and Merger of DA.

1. Pay scales are calculated on the basis of pay drawn pay in pay band + GP + 100% DA by employees as on 01.01.2014.
2. 7th CPC report should be implemented w.e.f. 01-01-2014. In future five year wage revision.
3. Scrap New Pension Scheme and cover all employees under Old Pension and Family Pension Scheme.
4. JCM has proposed minimum wage for MTS (Skilled) Rs.26,000 p.m.
5. Ratio of minimum and maximum wage should be 1:8.
6. General formula for determination of pay scale based on minimum living wage demanded for MTS is pay in PB+GP x 3.7.
7. Annual rate of increment @ 5% of the pay.
8. Fixation of pay on promotion = 2 increments and difference of pay between present and promotional posts (minimum Rs.3000).

9. The pay structure demanded is as under:- (open ended pay scales – Total 14 pay scales)

Existing Proposed

PB-1, GP Rs. 1800 PB-1, GP Rs. 1900
26,000

PB-1, GP Rs. 2000 PB-1, GP Rs. 2400
33,000

PB-1, GP Rs. 2800 46,000

PB-2, GP Rs. 4200 PB-2, GP Rs. 4600
56,000

PB-2, GP Rs. 4800 74,000

PB-2, GP Rs. 5400 78,000

PB-3, GP 5400 88,000

PB-3, GP 6600 1,02,000

PB-3, GP 7600 1,20,000

PB-4, GP 8900 1,48,000

P4-4, GP 10000 1,62,000

HAG 1,93,000

Apex Scale 2,13,000

Cabinet Secretary 2,40,000

9 (a) Wages and service conditions of Gramin Dak Sevaks is to be examined by 7th CPC itself.

10. Dearness Allowances on the basis of 12 monthly average of CPI, Payment on 1st Jan and 1st July every year.

11. Overtime Allowances on the basis of total Pay + DA + Full TA.

12 Liabilities of all Government dues of persons died in harness be waived.

13. Transfer Policy – Group 'C and 'D Staff should not be transferred. DoPT should issue clear cut guideline as per 5th CPC recommendation. Govt. should from a Transfer Policy in each department for transferring on mutual basis on promotion. Any order issued in violation of policy framed be cancelled by head of department on representation.

14. Transport Allowance –

X Classified City – Rs. 7500 + DA

Other Places – Rs. 3750 + DA

The stipulation for TA that the Govt. employee should be on duty in his headquarters for certain

number of days during the calendar month should be removed.

15. Deputation Allowance double the rates and should be paid 10% of the pay at same station and 20% of the pay at outside station.

16. Classification of the post should be executive and non-executive instead of present Group A,B,C.

17. Special Pay which was replaced with Special/ Allowance by 4th CPC be bring back to curtail pay scales.

18. Scrap downsizing, outsourcing and contracting of govt. jobs.

19. Regularize all casual labour and count their entire service after first two year, as a regular service for pension and all other benefits. They should not be thrown out by engaging contractors workers.

20. The present MACPs Scheme be replaced by giving five promotion after completion of 8,15,21,26 and 30 year of service with benefits of stepping up of pay with junior and also hierarchical pay scales.

21. PLB being bilateral agreement, it should be out of 7th CPC perview.

22. Housing facility:-

(a) To achieve 70% houses in Delhi and 40% in all other towns to take lease accommodation and allot to the govt. employees.

(b) Land and building acquired by it department may be used for constructing houses for govt. employees.

23. House Building Allowance :-

(a) Simplify the procedure of HBA

(b) Entitle to purchase second and used houses

24. Common Category – Equal Pay for similar nature of work be provided.

25. Compassionate appointment – remove ceiling of 5% and give appointment within Three months.

26. Traveling Allowance:-

Category	A1, A Class City	Other Cities
Executive	Rs. 5000 per day + DA	Rs. 3500 per day + DA
Non-Executive	Rs. 4000 per day + DA	Rs. 2500 per day + DA

27. Composite Transfer Grant: –

Executive Class 6000 kg by Goods Train/ Rate per km by road 8 Wheeler Wagon Rs.50+DA(Rs.1 per kg and single container per km)

Non-Executive Class 3000 kg – do – -do-

28. Children Education Allowance should be allowed up to Graduate, Post Graduate, and all Professional Courses. Allow any two children for Children Education Allowance.

29. Fixation of pay on promotion – two increments in feeder grade with minimum benefit of Rs.3000.

30. House Rent Allowance

X Class Cities 60%

Other Classified Cities 40%

Unclassified Locations 20%

31. Compensatory City Allowance.

Category	X' Class Cities	'Y' Class Cities
A. Pay up to Rs.50,000	10%	5%
B. Pay above Rs.50,000	6% minimum Rs 5000	3% minimum Rs.2500

32. Patient Care Allowance to all para-medical and staff working in hospitals.

33. All allowances to be increased by three times.

34. NE Region benefits – Payment of Special Duty Allowance @ 37.5% of pay.

35. Training: – Sufficient budget for in-service training.

36. Leave Entitlement

(i) Increase Casual Leave 08 to 12 days & 10 days to 15 days.

(ii) Declare May Day as National Holiday

(iii) In case of Hospital Leave, remove the ceiling of maximum 24 months leave and 120 days full payment and remaining half payment.

(iv) Allow accumulation of 400 days Earned Leave

(v) Allow encashment of 50% leave while in service at the credit after 20 years Qualifying Service.

(vi) National Holiday Allowance (NHA) – Minimum one day salary and eligibility criteria to be removed for all Non Executive Staff.

(vii) Permit encashment of Half Pay Leave.

(viii) Increase Maternity Leave to 240 days to female employees & increase 30 days Paternity Leave to male employees.

37. LTC

(a) Permission to travel by air within and outside the NE Region.

(b) To increase the periodicity once in a two year.

(c) One visit outside country in a lifetime

38. Income Tax:

(i) Allow 30% standard deduction to salaried employees.

(ii) Exempt all allowances.

(iii) Raise the ceiling limit as under:

(a) General – 2 Lakh to 5 Lakh

(b) Sr. Citizen – 2.5 Lakh to 7 Lakh

(c) Sr. Citizen above 80 years of age – 5 Lakh to 10 Lakh

(iv) No Income Tax on pension and family pension and Dearness Relief.

39. (a) Effective grievance handling machinery for all non-executive staff.

(b) Spot settlement

(c) Maintain schedule of three meetings in a year

(d) Department Council be revived at all levels

(e) Arbitration Award be implemented within six month, if not be discussed with Staff Side before rejection for finding out some modified form of agreement.

40. Appoint Arbitrator for shorting all pending anomalies of the 6th CPC.

41. Date of Increment – 1st January and 1st July every year. In case of employees retiring on 31st December and 30th June, they should be given one increment on last day of service, i.e. 31st December and 30th June, and their retirements benefits should be calculated by adding the same.

42. General Insurance: Active Insurance Scheme covering risk upto Rs. 7,50,000/- to Non Executive & Rs. 3,50,000/- to Skilled staff by monthly contribution of Rs. 750/- & Rs. 350/- respectively.

43. Point to point fixation of pay.

44. Extra benefits to Women employees (i) 30% reservation for women.

- (ii) Posting of husband and wife at same station.
- (iii) One month special rest for chronic disease
- (iv) Conversion of Child Care Leave into Family Care Leave
- (v) Flexi time

45. Gratuity:

Existing ceiling of 16 ½ months be removed and Gratuity be paid @ half month salary for every year of qualifying service.

Remove ceiling limit of Rs.10 Lakh for Gratuity.

46. Pension:

- (i) Pension @ 67% of Last Pay Drawn (LPD) instead of 50% presently.
- (ii) Pension after 10 years of qualifying service in case of resignation.
- (iii) Increase pension age-based as under:
 - 65 Years – 70% of Last Pay Drawn (LPD)
 - 70 Years – 75% of LPD
 - 75 Years – 80% of LPD
 - 80 Years – 85% of LPD
 - 85 Years – 90% of LPD
 - 90 Years – 100% of LPD
- (iv) Parity of pension to retirees before 1.1.2006.
- (v) Enhanced family pension should be same in case of death in harness and normal death.
- (vi) After 10 years, family pension should be 50% of LPD.
- (vii) Family pension to son upto the age of 28 years looking to the recruitment age.
- (viii) Fixed Medical Allowance (FMA) @ Rs.2500/- per month.
- (ix) Extend medical facilities to parents also.
- (x) HRA to pensioners.
- (xi) Improvement in ex-gratia pension to CPF/SRPF retirees up to 1/3rd of full pension.

Annexure-7

Brief of the meeting held on 09.06.2015 between NC/JCM(Staff Side) and 7th CPC

A meeting of National Council JCM Staff Side with 7th Pay Commission was held on 09.06.2015 at

New Delhi. It was last meeting of 7th Pay Commission with JCM. JCM had already submitted memorandum regarding common issues of Central Government Employees to 7th CPC on 30th June, 2015. JCM submitted memorandum in two parts. Part one deals with Pay, allowances, advances, facilities, benefits et., Part II is concerning retirement benefits, viz Gratuity, Pension, Medical facilities etc.

Today delegation of NC JCM Staff side went for final deliberations regarding issues of central government employees and pensioners with 7th CPC.

Detailed discussion was held on the following points:-

1. Principles of Wage Determination: Staff Side insisted that 7th CPC should adopt the need based minimum wage formula at the minimum level; the intrinsic value of the assigned job at the intermediary level; the necessity to keep the relativity both at horizontal and vertical level and the need to provide a reasonable salary for the top bureaucrats, taking into account the perks, privileges, benefits, allowances and concessions that go with the posts. **7th Pay Commission gave positive response on this.**

2. Minimum Wage & Ratio of Minimum and Maximum Pay:- JCM urged that the Need-Based Minimum Wage concept to compute pay at the minimum level may be adopted. Pay Commission should take into account the outside rates to determine the pay package at senior levels of bureaucracy but maintain the ratio between the **minimum and maximum at 1 : 8** (MTS to Secretary to Govt. of India). Staff Side insisted that minimum pay at lowest level of Group C staff should be Rs. 26000. **7th Pay Commission gave positive assurance on this.**

3. Proposed Pay Structure and Rate of Increment:- Staff side demanded open-ended pay scales to ensure that no employee stagnates without increment. We have suggested only 14 Pay scales. Minimum of which is Rs. 26000 and Maximum Rs. 78000 for Group C employees. We suggested that the **multiplication factor (26000/7000 = 3.7)** may be applied uniformly in all the cases to arrive at the revised pay in the new scales of pay. We also suggested that the benefit on promotion, therefore, should be: **two increments** in the feeder cadre. **7th CPC agreed to act positively on this.**

4. Career Progression: Grant five promotions in the service career:- The three time bound scheme of MACP instead of improving the situation has been found less beneficial and has therefore not gone to address the inherent problem of demotivation that has crept in due to the high level of stagnation. The discontent amongst the employees in the matter is of high magnitude today. The VII CPC therefore, should recommend that the cadre reviews are undertaken wherever not done to ensure **five hierarchical promotions** to all employees in their career on the pattern obtaining for Group A Officers. **7th Pay Commission assured to act positively on this.**

5. Bonus:- Presently the PLB and adhoc bonus are calculated on the deemed provision that one's total emoluments is only **Rs. 3500/-**. This is an absolutely irrational stipulation and must be removed. We request that the Commission to recommend to the Government to **remove the said stipulation and grant the bonus on the basis of the actual emolument of the employee. 7th pay commission agreed to recommend our demand with positive note.**

6. New Pension Scheme:- We requested VII CPC to review and recommend the scarping of NPS in the light of the observations made by Hon'ble supreme court that pension is a fundamental justify. We also insisted that compulsory imposition of NPS on employees has made it discriminatory and recommendation for scrapping NPS and the PFRDA Act may be made. **7th Pay Commission was very much sympathetic.**

7. Pension and other Retirement Benefits:- Staff side demanded that the amount of pension must be enough to enable a pensioner to live free from want with decency, independence, and self-respect and at a standard equivalent at the pre-retirement level. We also urged pay commission to examine the principles which should govern the structure of Pension and other retirement benefits, including revision of pension and granting parity between past and future pensioners. **7th CPC assured positive approach towards pensioners.**

8. Parity in pay scales – We demanded that, where recruitment rules, training etc. are same, they should be brought into one singular grade/ pay scale. Giving example of parity to Stenographers with the Ministry and Subordinate Offices. Similarly, in other common categories like Rajbhasha, Paramedical Staff etc.

9. Insurance Scheme was discussed (earlier also) in detail. It was told by the Pay Commission that something substantial should be done in this regard; and also to consider the issue of enhanced gratuity, for which **7th CPC was seen willing to consider the same.**

10. Educational Assistance – we have demanded for Educational Assistance for two children, instead of two eldest children, and also to pay the same for **Post Graduate and Professional Courses. Pay Commission has agreed to consider it up to Graduation level.**

Annexure - 8

CHARTER OF DEMANDS

1. Urgent measures for containing price-rise through universalization of public distribution system and banning speculative trade in commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measure for violation for labour laws.
4. Universal social security cover for all workers.
5. Minimum wages of not less than Rs. 15,000/- per month with provisions of indexation.
6. Assured enhanced pension not less than Rs. 3000/- P.M. for the entire working population.
7. Stoppage of disinvestment in Central/State PSUs.
8. Stoppage of contractorisation in permanent perennial work and payment of same wage and benefits for contract workers as regular workers for same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund; increase the quantum of gratuity.
10. Compulsory registration of trade unions within a period of 45 days from the date of submitting applications; and immediate ratification of ILO convention C 87 and C 98.
11. Against Labour Law Amendments
12. Against FDI in Railways, Insurance and Defence.

PART II

1. Include Gramin Dak Sevaks within the ambit of 7th CPC. Effect wage revision of the Central Government Employees from 1-1-2014 accepting memorandum of the staff side JCM; ensure 5 year wage revision in future; grant interim relief and merger of 100% of DA; Settle all anomalies of 6th CPC.
2. Implement Cadre restructuring proposal in all Cadres including MMS.
3. Implement arbitration awards and revise OTA Rates.
4. No privatization, PPP or FDI Railways, Defence Establishment and no corporatization of Postal Services.
5. No ban on creation of new posts. Fill up all vacant posts.
6. Scrap PFRDA Act and re-introduce the defined benefit statutory pension scheme.
7. No outsourcing, contractorisation, privatization of governmental functions; withdraw the proposed move to close down the printing press, the publications, form stores and stationery departments and medical stores Depots; regularize the existing daily-rated/casual and contract workers and absorption of trained apprentices.
8. Revive the JCM functioning at all level as an effective negotiating forum for settlement of the demands of the Central Government Employees.
9. Remove arbitrary ceiling on compassionate appointment.
10. No labour reforms which are inimical to the interest of the workers.
11. Remove the ceiling on payment on bonus.
12. Ensure five promotions in the service career.

Annexure - 9

MEMORANDUM SUBMITTED TO SECRETARY, DEPTT. OF POSTS BY PJCA ON 01.04.2013 & REPLY FROM THE DEPARTMENT

1. Issues relating to Gramin Dak Sevaks

a. Enhancement of Bonus ceiling –

In the matter of enhancement of Bonus ceiling to 3500/- of Gramin Dak Sevaks, it was assured that

another attempt will be made to get the approval of the Finance Ministry. It was informed that the file has already been submitted to Finance Ministry with the favourable recommendations of the Postal Board and Minister, Communications.

Case file has since been submitted to Ministry of Finance, Department of Expenditure on 30/01/2013 along with study report conducted by the Study Group formed by the Department as per directives of Finance Ministry.

b. Revision of Cash handling norms-

On the issue of withdrawal of upward change in cash handling norms etc., it was assured that the entire issue will be re-examined. A DDG level committee was also constituted. Minister of States for communications has also assured the staff side that needful will be done in this case.

The issue was examined in consultation with integrated Finance Wing. Inputs have been sought from all Circles to ascertain the actual financial implication in the event of revision of norms. Except Uttarkhand & Kerala Circles, the inputs are awaited from all other Circles for which they are being reminded.

c. Ensuring no reduction of TRCA under any circumstances

It was assured by Minister of State for communications that orders for full protection of TRCA will be issued. But, in the orders issued by the Directorate, protection is given for one year only and thereafter if workload is not increased TRCA will be reduced without any protection. As per the earlier orders protection was given up to the maximum of the lower TRCA even if workload is reduced. As per the new order after one year there will be no protection at all. When workload is reduced. As per the new order after one year there will be no protection at all. When workload is reduced due to circumstances beyond the control of the GDS, reducing the TRCA is quite unjustified and inhuman.

The issue was examined and protections has already been provided for GDS BPMs for a period of one year only.

d. Removal of minimum 50 points conditions for GDS compassionate appointment

The existing Compassionate Engagement Scheme for Gramin Dak Sevaks was reviewed in the light of the recommendations made by one man

Committee in Para 17.20.2 Thought the earlier scheme did not provide any ceiling with regard to percentage of vacancies against which compassionate appointment was being considered, the provisions prescribed that the compassionate engagement is to be given in hard and deserving cases only. On consideration of the recommendation made by the Committee and in particular the introduction of a transparent criteria of adjudging degree of indigence for the regular Government employees, the Department introduced a Scheme for engagement of GDS on compassionate grounds laying down merit points for each attribute and ceiling 10% was removed and it was prescribed that the hard and deserving cases would mean cases over and above 50 points. The Scheme was subsequently reviewed in March 2012 removing attribute like 'outstanding liabilities for education / marriage of children' and 'discharge benefits' In case of widow, a provision was made for grace points of 15. The various references made by branch unions reveal that the Scheme in present form in allowing compassionate engagement to around 40-60% of the cases. There is no justification for review of the ceiling.

e. Redeployment of mailman posts in new areas

Following consideration of one man Committee recommendations, the category of GDS Mailmen was declared as a wasting group and it was also decided that a work study will be conducted by IWSU for laying down the standards for various operations/ work done by Mailmen in Mail Offices / Transit Mail Offices/ Mail Agency. However, with the abandoning of IWSU, no work study was conducted. Redeployment of GDS Mailmen posts in new areas will tantamount to creation of new posts on which there is a ban of Finance Ministry.

f. Review of cash conveyance allowance – Monthly ceiling of Rs.50/- to be removed.

The cash conveyance allowance for GDS BPMs was revised from Rs.10/- plus actual bus fare per occasion of Rs.50/- per month following approval of the Cabinet.

g. Introduction of Health Scheme

The proposal has been submitted for consideration by Finance Ministry after its examination by Integrated Finance Wing on 26/04/2013.

h. Norms for RPLI

Norms for assessment of workload of GDS BPM already provide for 1 Point for every 10 transactions.

i. Providing norms for cash remittance from BO to AO & Vice Versa

The limits for remittance by various modes of conveyance are fixed as per guidelines under Rule 9 of Volume VI part - III. These limits were last revised vide (his office letter of even number dated 29/9/2008.

2. Immediate finalization of Cadre Restructuring:

After the narration discussion on the problems put forth in the strike charter on 10.01.2012 & 12.01.2012, Secretary, Deptt. of Posts, has assured both orally and also in the minutes, Inter alia;

"As recorded in the minutes of the meeting held on 27.12.2011, the proposal is under consideration of a committee under the Chairpersonship of DDG(P). The Staff side expressed their concern about the undue delay in finalization of the proposal on which the Secretary Posts, desired finalization of this process by 31" March, 2012. it was assured that the timelines would be adhered to". As regards restructuring of Postal Accounts officials, it was informed that the proposal was cleared by the JS&FS and stands referred to the Secretary (Posts). It was also decided to have a separate Committee under the Chairpersonship of Ms. Sandhya Rani, PMG (BD) Andhra Pradesh Circle \ to consider Cadre Restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation."

Again in the Minutes of the discussion held with the staff side on 21.05.2012, it is further assured as follows:

"It was decided to formulate a proposal of 30"! June 2012 for further examination in consultation with the nodal Ministries. Regarding cadre restricting of Postal Accounts it was assured that the matter will be pursued further with Postal Accounts wing and Establishment Division and the PJCA will be kept apprised of the progress in the regard."

Again during the JCM, Departmental Council standing Committee meeting held on 18.12.2012 and JCM(DC) Meeting held on 28.12.2012 it was assured as follows:

"It was informed that the report of the committee is under consideration. Proposal will be formulated by the Department. However, one round of talks with JCM Members will be held before the proposal is firmed up."

At one stage, the staff side has made it clear that if the Department goes on dragging the cadre

restructuring Issue indefinitely, the staff side will be forced to non-cooperate with the IT Modernization project.

It was repeatedly assured that the cadre restructuring will not be linked with the IT Modernisation Project. But still the proposals are not finalized. No meeting of the Cadre Restructuring Committee by the Postal Board was held during the last one year. The undue and unwarranted delay is causing concern and also strong resentment among the employees.

(a) Vide letter 25.04.2012 PE-I dated 25.05.2012 a Cadre Restructuring Committee for Group 'C' Employee was constituted by Secretary (Posts) under the Chairmanship of Shri Salim Haq DDG(P) whose report has not been received in the Branch. On telephonic enquiry the then DDG(P) informed that he has already submitted the report on 6th Nov., 2012 to the DDG(Estt.) and a soft copy has been forwarded without any enclosures and signatures. The Chairman of the Committee Shri Salim Haq has been requested to submit full report with enclosures duly signed by committee members.

(b) A committee had been set up vide Directorate letter No.Dop/01 /2011-SR dated 20.01.2012 under the Chairmanship of Ms. Sandhya Rani, PMG, (BD). AP Circle to consider Cadre Restructuring of Mail Motors Service which has submitted a report and the recommendations of the committee is under examination.

3. Revision of wages of casual labourers and their absorption:

In the minutes of the discussion held with the staff side on 10.01.2012 & 12.01.2012, the Secretary (Posts) has assured as follows:

"The Staff side was appraised that a Committee had been constituted under the Chairpersonship of CPMG Assam circle to look into the issues pertaining to Casual Labourers and it is likely to submit its report shortly. The Staff side expressed its concern over the delay in the decision. Regarding the union's request for revised minimum wages w.e.f. 01.01.2006, the matter will be examined on priority."

Again in the minutes of the discussion held on 21.05.2012, it was further assured that "A Comprehensive proposal on the matter of Casual labourers will be formulated by 30th June, 2012".

In spite of these repeated assurances the payment of pro-rate wages to the law-paid casual labourers w.e.f. 01.01.2006 has not taken place causing inordinate delay in payment of minimum wages to those poor employees.

The Committee has submitted its Report. The issue is under examination in consultation with Nodal Ministries / Departments.

4. Issuing orders on the items finalized by the Postmen Committee and also follow up action on certain items to be referred to work study unit.

a. Follow up action on certain in item of the Postmen Committee constituted by the Postal Board is yet to be completed, i.e.: maximum beat length, unscientific resorting to single Postmen beats, Double duty, correction in the definition of the Congested area etc.

b. In spite of clear orders issued by the Directorate for filling up of Postmen & MTS Vacancies for the year 2009, 2010, 2011 & 2012, in certain circles (Eg. Andhra Pradesh) the examination for promotion to Postmen and MTS is not yet completed.

Orders stand issued on the recommendation of the Postmen Committee with the approval of the Competent Authority vide No.9-1/2005-WS1/PE.I dated 19/07/12 (copy enclosed - Annexure V). As far as few extra items which have been raised by the union, the Committee has to examine it afresh and submit its report.

In the month of February, 2013, AP Circle has approached the Directorate with the request to furnish certain clarifications with regard to filling up of the vacancies of the Postman/Mail Guard of 2011 and 2012. The requisite clarifications have already been issued by the Directorate vide letter No.45-2/2011-SPB. 1 dated 04.04.2012 (copy enclosed - Annexure I). AP Circle might have initiated action to fill up of the vacancies in the light of the clarifications of the Directorate.

5. Abnormal delay in notifying HSG-I Rectt. Rules

The finalization of revised HSG-I Recruitment rules is being delayed on one pretext or the other. This is pending over five years. 100% of HSG I Posts are lying vacant and are being managed by officiating arrangements without any financial benefits. Due to the delay in finalizing HSG I Recruitment Rules, Carving out of Postmaster Grade Hi is also delayed. It is most unfortunate that orders

have been issued by the Directorate not to fill up the HSG I vacancies as per the old recruitment rules. At least this would have been caused to fill up the vacancies.

It has defeated the very purpose of matching savings offered to the extent of 680 PA Posts for availing HSG I Promotion and it is highly deplorable. Necessary action may please be taken to finalise the HSG-I Recruitment Rules or at least to fill all the vacant posts forthwith besides carving out of Postmaster Grade III Posts as per the existing HSG I Recruitment Rules.

Finalization of Recruitment Rules for HSG. I in PO & RMS offices is under active consideration. UPSC has made certain observations as per which the file has been referred back to DoPT. In the meanwhile, the Department has also proposed to DoPT to permit filling up the vacancies in HSG I by promotion of HSG. II officials as per the existing Recruitment Rules, which has since been approved. Directorate vide letter No. 4-44/2012-SPB.II dated 18.04.2012 has issued instructions to all Circles to fill up the vacancies in HSG I in PO & RMS Offices as per the provisions of existing Recruitment Rules by convening DPC Meetings by 30.04.2013 and issue the promotion orders by 06.05.2013.

6. Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles.

In many circles, the regular DPC to LSG has not been convened. Many LSG Posts are being kept vacant resultantly causing a heavy shortage in PA Cadre due to their officiating. Further the delay caused non-filling up of HSG-II Post due to inadequacies in the eligible candidates in LSG Cadre. In many circles, HSG-II DPC has also not been convened and many of the HSG-II Posts could not be filled up on a regular basis due to the officiating of the incumbents in the vacant HSG I Posts.

In nutshell all the higher posts are being managed only with the officiating or adhoc arrangements causing non filling up of basic PA Posts and denying and depriving the due promotional chances to the eligible candidates.

It is therefore requested to cause appropriate orders to convene DPC and fill up all the vacant LSG & HSG II posts immediately by prescribing time schedule.

Instructions are issued from time to time to hold DPC meetings as per the schedule prescribed by the Department of Personnel & Trg. As regards filling up of the vacancies in HSG I, a proposal has been referred to DoP&T to fill up the vacancies in HSG I as per the provisions of existing Recruitment Rules till finalization of amendment to the existing Recruitment Rules. DoP& T has approved the proposal. Directorate vide letter No.4-44/2012/SPB.II dated 18.04.2012 has issued instructions to all Circles to fill up the vacancies in HSGI in PO & RMS Offices as per the provisions of existing Recruitment Rules by convening DPC Meetings by 30.04.2013 and issue the promotion orders by 06.05.2013.

7. Problems of Postmaster Cadre Officials

(i) Allowing Postmaster Cadre officials to appear for IP and PSS Group B Examination.

(ii) Orders permitting the Postmaster Cadre official to officiate in HSG-i vacancies and earmarked Postmaster Grade III Posts.

(iii) Allow PO & RMS Accounts cadre official to opt for Postmaster cadre.

(iv) Filling up the Postmaster Grade-III posts by granting promotion to Grade-II officials and also by option from HSG-I officials after filling up all HSG-I Posts.

(v) Filling up of all vacant Grade-II and Grade III posts promoting the Postmaster cadre official relaxing the minimum service condition.

(vi) Filling up 100% Senior Postmaster/Chief Postmaster posts which are earmarked for Postmaster cadre by Postmaster Cadre officials alone declaring it as a hierarchical promotion cadre of Postmaster Cadre.

(vii) Delay in holding LSG, HSG II and HSG - I DPCs and thereby denying the chance for giving option to Postmaster Grade - I, II & III to eligible officials.

(viii) Maintenance of up to date separate gradation list for PM Cadre officials.

In the minutes of the discussion held on 21.05.2012 the Secretary (Posts) has assured as follows:

"The issues were discussed at length and it was decided to review it after sometime keeping in view the merits and demerits of the proposal as well as the response of the officials for Postmaster Cadre".

The minutes did not reflect the real spirit of discussion as it was assured to consider favourably the above items after long discussion. However, it is high time to review the above cases and settle favourably. The entire Postmaster Cadre officials are totally frustrated and disappointed due to the negative attitude of the administration towards them.

(i) The existing Recruitment Rules for IP and PS Group B do not permit officials appointed to the Post of Postmaster Grade -I.

(ii) The Postmaster cadre and HSG I are two different and separate cadres. The Recruitment Rules of HSG I do not permit officials of Postmaster cadre to officiate in HSG I posts. The Directorate has asked the Circles to fill up the HSG I vacancies in PO & RMS offices on regular basis from amongst HSG 11 officials in PO & RMS offices by 30.04.2013 and issue promotion orders by 06.05.2013.

(iii) The posts of Postmasters has been created by carving the same out of the posts in LSG/HSGII/HSGI in General line where only the officials in LSG/ HSGH/HSGI are eligible to opt for this cadre.

(iv) PM Grade-III Cadre has been carved out of existing HSGI Cadre in Post Offices. The post in PM Grade-III are required to be filled up under initial constitution clause by calling options from the regular HSGI officials in Pos, as per the provisions of the Recruitment Rules. Thereafter, the posts which remained vacant are required to be filled up from PM Grade-II officials as per the provisions of the Recruitment Rules. As the Circles have been asked to fill up the vacancies in HSG. I in POs by 30.04.2013, the PM Grade-III will be made operational soon, after a review of the position.

(v) As per the existing instructions, the posts in Postmaster cadre will be made functional from the date they are filled up. Till the posts are filled up under initial constitution clause of the Recruitment Rules, the posts will be manned by officials in General line. The posts which remained vacant after Tilling up the posts under initial constitution clause will have to be filled up as per the provisions of the Recruitment Rules. As the PM Grade-III has not yet become functional under initial constitution clause, the question of filling the posts by promoting the Postmaster Grade-II officials does not arise. The posts which remained vacant in PM Grade-II after the cadre is constituted will be filled up from PM Grade-I officials who have requisite qualifying service of six years.

(vi) According to the Recruitment Rules, 75% of the vacancies in the Grade of Senior Postmaster are required to be filled up by Inspector of Posts (IPOs) with six years of regular service in the grade by promotion through Limited Departmental Competitive Examination and 25% of vacancies by promotion from amongst the officers holding the post of Postmaster Grade-III with two years regular service (including regular service in HSGI, if any). The Sr. Postmaster cadre has not yet been constituted under initial constitution clause as per options from officers holding the post of PS Group B'.

The purpose of lateral induction of IPOs is to induct young blood who due to their inspection duty is already familiar with the relevant rules, regulations, procedures and operations in the Post Offices and duties of Chief Postmasters. (vii) PM Grade-I & II has already been constituted by calling options from eligible LSG/HSGII officials, as per the provisions of the existing Recruitment Rules for this cadre.

The Circles have been asked to fill up the vacancies in HSG.I in Pos as per the existing Recruitment Rules, by 30/04/2013 by convening DPC meetings. The posts in PM Grade-III are required to be filled up under initial constitution clause by calling options from the regular HSG.I officials in Pos, as per the provisions of the Recruitment Rules. The PM Grade-III will be made operational soon after a review of position.

(viii)The PM Grade-I and II has already been constituted and, therefore, Circles have to maintain gradation list of these cadres. PM Grade-III and Sr. Postmaster has not been constituted yet and, therefore, maintenance of separate gradation list of officials of this cadre does not arise.

8. Problems of System Administrators

In the minutes of the Departmental Council JCM Standing Committee dated 02.02.2012 (communicated in letter dated 06.06.2012) for the 15 items pertaining to system Administrators including creation of separate cadre, it is furnished as follows:

"The issue is under the consideration of the cadre Restructuring Committee constituted under the chairmanship of DDG(P) vide Department's office memo no.01/04/2010-SR dated 05.05.2011"

Finalization of the proposal by the Cadre Restructuring Committee is being delayed

indefinitely. Recently, during the demonstration of IT Modernization Project, the staff side has repeatedly requested the Member (Technology) to create a separate cadre and absorb all the existing SAs as a onetime measure in the new cadre. Unfortunately no commitment was given regarding the creation of new cadre, except the assurance that the services of the existing system Administrators will be utilized in future also. It is high time to end the present uncertainty by creating a separate cadre for system Administrators.

The issues relating to the Systems Administrators were examined by a Committee constituted for considering the organizational restructuring in the Department of Posts under the Chairmanship of CPMG, M.P Circle. The recommendations of the Committee were further submitted to another Committee formed for implementing the recommendations. The report of the Committee is awaited.

Creation of a new cadre will be justified only if promotional avenues are made available. Further the current system administrator, in order to create a new cadre, would not have the educational qualification required by similar cadres in other Ministries like NIC.

9. Implementation of speed Post hubs and L1, L2 Systems

The High Power Committee appointed to discuss the issues under the Chairpersonship of then Secretary, Department of Posts assured the following before implementation of MNOP proposals.

- (i) There will be no shifting of staff from L1 office to L2 office vice versa for three years.
- (ii) Irregular or wrong identification of L1 office will be changed after discussion with the staff side.

But to our dismay both the promises were not kept. There is a complete violation and deviation of assurances. Further, even though Directorate has issued instruction to the Chief PMGs regarding change of administrative jurisdiction of speed post hubs, certain Chief PMGs have not yet implemented it and still some of the speed post hubs are continuing under the administrative jurisdiction of postal superintendent.

Further, CRC & Speed post norms have been finalized without any consultation with staff side.

The impracticable norms have been imposed upon violating the earlier decision and agreements on the subject.

In the matter relating to transfer of officials from L2 offices to L1 offices, suitable instruction have been issued to all Circles vide O.M. NO.28-8/2011-D dated 14/05/2012. These instructions are as below:

"Level 2 (L2) mail offices will not be closed for the next three years starting from January, 2012. However, in some extra-ordinary or unforeseen circumstances, if it becomes necessary to close or merge a L2 mail office, this issue would be discussed with the staff side. Accordingly, in ordinary circumstances, the officials working in a mail office may not be transferred out to another city/town unless they have given willingness to this effect. However, transfers of officials relating to rotational transfer in normal course, or ordered in administrative interest will continue to be carried out as per relevant extant rules / instructions. This memo will have no bearing in such cases, and would apply only in case of closure / merger of a mail office.

The present status of L2 mail offices in metro cities (other than those in Delhi and Kolkata) will not change for the next two years starting January, 2012. When APMCs will be installed in these cities, the matter relating to consolidation of mail offices will be discussed with the staff side."

As regards to matter relating to transfer of officials from HRO Vadodara to Surat RAS, suitable reply has been given to the service union vide letter No. 28-09/ 2010-D dated 18/01/2013. A copy of the same is enclosed (Annexure-II).

There is no irregular or wrong identification of L-1 office. Service unions have already been informed that classification of mail offices in terms of L-1 and L-2 offices under the redesigned network for first and second class mail was done on the basis of volume of mail handled in a city, mail generating potential of a city / town, connectivity through air, rail and road, distance from post offices and other mail offices and need to expedite mail processing and transmission between major / big cities. Copies of reply given to service unions are enclosed (Annexure-III and IV).

Instructions have been issued to all Circles in connection with administrative control over Speed Post, Sorting Hubs vide OM No. 6-5/2011-D dated

20/10/ 2012. These instructions are reproduced as under.-"It has been decided that the issue of administrative control over Speed Post Centres / Sorting Hubs in terms of placing under the administrative control of Senior Superintendent / Superintendent of a Postal or RMS Division may be decided by the CPMG concerned taking into account local needs, administrative convenience and effective monitoring.

Revised norms for operational activities in SP Sorting Hub, IC Hub and CRC were approved on the basis of work study carried out by the Work Study Team of the Directorate.

10. MACP Related issues

The implementation of the Jodhpur CAT Judgement, i.e. non-counting of promotions acquired from one cadre to other through examination for MACP, Granting of MACP counting the total service rendered in each cadre etc has not been implemented resulting deprival of dues to the senior most promotees in the Department of Posts. This may kindly be considered.

The issue of implementation of CAT Jodhpur bench judgement for non-counting of promotions acquired through Departmental examination was referred to DOP Vide ID Note No. 2-33/2011-PCC dated 04.10.2012 and opined that the views taken by CAT Jodhpur in common judgement dated 22.05.2012 in the said three OAs runs counter to the MACP Scheme and statutory recruitment rules and directed by the Department to file a Writ Petition before High Court by challenging the judgment. Thus, the issue is under consideration with High Court Jhodpur.

There is no provision for counting of total service rendered in each cadre in MACP Scheme accepted by the Department of Posts on orders issued by DOPT OM No.35034/3/2008-Estt.(D) dated 19th May 2009 which states in Para-1 of Annexure-1 that "There shall be three financial upgradations under MACPs, counted from the direct entry grade on completion of 10, 20 and 30 years' service respectively. Financial up gradation under the scheme will be admissible whenever a person has spent 10 years continuously in the same grade pay.

11. Problems of APM Accounts/Accountants

The following demands in respect of PO & RMS Accountants have not been considered yet causing resentment and displeasure amidst the qualified hands.

(i) Proportionate distribution of APM Accounts posts among LSG, HSG.II and HSG.I

(ii) Counting special allowance for pay fixation benefits to PO & RMS Accountants on promotion. Implementation of Karnataka High Court order not only for a specific period but also till the withdrawal of the TBOP/BCR Schemes in true spirit. The special allowance should be taken for pay fixation up to 31.08.2008 for TBOP/BCR officials.

(iii) Date of passing Accountants exam may be taken as the criteria for counting seniority for promotion, since no amendment has so far been issued to the statutory rules. Further the earlier passing of examination will have no relevance in future.

More details along with background note are required to be furnished by the staff side for consideration by the Department.

Necessary action on this item has since been completed and suitable instructions : "to count the special allowance in respect of the persons, who were promoted after completing three years of service as PO & RMS Accountants before 22/04/ 1998 and in whose cases the special pay was Rs.90/- at the time of promotion", have since been issued vide this Directorate letter No. 2-19/2011-PAP dated 10/01/2013 to all Chief Postmasters General.

The existing Recruitment Rules of 1976 for the Lower Selection Grade (LSG) in Accounts line in respect of Posts Offices and Railway Mail Services (POs and RMS) offices stipulates that these posts will be filled by the clerks (Postal Assistants (PAs)/ Sorting Assistants (SAs) with 10 years regular services in the grade who have passed the Pos and RMS Accountants Examination.

Therefore, for filling up of the posts of LSG (A/ cs) in PO & RMS offices, the eligibility of the officials for consideration has to be decided as on the crucial date on the basis of their seniority in the feeder grade subject to the fulfillment of educational qualifications etc., if any, prescribed in the Recruitment Rules, irrespective of the date/year when the prescribed qualification was acquired in the past. Therefore while considering promotions to LSG (A/cs), the eligibility list of such PAs/SAs who have passed the Accountant's examination by the crucial date prescribed for assessing the eligibility will have to be prepared based on their seniority in the PA/SA Grade.

12. Filling up of all vacant posts

Even though Government of India has lifted ban on filling up of posts from 2009 onwards, and the Directorate has given repeated instructions to fill up all direct recruitment as well as promotional quota of vacancies up to 2012, in many circles posts are remaining unfilled. Similarly in Postal Accounts much delay in taking place in filling up of posts due to delay in finalization of the Recruitment process by staff selection commission? Action may be taken to fill up all vacant posts from 2009 onwards on top priority basis as the staffs are reeling under the pressure of workload which in turn affects the efficiency of the services rendered by the Department of Posts.

In conclusion, we hope that all the above issues will be given top most priority and the Hon'ble Secretary, Department of Posts, shall come forward for a negotiated settlement with the staff Side in a time bound manner. In respect of Postal Assistant/Sorting Assistant it is stated that Recruitment rules have already been notified and also been circulated to all Circles to initiate action for filling up the vacant posts. The DE Branch is going to conduct the exam for about 5408 posts of PA/SA in April/May, 2013. The said exam will be held in about seventy cities all over India and the responsibility to undertake the recruitment process from the year 2011 has already been entrusted by the DE Branch to M/s. CMC Ltd., Sector 63, NOIDA -201301.

With regard to Postman/Mail Guard it may be stated that RRs in respect of these posts have already been notified and all the Circles have already been requested to initiate action to fill up the vacancies by 30.06.2013. Revised Pattern and Syllabus for holding the Examination to fill up the posts of Postman/Mail Guard and Multi Tasking Force have already been circulated to all Circles vide Directorate's letters dated 31.07.2012. Detailed instructions have also been issued to all Circles for filling up of the vacancies of the last three years. Clarifications received from the Circles with regard to filling up of vacancies are replied to from time to time. Directorate is continuously monitoring the issue of filling of the vacant posts in Circles.

13. Non settlement of agreed items placed the Departmental Council (JCM)

Most of the issues agreed in the last Departmental Council meeting held on 28.12.2012 have not been

processed further. Many of them remain as it is. There is no serious action taken in mitigating the issues put forth in the departmental council meeting.

Action Taken Report received from some of the Divisions is enclosed. Any specific item remaining unaddressed may kindly be brought to the notice of this office.

Additional item submitted by PJCA:-

While conducting promotional cum competitive exams from GDS to MTS, GDS and MTS to Postman cadre we are in receipt of several complaints from the examinees that the examination papers for the relevant examinations were very tough. We tried to convince the Administration to set examination paper in liberal comprehensive manner with the intention that since the aspiring examinees are already in touch in the routine work and they are not required to face with complicated and extraneous nature of work and also to cut down the delay in recruitment process. However, the Directorate has stuck up to its own decision that the above mentioned examinations are competitive and not promotional, liberalization could not be considered. Due to the said decision by the Directorate it will be difficult to Department to hardly get 2 to 5% employees to fill up the vacancies earmarked from GDS to MTS for the designated job and the volume of vacancies will remain unfilled every year. It is once again requested to simplify the questions.

In the past, the pattern of examination to fill up the posts of Multi Tasking Staff and Postman /Mail Guard was subjective type. The subjective type of papers required lot of time for evaluation of the answer scripts. Since the evaluation was done manually by various examiners it was not possible to ensure cent percent uniformity in the evaluation, which invited criticism. Moreover, representations were being received with regard to under assessment while granting of marks on the basis of evaluation. In the case of Postman examination, the earlier pattern prescribes for 'dictation' for which unions complained that the candidates were not performing well due to wrong pronunciation and variation of dictated speed while dictating. In view of this, the earlier subjective type paper setting was done away with for both the cadres. The revised patterns and syllabus for examination to fill up the

posts of Multi Tasking Staff and Postman / Mail Guard provide for objective type papers with multiple-choice questions.

Staff Branch issued directions to all the Heads of the Circles specifying that the candidates shall be subjected to an objective type Aptitude Test of the level of 10th class / matriculation covering the subjects /topics. The individual Postal Circles are responsible for setting of question of papers. Hence, their setting in liberal or comprehensive manner rests with the individual Postal Circles.

Annexure - 10

MINUTES OF THE MEETING WITH PJCA MEMBERS HELD ON 02/08/2013 UNDER THE CHAIRMANSHIP OF MEMBER (P) TO DISCUSS ONE OF THE ISSUES VIZ., POSTMEN COMMITTEE RECOMMENDATIONS

No.08/11/2013-SR

Government of India, Ministry of
Communications & IT,
Department of Posts (S.R. Section), Dak Bhavan,
Sansad Marg
New Delhi dated the 16th August, 2013

Subject: Minutes of the Meeting with PJCA Members held on 02/08/2013 under the chairmanship of Member (P) to discuss one of the issues viz., postmen committee recommendations.

Kind find enclosed the minutes of the above meeting for information and necessary action at your end.

(Arun Malik)

Director (SR & Legal)

OFFICIAL SIDE:

1. Shri S.K. Sinha, CGM (MB&O)
2. Shri Anil Kumar, DDG (Estt)
3. Shri V.P. Singh, DDG (P)
4. Shri V.K. Tiwary, DDG (R& P)
5. Shri V.C. Kajla, Consultant.

STAFF SIDE:

1. Shri M. Krishnan, Secretary General, NFPE
2. Shri D. Theagarajan, Secretary General, FNPO
3. Shri I. S. Dabas, General Secretary, AIPEU Postmen & MTS / Group 'D'

4. Shri T.N. Rahate, General Secretary, NUPE Postmen & MTS

Copy for information to:-

PPS to Member (P)

Minutes of the Meeting with PJCA Members held on 02/08/2013 under the chairmanship of Member (P) to discuss one of the issues viz., postmen committee recommendations.

The above meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan at 1430 hrs. under the chairmanship of Member (P) to consider the memorandum dated 07/06/2013, submitted by the All India Postal Employees Union Postmen & MTS / Group 'D' and National Union of Postal Employees Postmen and MTS.

After deliberations following agreements were arrived at:-

AGENDA ITEM

1. Postmen Committee Recommendation not Implemented

(a) Extraction of data entry work from Postman: Suitable instructions / Orders to all the Circles are to be issued by 30/04/2012; nothing has been done so far. An early issue of orders is required to implement them.

DECISIONS TAKEN

Heads of Circles have been requested to impart training to the postmen who are unable to perform data entry work on computers. It has been agreed to accord time factor for data entry work using same norms presently used for calculating work- load of Postal Assistant, in case work is being done by postman.

AGENDA ITEM

(b) Revision of postmen norms: Postmen norms issued by the Department are very old. The decision taken in the committee are not convincing. As such it is suggested that formation of fresh Internal Work Study Unit with one / two staff side members to review all work performed by postmen staff with door to door measurement of beats was requested. Internal Work Study Unit for this job is to be ordered by the Directorate as the same does not come under the jurisdiction of the Committee.

DECISIONS TAKEN

The norms were formulated after intensive scientific work study by the IWSU of the Department in

2008. Since five years have already elapsed, a study by departmental officials or by a third party may be conducted to review the postmen's norms keeping in view that IWS Unit no longer exists.

AGENDA ITEM

(c) Change in procedure for payment of Speed Post delivery incentive: At present the procedure for payment of incentive is very lengthy. Nobody prepares bills. In case the bills are prepared they remain under verification of PRI/SDI/ASP then go to sanction to the Divisional Head. After sanction of bills from Divisional Head to DDOs for payment. Then bills are to be prepared DDOs for payment office wise. It is suggested that module for payment of Speed Post Incentive in the computer software be installed and give powers of payment to the concerned postmaster on weekly/ monthly. After payment the concerned vouchers be sent to the DDOs for accounting purpose.

DECISIONS TAKEN

The software for generation of Postman incentive bills is being developed by the CSI partner under the IT Project. Meanwhile it has been decided to issue instructions to all circles that incentive bills may be cleared on monthly basis till the software is developed.

AGENDA ITEM

(d) Combination of beat: It was decided in the above meeting that limit of combination of beat in the post office having 4+ strength will be removed since it adversely affects the delivery efficiency. But orders on this item are yet to be issued by the Directorate. This needs to be done at the earliest.

DECISIONS TAKEN

Staff side was informed that orders have already been issued in this regard. A photocopy of the order No.10-7/2001-P.E.II dated 02/09/2006 is enclosed for needful.

AGENDA ITEM

(e) Delivery of Heavy parcels and EPP articles: It was pointed out by the staff side that Postman faces difficulty in delivery of registered parcels weighing more than 5 Kgs each and EPP articles of which the maximum weight of 35 Kgms., per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivery EPP articles should be fixed or the rates of coolie charges fixed in the past should be revised for efficient delivery of the registered parcel. It

was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected. Whether coolie charges pertaining to heavy parcels have been enhanced due to high prices. As regards EPP parcels, whether mode of conveyance with rate of each mode have been decided by the Directorate.

DECISIONS TAKEN

Staff side was informed that New Parcel Division is examining this issue. The proposal to revise the coolie charges will also be examined by the Parcel Division.

AGENDA ITEM

(f) Corrigendum on density of population: The staff side drew attention of the committee to the note of Sl.8 in the Directorate letter No.9-1/2005-WSI/PE.I dated 05/02/2010 which stipulates that area having a density of population 2500 per Sq. KM may be taken as congested area "and pointed out that the same has incorrectly been printed as it should refer to 2500 per sq. Mile instead of 2500 per sq. kilometer. They quoted a clarification received from PTC, Mytore which has cited Directorate letter dated 19/02/1976 indicating establishment norms for Postmen and defining congested area or having a density of population of 2500 sq. per Mile. After discussion it was agreed that Directorate would examine and issue suitable amendment / corrigendum to the Note 8 of the revised norms of postmen establishment.

DECISIONS TAKEN

The staff side was informed that there is no typographical error. The definition of the congested area as 2500 per square kms. is correct.

AGENDA ITEM

(g) Creating of justified additional posts: In this connection while implementing the system for delivery work and allowing postmen to write correct remarks for non-delivery. The staff side drew attention to item No. 25 minutes of the last JCM meeting issued on 01/03/2012 wherein it is mentioned that the issue is under examination by the Postman Committee being chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate and the issue pertains to creation / re-deployment of Posts which is basically a policy issue. However, the staff side mentioned that Postmen were not able to write

correct remarks for non-delivery of article due to heavy work in the project Arrow Offices, it was, therefore, decided that the experience gathered after implementation of Project Arrow in various Post Offices could be examined. Result on examination has not been communicated so far in this regard.

DECISIONS TAKEN

Circles have been requested to review the Post Office Establishments. On receipt of reports from all the Circles, the justification, if any, of the additional posts will be examined in consultation with Ministry of Finance.

AGENDA ITEM

2. Cadre Restructuring of Postman and MTS: The first and foremost issue on which a bias against the Postman is clearly visible is that of cadre restructuring for this cadre. The Department though conceded to form a Cadre Restructuring Committee during the strike negotiations with the Postal Joint Council of Action had issued orders omitting the cadre of Postman and MTS from the ambit of cadre restructuring. This shows the mindset of the Department on the important issue of cadre restructuring of Postman and MTS cadre. The stand of the Postal Directorate was against the direction of the Official Side in the National Anomaly Committee that every department shall go into the issue of cadre restructuring for boosting the promotional avenues of employees rather than depending too much on the MACP Scheme for that purpose. It is a known fact that the cadres of Postman and MTS have no in-situ promotion in their cadre except the promotion to the cadre of Postal Assistant through a competitive examination. Every other cadre other than the cadres of Postman and MTS have their own hierarchical promotions in their own cadre and this discrimination cannot be ended without a proper cadre restructuring in place for the Postman and MTS cadre. Even the flimsy promotion for the cadre of Postman earlier to the introduction of TBOP / BCR like Head Postman, sorting Postman etc., have disappeared from the scene and as on date no promotion in the cadre is available to both these cadres. Unfortunately, the Department of Posts not only in a position to appreciate our contention as well as the proposal for cadre restructuring based on percentage basis as available to all cadres in the Department of Railways but not inclined to consider any cadre restructuring proposal to these cadres. The absence

of any promotion to them in their own cadre leaves them total frustrated and takes away any incentive to perform better to the services. This has to be properly appreciated and attended to by the Postal Directorate in the absence of Cadre Restructuring Committee failed to find out any alternate proposals to 'our proposal based on percentage.'

DECISIONS TAKEN

Cadre Restructuring Committee headed by the then DDG (P), Shri Salim Haque had been given this mandate and issue will be decided after finalization of the Committee report.

AGENDA ITEM

3. (A) Door to Door Scientific Measurement of Beats: (A) – At present the door to door beat measurement system adopted by the department is not only unsatisfactory but also incorrect one as neither scientific device like foot meter nor cyclo meter is used to assess the actual length of beat. The measurement of beats is generally done while sitting on the table by guess work only. Moreover the workload of mail delivery and number of houses to be visited during duty of eight hours has no where been laid down causing extreme harassment to postmen staff. It is demanded that the number of houses to be visited and number of articles to be delivered should be laid down in the interest of delivery efficiency and rationalization of workload of postmen staff as well. The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 kilometers beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is wide spread resentment among the Postman staff. Both our unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

DECISIONS TAKEN

Same as 1 (b) above.

AGENDA ITEM

(B) To fix the meeting of Committee for Modification in Order No. 31-38/79-PE-I dt. 22-5-1979:- The Committee Constituted for examination of Modification in Departmental Order No. 31-38/79-PE-I dt. 23-5-1979 in R/O footwork of the Postman from door to door walk in R/O Item DO 4 of Periodical Meeting held on 29-11-2012 and Departmental Council Meeting on 28-12-2012.

DECISIONS TAKEN

As in 1 (b) above.

AGENDA ITEM

4. (A)(B) : Revision of Syllabus to Departmental Examinations Request to conduct special examination for recruitment to the Postman & MTS cadres for the years 2009, 2010, 2011 and 2012 : To avoid recurring vacancies due to leaving of qualified employees of high standard in the background of submission made above, it is requested that – 1. To fill up the vacancies for the years 2009 to 2013 in the Postman and MTS cadre a special examination only for GDS/MTS employees may be conducted. 2. The question paper may be set on the basis of practical and relevant work routinely done by the regular MTS and Postman employees. 3. The work of setting question paper may be got done by a promotee officer who is having practical knowledge of the nature of work being done by the MTS and Postman employees.

DECISIONS TAKEN

A committee has been constituted under chairmanship of DDG (R&P) to examine the contents of question papers set by various circles with reference to syllabus prescribed and submit a detailed report.

AGENDA ITEM

(C) Filling up vacant posts with Residual vacancies:- All vacant post of Postmen & Group D/MTS should be filled in within 30th June 2013 as directed by Directorate. There is no chance to fill up vacant posts in due time as no notification has been issued in many circles like A.P. and Assam Circle etc.

DECISIONS TAKEN

Necessary action has been initiated in circles. It was decided that the orders to fill up the vacant

posts will be reiterated to the circles.

AGENDA ITEM

5. Improving the Quality of Uniforms and timely supply of all kit items:-The Postman and MTS are called the uniformed staff in the Department of Posts. Unfortunately these cadres who are actually moving among the members of public pose a poor picture to the image of the Department because of the inferior quality of the uniform cloth. Despite the agreement with the All India Unions by the Department that facilitated inclusion of staff side member from the Unions in the purchase committee of uniform cloth to ensure purchase of better quality of cloth,, the problem persists. This cannot be sorted out unless the cost price permitted by the DOPT is enhanced on the face of escalating prices of all commodities including the textiles. The cost price permitted by the DOPT cannot ensure better quality uniform cloth from the market. Added to this are the violations here and there in Circles where the Administration is not sincerely ensuring inclusion of staff side members in the purchase committee and no protection against ensuring supply of the selected quality of cloth only to the staff. These have to be addressed immediately.

DECISIONS TAKEN

This item will be discussed in the JCM Standing Committee meeting to be held on 23/08/2013.

AGENDA ITEM

6. Stop Unscientific Measurement of Postmen Beats:The Directorate ordered for rationalizing of Postman beats after hearing our complaints that Postman beats are constructed unscientifically with long distances humanly impossible to cover on a day. Many examples like more than 70 Kilometres beats were brought to the notice of the Postman Committee to substantiate our complaints. Based on the discussions the Directorate agreed to issue orders for measuring the beats and rationalizing them appropriately. Unfortunately the CHQs of our Unions are receiving complaints from our Circles that re-measuring of beats is being done most unscientifically without using either the cyclo-meters or foot-meters but applying their imaginary calculations. This has complicated the problem more and there is widespread resentment among the Postman staff. Both our Unions urge upon you to issue strict instructions to measure all Postman beats only by using cyclo-meters or foot-meters for the purpose of rationalizing the beats.

DECISIONS TAKEN

Same as 1 (b) above.

AGENDA ITEM

7. Cycle Maintenance Allowance to MTS:-The Cycle Maintenance Allowance is paid to all Postman staff without any conditions whereas the MTS Staff who are engaged in letter box clearing or other outside office work excluded from the ambit of CMA. This is unjustified. The MTS Staff also are to be paid CMA without any conditions as like Postman staff. Both our Unions urge upon you to issue necessary orders to pay CMA to all MTS without any conditions.

DECISIONS TAKEN

The Postman's duty involves daily visit to deliver letters in his beat and hence if he is using cycle the allowance is admissible. Since different persons, depending on availability of persons, are used for letter box clearances, the allowance cannot be given to any specific official. Further, in many Post Offices one or two bicycles are generally kept. That can be used for clearing Letter Boxes. The proposal that MTS staff be paid CMA without any condition like Postman staff is thus not acceptable.

AGENDA ITEM

(a) Revision of Fixed Monetary Compensation (FMC):-This has reference to your office letter No 10-7/2003.P.E.II dated 24th Nov 2010 wherein existing rate on revision has been enhanced for each category except Multi Tasking staff whose rate of remuneration has been reduced @ Rs 60/- per holiday for 4 hours whereas MTS staff was getting @ Rs 63.45 per holiday for 3 hrs on hourly basis @ Rs 21.15 per hour. Protracted correspondence made proved in fructuous. This need to be reviewed for proper justice to the MTS staff.

DECISIONS TAKEN

The staff side was informed that the matter is under examination in consultation with IFW.

AGENDA ITEM

8. Abolition of Nodal Delivery Centers at all metro cities:-All Nodal delivery centers should be abolished throughout the Country immediately to avoid complication in day-to-day delivery system. (Example-West Bengal Circle, Karnataka Circle, Bangalore, Maharashtra Circle Mumbai GPO).

DECISIONS TAKEN

The staff side was asked to furnish the specific cases with details of the complications due to creation of

Nodal Delivery Centres. Department's view is that Nodal Delivery is functioning smoothly in such centres.

AGENDA ITEM

9. To Stop harassment:-The postman staff being tortured for 100% delivery and in various cases by asking them to work beyond duty hours and many other ways harassment is there it must be stopped.

DECISIONS TAKEN

Staff side was asked to furnish specific cases so that this could be taken up with respective circles.

AGENDA ITEM

10. Promotional posts of Postmen Cadre: The posts of Mail Overseer, Cash Overseer, Head Postman and Sorting Postman should be considered as promotional posts for Postmen cadre and an additional increment or some allowance should be granted for performance duties on such posts. Seniority criteria of postmen should be taken in view while deploying on these posts.

DECISIONS TAKEN

This item will be discussed in a meeting decided to be held under the chairmanship of Member (P).

At the end, Director (SR) appealed to the unions to withdraw the proposed Dharana on 20/08/2013 and indefinite strike from 16th September, 2013.

Meeting ended with vote of thanks to the chair.

Annexure - 11

NFPE & FNPO POSTAL JOINT COUNCIL OF ACTION

Items discussed and decisions taken in the PJCA meeting held at New Delhi on 19.10.2013

1. Inclusion of GDS under the purview of 7th CPC, Revision of wages and regularization of casual labourers, grant of 50% DA to all employees including GDS - Decided to go for indefinite strike, if the Government is not ready to accept the above demands.

2. Decided to write a joint letter by Secretary Generals NFPE and FNPO, to the Leader and Secretary, Staff Side, JCM National Council, requesting them to make sincere efforts to include the revision of wages and service conditions of three

lakhs Gramin Dak Sevaks of the Postal Department in the terms of reference of the 7th Pay Commission, when it is finalised.

3. Submission of memorandum to 7th CPC on various cadres of the Postal & RMS employees including GDS - Decided to submit joint memorandum to 7th CPC. Draft Memorandum prepared will be circulated and PJCA meeting will be held for further thorough discussion before finalizing the memorandum.

4. (a) It is reported by JCM (DC) staff side secretary that the next JCM Departmental Council meeting will be held in the third week of December 2013. Date will be finalized within 2-3 days.

(b) Decided to request Secretary (Posts) to conduct formal meeting with service unions early.

5. Decided to write a joint letter by both Secretary General, NFPE & FNPO to Shri V. P. Singh, the Chair person of the reconstituted Cadre Restructuring Committee to convene the meeting of the Committee as assured in the JCM (DC) Standing Committee meeting.

6. Decided to submit a joint note to the Member (Operations) for discussion in the meeting with staff side scheduled to be held on 23.10.2013, relating to MNOPandLI, L2 offices.

7. Decided to write a joint letter by Secretary General NFPE & FNPO to Member (P), Postal Services Board, to arrange meeting with staff side, to discuss the following issues, as assured by Secretary (Posts) in the minutes of the meeting held on 02.08.2013

- (a) Postmaster Cadre related issues.
- (b) Problems relating to PO & RMS Accountants
- (c) MACP related issues
- (d) Filling up of vacant promotional posts in LSG, HSG-II and HSG-I.

8. Decided to demand Secretary (Posts) to take speedy follow up action on Postmen related issues,

especially filling up of all vacant posts, creation of justified posts as per work load, modification of norms, permitting outsiders to work on daily wages basis in the vacant posts and leave vacancies of Postmen & MTS wherever GDS are not available to work as substitutes.

9. Decided to take follow up action on the following cases.

(a) Filling of vacant posts of PA CO/RO, as per the old Recruitment Rules as already agreed in the JCM (DC) standing Committee meeting.

(b) Protection of existing TRCA of GDS under any circumstances and revision of cash handling norms.

(c) Filling up of all vacant GDS posts - Eventhough Secretary (Posts) has issued instructions to fill up all BPM posts immediately no action is taken in many Circles. In the cases of other categories (GDSMD, MC etc.) also large number of Posts are not filled up on a permanent basis.

(d) Replacement of all old and unserviceable computers, UPS etc on a war-footing.

(e) Repairs and maintenance of Postal Staff quarters, attached staff quarters, departmental buildings etc..

(f) Prompt supply of good quality of uniforms & Kit items.

(g) Allotment of sufficient funds for Medical, TA claims and for PLI/RPLI incentive payment.

(h) Stringent action against those who are involved in corruption and bribery.

(i) Sending back all the PA/SAs deputed to CO/RO to their parent Postal and RMS Divisions.

(M. KRISHNAN)
Secretary General
NFPE

(D. THEAGARAJAN)
Secretary General
FNPO

Annexure - 12

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES**

1st Floor, North Avenue Post office Building,
New Delhi - 110001

**FEDERATION OF NATIONAL POSTAL
ORGANISATIONS**

T-24, Atul Grove Road, New Delhi - 110001

Ref: PF/PJ CA/ 2014
2014

Dated - 01. 08.

To

1) Cabinet Secretary
Govt. of India
Cabinet Secretariat,
Rashtrapati Bhawan
New Delhi - 110 001.

2) The Secretary
Department of Posts
Dak Bhawan
Sansad Marg, New Delhi - 110001

Sir,

Sub: - Long Pending issues pertaining to Postal & RMS employees including Gramin Dak Sevaks (GDS) - agitational programmes - regarding.

The meeting of the Postal Joint Council of Action [PJCA] comprising all the affiliated Unions/Associations of National Federation of Postal Employees (NFPE) and Federation of National Postal Organisations (FNPO) held at New Delhi on 28.07.2014 has reviewed the overall situation prevailing in Department of Posts and has come to the unanimous conclusion that the attitude of the Government and the Department of Posts in settling the long pending demands which are agitating the minds of the Postal & RMS employees including Gramin Dak Sevaks (GDS) is not at all positive, inspite of the fact that the staff unions and employees, especially the above mentioned two recognised Federation (NFPE & FNPO) and all its affiliated Unions/Associations have extended full support and cooperation in implementing all developmental activities including IT Modernisation project and also in increasing the efficiency, productivity and revenue of the Department of Posts, Even the approved forums for negotiations like JCM Departmental Council are remaining defunct for the last many months, inspite of clear instructions from Cabinet Secretary and DOP&T.

In view of the above, the meeting decided to organize following phased programme of agitation for calling attention of the authorities and also for realization of the genuine and justified demands of the employees, culminating in indefinite strike, PROGRAMME OF ACTION:

1. Submission of memorandum to Government and to Department of Posts on 28.08.2014 with mass demonstration in front of all offices all over the country.

2. Mass dharna in front of all Postal/RM5 Divisional offices on 24.09.2014,

3. Five days Relay dharna in front of all circle/Regional offices from 27,10.2014 to 31.10.2014

4. Massive Parliament March in the month of November 2014 (Date will be announced later)

5. Indefinite hunger fast in front of Dak Bhawan and all Circle/Regional/Divisional/DAP offices from 1st December 2014,

6. Indefinite strike (Date will be announced later), Charter of demands for settlement is enclosed herewith in Annexure-I.

We earnestly desire that the Government and the Department of Posts shall take initiative for a negotiated settlement, failing which the entire employees will be forced to tread the path of struggle as mentioned above.

Annexure - 13

**NFPE & FNPO POSTAL JOINT COUNCIL OF
ACTION**

Items discussed and decisions taken in the PJCA meeting held at New Delhi on 19.10.2013

1. Inclusion of GDS under the purview of 7th CPC, Revision of wages and regularization of casual labourers, grant of 50% DA to all employees including GDS - Decided to go for indefinite strike, if the Government is not ready to accept the above demands.

2. Decided to write a joint letter by Secretary Generals NFPE and FNPO, to the Leader and Secretary, Staff Side, JCM National Council, requesting them to make sincere efforts to include the revision of wages and service conditions of three lakhs Gramin Dak Sevaks of the Postal Department in the terms of reference of the 7th Pay Commission, when it is finalised.

3. Submission of memorandum to 7th CPC on various cadres of the Postal & RMS employees including GDS - Decided to submit joint memorandum to 7th CPC. Draft Memorandum prepared will be circulated and PJCA meeting will be held for further thorough discussion before finalizing the memorandum.

4. (a) It is reported by JCM (DC) staff side secretary that the next JCM Departmental Council meeting will be held in the third week of December 2013. Date will be finalized within 2-3 days.

(b) Decided to request Secretary (Posts) to conduct formal meeting with service unions early.

5. Decided to write a joint letter by both Secretary General, NFPE & FNPO to Shri V. P. Singh, the Chair person of the reconstituted Cadre Restructuring Committee to convene the meeting of the Committee as assured in the JCM (DC) Standing Committee meeting.

6. Decided to submit a joint note to the Member (Operations) for discussion in the meeting with staff side scheduled to be held on 23.10.2013, relating to MNOPandLI, L2 offices.

7. Decided to write a joint letter by Secretary General NFPE & FNPO to Member (P), Postal Services Board, to arrange meeting with staff side, to discuss the following issues, as assured by Secretary (Posts) in the minutes of the meeting held on 02.08.2013

(a) Postmaster Cadre related issues.

(b) Problems relating to PO & RMS Accountants

(c) MACP related issues

(d) Filling up of vacant promotional posts in LSG, HSG-II and HSG-I.

8. Decided to demand Secretary (Posts) to take speedy follow up action on Postmen related issues, especially filling up of all vacant posts, creation of justified posts as per work load, modification of norms, permitting outsiders to work on daily wages basis in the vacant posts and leave vacancies of Postmen & MTS wherever GDS are not available to work as substitutes.

9. Decided to take follow up action on the following cases.

(a) Filling of vacant posts of PA CO/RO, as per the old Recruitment Rules as already agreed in the JCM (DC) standing Committee meeting.

(b) Protection of existing TRCA of GDS under any circumstances and revision of cash handling norms.

(c) Filling up of all vacant GDS posts - Eventhough Secretary (Posts) has issued instructions to fill up all BPM posts immediately no action is taken in many Circles. In the cases of other categories (GDSMD, MC etc.) also large number of Posts are not filled up on a permanent basis.

(d) Replacement of all old and unserviceable computers, UPS etc on a war-footing.

(e) Repairs and maintenance of Postal Staff quarters, attached staff quarters, departmental buildings etc..

(f) Prompt supply of good quality of uniforms & Kit items.

(g) Allotment of sufficient funds for Medical, TA claims and for PLI/RPLI incentive payment.

(h) Stringent action against those who are involved in corruption and bribery.

(i) Sending back all the PA/SAs deputed to CO/RO to their parent Postal and RMS Divisions.

(M. KRISHNAN)

(D. THEAGARAJAN)

LONG PENDING ISSUES – PROGRAMME OF ACTION

You are aware that Postal JCA requested to conduct series of programmes to find solutions for the demands. The demands are not new and we are not demanding anything undue from the Department/Government.

As part of programme, we already conducted demonstration in front of Circle office/Regional office/Directorate on 28-8-2014. We have received good report from some circles that the demonstration was staged well in their Circles. Some Circles have not sent any report on the demonstration. We earnestly appeal to all Circle Secretaries to observe the programme as prescribed by Postal JCA in order to show our strength. The programmes are inevitable since the Department is turning blind eyes to our demands.

The CHQ appeals to all Circle Secretaries to kindly translate the demands in the regional language and Circulate the same to the Members.

CHARTER OF DEMANDS

1. Inclusion of Gramin Dak Sevaks (GDS) in the terms of reference of Seventh Central Pay

Commission. Grant of Civil Servant status to GDS and grant of all benefits of departmental employees on pro-rata basis without any discrimination.

2. Revision of wages of Casual, Part-time, Contin-gent employees with effect from 01.01.2006 con-sequent on revision of wages regular employees by Sixth Pay Commission and Regularisation of services.

3. Grant of merger of 100% DA with pay with effect from 01.01.2014 for all purposes, including GDS.

4. Grant of 25% pay as Interim Relief (IR) with effect from 01.01.2014 to all employees including GDS.

5. Scrap the New Pension Scheme (NPS) and Include all employees recruited on or after 01.01.2004 under the old statutory pension scheme.

6. Remove 5% condition for compassionate appointment and grant appointment in all deserving cases as in the case of Railways. Remove the minimum 50 points condition for GDS compassionate ap-ointment.

7. Fill up all vacant posts in all cadres including MMS &GDS.

(a) By direct recruitment

(b) By holding DPC and granting promotions

(c) By conducting departmental promotional examination.

8. Implement Cadre Restructuring in Postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.

9. Settle MACP related issues.

(a) Promotions accrued by passing departmen-tal promotional examinations should not be counted towards MACP. Implement Jodhpur CAT Judgment.

(b) Bench mark should not be made applicable to non-gazetted posts.

(c) Stepping up of pay with junior should be al-lowed in MACP also.

(d) Pay fixation on Promotional hierarchy and not Grade pay hierarchy

10. Settle issues relating to Postmaster Cadre officfals.

(a) Allow to write IP and PS Group 'B' examinations

(b) Relaxation in service conditions for promotion from one grade to another, at par with general line promotions to identical posts.

(c) Filling up of all PS Group 'B', PM Grade III and Grade II posts by eligible officials and till that time adhoc-promotion may be granted. (d) Other related issues such as filling up of 100% senior Postmaster/ Chief Postmaster posts earmarked for PM cadre by PM cadre officials alone and maintainance of Circle Gradation list etc.

11. Reimburse full mileage allowance to system Ad-ministrators and fix duty hours and responsibili-ties of SAs. Create separate cadre for system Administrators.

12. Grant of Cash handling allowance to Treasurers in Post offices at par with cashiers in RMS & Admin-istrative offices.

13. Counting of Special allowance granted to PO & RMS Accountants for pay fixation on promotions as the promotional post involves higher responsi-bilities.

14. Settle all issues related to IT Moderinisation Project - computerization, Core Banking Solution, Core Insurance Solution etc.

(a) Replace out dated computers and peripher-als with new ones.

(b) Increase network capabilities and Bandwidth.

(c) Set right the Users credential problems in leave arrangements etc.

(d) Stop hasty "Go live" of CBS, CIS till cleansing of date pucca.

(e) Provide all assistance and stop harassment in the Implementation of CBS & CIS

(f) Grant enhanced financial powers to Head Postmasters

15. Prompt and regular holding of JCM, Departmental Council meeting, Periodical meeting with Secre-tary Department of Posts, Sports Board meeting and Welfare Board meeting. Ensure representa-tion of recognised Federations in Sports Board and Welfare Board by calling for nominations.

16. Ensure prompt and regular holding of JCM (Re-gional Council) meeting at Circle level, Formal Four monthly meeting with Chief PMG, Bi-monthly meeting at PMG/DPS HQ level and monthly meet-ings at Divisional level. Implement a

monitoring mechanism at Directorate level to ensure conduct-ing of Circle/Divisional level meetings at regular intervals.

17. Avoid abnormal delay in conducting Departmental promotion Committees (DPCs) at all levels and grant promotion to eligible officials.

18. Fill up all vacant posts of Chief Postmaster General (CPMGs) Postmaster Generals (PMGS) and Director of Postal Services (DPS). At present posts are remaining vacant for months together and ad-ditional charge/combined duty is ordered, which adversely affects the efficiency of the services and also delay in settling staff matters.

19. Notify canteen employees New Recruitment Rules and fill up all vacant posts in Departmental Can-teens/Tiffin Rooms exempting the posts from the purview of downsizing order and reviving the posts abolished/kept vacant.

20. Ensure full protection of existing allowance (TRCA) of GDS employees and introduce Medical Reim-bursement Scheme to GDS. Existing monthly emoluments (TRCA) drawn by the GDS should not be reduced under any circumstances. Revi-sion of cash handling norms.

21. Ensure time bound and speedy disposal of all Rule - 9 cases and Review/Revision petition cases pending at Directorate level.

22. Allot sufficient funds and sanction all pending bills.

(a) PLI/RPLI incentive bills

(b) Medical Reimbursement Bills (ROHSC)

(c) TourTA bills

(d) OTA Bills

23. Enhance overtime allowance rates at par with Railways.

24. All Circle offices/Regional offices may also be al-lowed to function as Circle processing Centres (CPCs) while implementing Core Insurance Solu-tions (CiS) through McCamish.

25. Stop ordering officials to work on Sundays and holidays in some Circles and also stop harass-ment of staff by Circle/Regional/Divisional heads. Eg. 1) Karnataka Circle 2) Delhi Circle.

26. Allot sufficient funds to circles for carrying out constructions, repairs and maintenance of Depart-mental buildings/Postal Staff quarters and RMS Rest houses.

27. Take stringent measures to eradicate corruption from Postal Department. Stern action should be taken against those committing frauds and cor-ruption. Stop disciplinary action against innocent officials in the name of contributory negligence, instead of punishing the principal offender.

28. Fiilup all vacant posts of Asstt Manager/Manager and Sr. Manager in MMS

29. Make substitute arrangement in all vacant Post-men and MTS Posts. Wherever GDS are not avail-able, outsiders should be allowed to work as sub-stitutes.

30. Modify the orders dated 22/5/1979 regarding ex-isting time factor given for delivery of articles tak-ing in to account the actual time required for door to door delivery.

31. Increase the percentage of PS Group 'B' Posts to General line in LDCE and allow all PACO/PA SBCO & SA also to write the examination.

32. Open more L1 offices as recommended by CPMGs Eg: Guntakal RMS in A.P Circle.

33. Powers for writing APARs of SBCO staff may be delegated to AO (SBCO) instead of Divisional heads and stop imposing the work of SB Branch on SBCO.

34. Prompt supply of good quality uniform and kit items and change of old specification.

35. Stop vindictive actions of GM (Finance) Postal Accounts Chennai. More than hundred Postal Accounts employees are charge sheeted. GM (Finance) even refused to head the instructions of DDG (PAF).

36. Review of marks of JAO (P) Part-II examination held in December 2012 in r/o SC/ST candidates. As the exam was conducted on the basis of old Recruitment Rules i.e JAO and the said posts are Group 'B' (Non-Gazetted) review may be held.

37. Creation of appropriate number of posts of Multi-Tasking Staff (MTS) in RMS after assessing the total work hours of the vacant GDSMM posts to mitigate the problems of the staff and RMS ser-vices.

38. Immediate notification of HSG-I Recruitment Rules and transferring of all IP line HSG-I posts to General line as already agreed in the JCM Departmental Council.

39. Revise the Postmen / MG / MTS Recruitment Rules. Stop open market recruitment. Restore seniority quota promotion.

Programme of Action

The programme of Action has already been mentioned in our 'RMS SENTINEL' Aug 2014 issue. All the Circle Secretaries are requested once again to observe the programme without fail.

Annexure - 14

AWAKE! ARISE!! UNITE!!

Dear Friends and Comrades,

Meeting of the Postal Joint Council of Action was held on 11.11.2014 at New Delhi. Shri D. Theagarajan, Secretary General, FNPO presided. Com. R. N. Parashar, Secretary General, NFPE presented agenda items for discussion. General Secretaries of affiliated Unions/Associations of NFPE & FNPO attended. Com. M. Krishnan, Ex-Secretary General of NFPE was also present in the meeting. PJCA reviewed the progress in settlement of 39 points charter of demands submitted to Secretary, Department of Posts on 28.08.2014. PJCA came to the unanimous conclusion that not even a single issue is settled by the Government and Department. Employees are suffering but authorities are turning a deaf year towards their genuine demands. Rome is burning but Neros are fiddling.

None of our demand is unjustified. Five lakhs Postal and RMS employees including Gramin Dak Sewaks and Casual, Part-time, contingent employees cannot remain as mute spectators. There is a limit for our patience. Government and Postal Board are treating our patience as our weakness.

Taking into consideration all the above aspects, the PJCA unanimously took the following decision.

1. Entire five lakhs employees of the Department of Posts will go on indefinite strike from the third week of February 2015, if the demands are not settled before 31.12.2014.
2. The date of the indefinite strike will be declared in the 4th December 2014 Parliament March.
3. Every effort should be made by all All India/ Circle/Divisional Unions to ensure maximum participation of employees in the Parliament March. Minimum 20000 employees should participate in the March. All should bring flags and banners.

4. Leaders of INTUC, CITU, AITUC & JCM National Council staff side will be invited to address the Parliament March.

5. Next PJCA meeting will be held on 03.12.2014 at 5 PM to decide the date of indefinite strike.

Let us march ahead with Determination and courage. This is time to show your sincerity towards the cause of five lakhs employees of the Department of Posts. Let us make the parliament March a Historic success. Let us unite together and make the indefinite strike a Thundering success. Let the Government and Postal Board understand that we are not Dumb-Driven cattle. We are workers and not beggars.

Awake! Arise! Unite! Come in the Thousands to the Parliament March Let us declare the indefinite strike in the presence of 20000 Postal Employees on 4th December 2014

Yours sincerely,

R. N. PARASHAR
Secretary General,
NFPE

D. THEAGARAJAN
Secretary General,
FNPO

POSTAL JOINT COUNCIL OF ACTION DECIDES TO GO FOR INDEFINITE STRIKE DURING THE THIRD WEEK OF FEBRUARY 2015. DATE OF STRIKE WILL BE DECLARED IN THE 2014 DECEMBER 4TH PARLIAMENT MARCH

Government and Postal board are totally negative and insensitive towards the demands of five lakhs Postal and RMS employees including Gramin Dak Sewaks and Casual, Part-Time Contingent employees.

EVERY DEMAND IS EITHER REJECTED OR INDEFINITELY DELAYED

1. Inclusion of Gramin Dak Sewaks under 7 th Central Pay Commission and grant of civil servant status	Rejected. Government decided to appoint separate committee with the approval of recognised GDS union.
2. Casual Labour wage revision and regularisation	Pending for the last six years. Revision of wages due from 01.01.2006. File still pending with Government. Poor employees are starving.
3. Cadre restructuring of Postal, RMS, MMS, Admin, Postal Accounts employees	Long pending in the Directorate. No improvement.
4. Merger of DA with Pay	Rejected by Government
5. Grant of Interim Relief	Rejected by Government
6. Date of effect of 7 th CPC from 01.01.2014	Government not ready to give any direction to 7 th CPC.
7. Scrap New Pension Scheme.	Rejected by Government
8. Remove 5% ceiling for compassionate appointments	Government not ready to remove the condition.
9. GDS Medical reimbursement scheme	Pending for last six years
10. MACP anomalies including promotees case	Rejected inspite of several CAT/Court Judgment
11. Postmaster Cadre related issues including permission to write IP/PS Group 'B' exam and parity with LSG, HSG-II regarding service length for promotion.	Still pending. Attitude of the Department is totally negative.
12. System Administration case	Rejected. Not ready to consider the demands on its merits.
13. RTP service regularization	Rejected. In spite of CAT orders not ready to issue general order
14. SBCO related issues	Rejected on flimsy grounds.

15. Postmen related issues	No progress
16. Parity in cash handling allowance	Rejected.
17. Counting of Accountants special Allowance for pay fixation on promotion	Rejected.
18. Computer and Technology related several issues	No progress. Situation worsening day by day. Employees are suffering. Public agitated
19. Harassment of staff on account of CBS & CIS	Still continuing
20. Allotment of funds for sanctioning all pending Medical, TA, OTA and RPLI/PLI incentives	No progress. Bills pending for months together
21. Overtime allowance revision	Pending for 27 years
22. Circle processing centers (CPO) of PLI/RPLI at CO/ROs and stop redeployment of posts	Rejected
23. Sunday, Holiday compulsory working	Still continuing in certain circles
24. Office Building and staff quarters cases	No progress. Situation worsening. Staff are suffering
25. MNOP related issues	Suggestion of staff side rejected
26. Quality of uniforms, Chapplas and kit-items	No improvement
27. Chennai Postal Accounts victimization	Still pending
28. Stop Postmen/MTS open market outside recruitment	Still pending. No progress
29. Filling up of all vacant posts including canteen employees	Slow progress
30. Creation of justified new posts	Total Ban imposed on creation of new posts
31. Prompt convening of Monthly meeting, Bi-monthly/four monthly meetings, JCM Regional Council meeting, JCM Departmental Council meeting, Formal meeting with Secretary (Posts)	Periodicity is not maintained. In many divisions. Circles no meeting is held for months together
32. Prompt holding of Departmental promotion committees (CPCs)	No progress

CIRCULAR

To
All Office Bearers of both Federations,
All General Secretaries of both the Federations
All Circle / Divisional and Branch Secretaries

Comrades & Colleagues,

A meeting of Postal JCA consisting NFPE, FNPO, AIPE Union GDS (NFPE) and NUGDS was held at NFPE office, North Avenue, Post Office Building, New Delhi on 03.12.2014. All General Secretaries of NFPE, FNPO and GDS Unions attended the meeting. Com. M. Krishnan Ex. Secretary General NFPE and Secretary General Confederation was also present.

After detailed discussions the following decisions were taken:

1. Indefinite strike will be organized from 6th May, 2015.
2. Intensive campaign programme will be launched by the JCA leaders.
3. JCA will be formed in all the circles. The following leaders of JCA are authorized for formation of Circle JCA and this work should be completed before 31st Jan-2015:

Shri D. Theagarajan S/G (FNPO) and all General Secretaries.
4. JCA unanimously decided to oppose Task Force Committee recommendations.
5. State JCA leaders will authorize circle leaders of both Federations for formation of Divisional level JCA & this should be completed before 28th Feb 2015.
6. State conventions and Divisional conventions should be held in the month of March-2015.
7. Circulars, Banners, Pamphlets describing the demands should be sent to all and these should be circulated in regional languages also.

To
The Director General
Department of Posts
Dak Bhawan, New Delhi - 110 001. NOTICE

Madam,

In accordance with the provisions of Sub Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal/RMS/MMS/ADministrative & Postal Accounts Employees and the Gramin Dak Sewaks will go on an indefinite strike from 6-5-2015.

The Charter of Demands is enclosed herewith.

Annexure - 18

MINUTES OF THE MEETING HELD WITH THE REPRESENTATIVES OF POSTAL JOINT COUNCIL OF ACTION (PJCA) ON 30/04/2015

The meeting was held with the representatives of PJCA on 30/04/2015 at 1100 hrs. in G.P. Roy Committee Room, Dak Bhavan under the Chairpersonship of Secretary (Posts). A list of participants is annexed.

At the outset Secretary (Posts) welcomed the participants and mentioned that we are meeting in connection with the strike call given by the PJCA. She appealed to the PJCA not to go on strike as this will help only our competitors.

Secretary General, NFPE also welcomed the participants and thanked Secretary (Posts) for convening this meeting. He requested that their grievances are settled so that they do not have to go on strike.

With the permission of the Chair the agenda items were taken up for discussion. After detailed deliberations on each point, following decisions were taken:-

1. Discussions on the recommendations of the Task Force.

Decision taken : Secretary (Posts) assured the staff side that there is no contemplation of corporatization or privatization at this juncture. Further, before any structural changes are contemplated in the organization, the staff side will be consulted.

2. Inclusion of Gramin Dak Sevaks (GDS) in the terms of reference of 7th Central Pay Commission.

Grant of civil servant status to GDS and grant of all benefits of departmental employees on pro-rata basis without any discrimination.

Decision taken : It was decided that the proposal will be strongly recommended and referred to D/o Expenditure for reconsideration. DDG (Estt)

3. Revision of wages of Casual, Part time, Contingent employees w.e.f 01.01.2006 consequent on revision of wages of regular employees by 6th Pay Commission and regularization of services.

Decision taken: The services of Casual Labourers get regularized as per the Recruitment Rules (RRs) of Multi-Tasking Staff (MTS). The eligibility cut-off date i.e. 01/09/1993 cannot be removed from the RRs as Causal Labourers engaged upto this date are only to be regularized and there was total ban on engagement of Casual Labourer after 01/09/1993. Further, Department has also issued Policy on regularization of Casual Labourer in pursuance of Supreme Court judgement in Uma Devi case of 2006 and if any Casual Labourer is covered by this policy, he will be regularized. Item closed

4. Grant of merger of 100% DA with pay w.e.f 01.01.2014 for all purposes, including GDS.

Decision taken: The item does not relate to Department of Posts alone and a decision on the same has to be taken by D/o Expenditure, Ministry of Finance for all Central Government employees. DDG(Estt)

5. Grant of 25% pay as Interim Relief (IR) w.e.f 01.01.2014 to all employees including GDS.

Decision taken : The item does not relate to Department of Posts alone and a decision on the same has to be taken by D/o Expenditure, Ministry of Finance for all Central Government employees. DDG(Estt)

6. Scrap the New Pension Scheme (NPS) and include all employees recruited on or after 01.01.2004 under the old statutory pension scheme.

Decision taken : The item does not relate to Department of Posts alone and a decision on the same has to be taken by D/o Expenditure, Ministry of Finance for all Central Government employees. DDG(Estt)

7. Remove 5% condition for compassionate appointment and grant appointment in all deserving

cases as in the case of railways. Remove the minimum 50 points condition for GDS compassionate appointment.

Decision taken :

Regular Employees:-

It is emphasized that this Department follows the rules/instructions issued by the Nodal Department i.e., DOP&T. Condition of 5% of direct recruitment quota for Compassionate Appointment has been fixed by the DOP&T. Department is not concerned with the rules / instructions of Railways or any other Department.

Gramin Dak Sevaks:-

The Department has constituted a Committee for revisiting the 50 Point Criteria for compassionate appointment of GDS. Report of the Committee is awaited. Staff side has suggested that the point system be discontinued, and this can be referred to the Committee. DDG(P) DDG(Estt)

8. Fill up all vacant posts in all cadres including MMS & GDS.

(a) By direct recruitment.

(b) By holding DPC and granting promotions.

(c) By conducting departmental promotional examination.

(d) Replace all condemned vehicles in MMS. Recruitment Rules of Manager / Sr. Manager have been notified recently and further action is being taken to fill up all such DR / promotion quota vacancy.

Decision taken :

Recruitment Rules of Dy. Manager and Asstt. Manager in MMS will be submitted to DOP&T next week for their approval.

RRs of Diver Spl. Grade have been approved by the DOP&T and now, these are being sent to UPSC for their approval. As regards RRs of Driver Gr. I, II & III, file is being resubmitted to M/o Law after doing the needful as required by them.

RRs of Artisan are being prepared

On notification of these RRs, further action will be taken to fill up the vacancies in these cadres. DDG(P)

9. Implement cadre restructuring in postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.

Decision taken : The proposal for cadre restructuring of Gr. 'C' employees, will be sent to DOP&T next week. The proposal for MMS and DAP will be sent to DOP&T within a period of two months. DDG (Estt) / DDG(PAF)

10. Settle issues relating to Postmaster Cadre officials.

(a) Allow to write IP and PS Group 'B' examinations.

(b) Relaxation in service conditions for promotion from one grade to another, at par with general line promotions to identical posts.

(c) Filling up of all PS Group 'B', PM Grade III and Grade II posts by eligible officials and till that time adhoc- promotion may be granted.

(d) Other related issues such as filling up of 100% senior Postmaster/Chief Postmaster posts earmarked for PM cadre by PM cadre officials alone and maintenance of circle gradation list etc.

Decision taken

(a) This will be examined.

(b) The proposal for relaxing the RRs of Postmaster Grade II & III was sent to DOP&T, which has returned the proposal seeking certain information / clarification. Accordingly, information called for from Circles and examined. After analysis, it is observed that Circles have not done DPCs for HSG-II & HSG-I, which may be taken adversely by the DOP&T for instant relaxation proposal. Therefore, Circles have been asked to conduct HSG-II & HSG-I DPCs on priority so that proposal could be resubmitted to DOP&T with better facts.

(c) As above. As regards PS Group B, DPC for 2014-15 was conducted recently and order issued. Letter has already been issued to Circles for PS Group B DPC for 2015 -16 for keeping the required documents ready. Ad hoc appointment can only be made from eligible officers, whose regular promotion has been delayed. For relaxing any condition of RRs, even for ad hoc promotion, DOP&T approval is required. A proposal is already moving for relaxation as indicated above.

(d) Due to an OA filed before Hon'ble CAT, Chandigarh Bench, the matter has become sub-judice and as such action to fill up posts in Sr. Postmaster cadre cannot be taken till the OA is disposed off. DDG(P)

11. Reimburse full mileage allowance to system Administrators and fix duty hours and responsibilities

of SAs. Create separate cadre for system administrators. Decision taken : Instructions regarding provision of Conveyance Allowance issued by PAP Division letter No.1-02/2011-PAP dated 17/01/2012 already exist. The rates for Conveyance Allowance (within 16 kms) are already provided under the FRSR. Regarding reimbursement of full mileage, the Circle Heads are empowered to sanction reimbursement of Travel Allowance as per rules.

The issue of creation of separate cadre for System Administrators has been examined and not found feasible. Item closed.

12. Grant of cash handling allowance to Treasurers in Post Offices at par with cashiers in RMS & Administrative offices. Decision taken : The matter was taken up with DOE, Ministry of Finance earlier also. It was not agreed to by DOE. On the request of Union, the matter is being reexamined. Comments from the Circles have been called for. DDG(Estt)

13. Counting of Special Allowance granted to PO & RMS Accountants for pay fixation on promotions as the promotional post involves higher responsibilities.

Decision taken : Post Offices and RMS Accountants are not granted any special pay which can be included for their pay fixation / promotion. They are only granted a special allowance which cannot be included as pay for their promotion. DDG(Estt)

14. Settle all issues related to IT Modernization Project- computerization, Core Banking Solution, Core Insurance Solution etc.

(a) Replace out dated computers and peripherals with new ones.

(b) Increase network capabilities and Bandwidth.

(c) Set right the users credentials problems in leave arrangements etc.

(d) Stop hasty "Go Live" of CBS, CIS till cleansing of data pucca.

(e) Provide all assistance and stop harassment in the implementation of CBS & CIS.

(f) Grant enhanced financial powers to Head Postmasters.

Decision taken :

(a) The proposal for an outlay of Rs.493.88 crores for supply of computer hardware and peripherals

has been sent to D/o Expenditure, M/o Finance for principle approval.

(b) Bandwidth of 1032 locations has been increased. Circlewise details of the locations where bandwidth has been increased is given under:-

No. of locations where Bandwidth increased

Andhra Pradesh	120
Assam	25
Bihar	34
Chhatisgarh	15
Delhi	16
Gujarat	49
Haryana	20
H P	22
J&K	11
Jharkhand	16
Karnataka	92
Kerala	61
M.P.	63
Maharashtra	73
North East	15
Orissa	37
Punjab	29
Rajasthan	53
Tamil Nadu	108
U.P.	94
Uttarakhand	18
West Bengal	61
Total	1032

DDG (Tech)

(c) Necessary process for creation of users is already in place and is attended by CEPT team. However, this will be reviewed.

(d) The CBS rollout is planned in a phased manner and post office are migrated to CBS platform only after completion of all pre-migration activities including Data Cleansing.

(e) The implementation of CBS is being carried out in planned manner at Directorate level as per Project Governance Structure. Some of the issues like EOD, CPC workflow etc., have been reviewed and suitable modifications in the processes have been made to ease the functioning. There is no harassment in implementation of CBS.

The staff side had informed that there is some difficulty in single handed offices. It was decided that this will be discussed separately by the staff side with DDG (FS). DDG(FS)

(f) The proposal for giving financial powers to Postmaster of all categories is under examination and comments from all Circles have been called for. DDG(P)

15. Prompt and regular holding of JCM, Departmental Council Meeting, Periodical meeting with Secretary Department of Posts, Sports Board meeting and Welfare Board meeting. Ensure representation of recognized Federations in Sports Board and Welfare Board by calling for nominations.

Decision taken : Action has been taken regarding holding JCM / Periodical meetings regularly.

Postal Sports Board meeting was held on 11/02/2015. Postal Staff Services Welfare Board meeting is going to be held shortly.

Members of Federations are nominated members in the Postal Services Staff Welfare Board. As regards the Postal Sports Board, the present constitution does not include any Federation / Unions as members. However, nominees of federations may be co-opted by Chairman, Postal Service Board. DDG (Trg).

16. Ensure full protection of existing allowance (TRCA) of GDS employees and introduce Medical Reimbursement scheme to GDS. Existing monthly emoluments (TRCA) drawn by GDS should not be reduced under any circumstances. Revision of cash handling norms.

Decision taken : Provisions already exist for protection of TRCA as personal pay in respect of all categories of GDS to the extent of maximum of the lower TRCA slab (in case workload is found reduced to a lower slab in the Establishment Review as compared to the previous Establishment Review).

The suggestion of the staff side was to protect the TRCA on permanent basis. DDG(Estt)

17. (a) All Circle offices/ Regional offices/DPLI office, Kolkata must be allowed to function as Circle Processing Centres (CPCs) while implementing Core Insurance Solutions (CIS) through McCamish for steady growth of PLI/RPLI Business.

(b) Stop diversion of 615 posts (576 posts of Pas from C.O.s and 39 posts of Pas from APS PLI CELL)

ordered vide Department of Posts, Establishment Division No. 43-47/2013-PE-II dated the 9th June, 2014.

(c) Stop harassment and victimization of staff of Circle Administrative offices in the name of decentralization of PLI/RPLI.

Decision taken : The proposal will be examined after the roll out of the project is completed.

No such order has been issued. The nitty-gritty of issue of manning CPCs is still under examination.

Specific concerns will be examined. CGM (PLI)

18. Allot sufficient funds to circles for carrying out constructions, repairs and maintenance of Departmental buildings/Postal Staff Quarters and RMS Rest Houses.

Decision taken : Sufficient funds are allotted to the Circles for carrying out constructions/ repairs. The instructions will be issued to all CPMsG to utilize the allotted funds as far as possible. DDG (Estates & MM)

19. Make substitute arrangement in all vacant Postmen and MTS Posts. Wherever GDS are not available, outsiders should be allowed to work as substitutes.

Decision taken : The Establishment Division has issued instruction to the Circles to fill up all vacancies of GDS BPM & justified posts of all other approved categories. Guidelines regulating substitute arrangements to be made in place of regular GDS already stand issued vide letter No.17-115/2001-GDS dated 21/10/2002, in case it is not possible to manage the work with combination of duties.

Substitute arrangements against vacant Postman and MTS posts are made at the local level as and when required.

Powers have been delegated to Heads of Circles for outsourcing of work. DDG(P)

20. Modify the orders dated 22/5/1979 regarding existing time factor given for delivery of articles taking into account the actual time required for door to door delivery.

Decision taken : The proposal has been referred to the Work Study Division for further necessary action. Staff side was suggested to meet DDG(WS) in this regard. DDG (WS) / Staff side.

21. Open more L1 offices as recommended by CPMsG. Eg.- Guntakal RMS in A.P. Circle.

Decision taken : The proposal for upgradation of Guntakul RMS as L-1 Mail Office was not found justified. Item closed.

22. Powers for writing APARs of SBCO staff may be delegated to AO (SBCO) instead of Divisional heads and stop imposing the work of SB Branch on SBCO.

Decision taken : After roll out of CBS, the role and responsibility of SBCO is to be re-designed and fixed. The issue will be examined in detail thereafter. DDG(FS)

23. Prompt supply of good quality uniform and kit items and change of old specification.

Decision taken : Instructions are regularly issued to Heads of Circles for prompt supply of good quality uniforms. The Directorate has also called for suggestions from all Circles for improvement in the specifications of different items of uniform for further taking up with BIS in the matter. Staff side was also requested to send their suggestions with regard to improvement of specifications. DDG (Estates & MM)/Staff side.

24. Stop vindictive actions of GM (Finance) Postal Accounts Chennai. More than hundred Postal Accounts employees are charge sheeted. GM (Finance) even refused to heed the instructions of DDG (PAF).

Decision taken : The Member (Finance), Telecom Commission has been apprised of the whole situation and CPMG, Tamil Nadu Circle has also been requested to resolve the matter. The staff side informed that no action has been taken at the ground level.

The case is subjudice and in respect of the officials charge sheeted, 72 Senior/ Junior Accountants have already filed a case in the Hon'ble CAT Madras Bench. Madras Bench OA No.310/01062/2014. As per the current position, the case is listed for 03/06/2015. DDG (PAF)

25. Review of marks of JAO (P) Part-II examination held in December 2012 in r/o SC/ST candidates. As the exam was conducted on the basis of old recruitment Rules i.e. JAO and the said posts are Group 'B' (Non- Gazetted) review may be held.

Decision taken : Opinion of the Law Ministry will be obtained. DDG (PAF)

26. Revise Postmen / Mail Guard / MTS Recruitment Rules. Stop open market recruitment. Restore seniority quota promotion:-

This item was earlier discussed in the JCM (DC) and it is assured by Secretary (Posts) that the Recruitment Rules will be reviewed after one or two Recruitment / Promotional exam are over, as DOP&T may not approve immediate revision of Recruitment Rules already approved by it. Now more than two Postmen/MG/ MTS recruitment / examination is over and hence it is requested to take action to revise the Recruitment Rules and stop open quota recruitment. Entire vacancies may be earmarked for GDS and Casual Labourers as existed in the pre-revised Recruitment Rules.

Decision taken : As decided in earlier JCM, the said RRs are to be relooked after seeing the outcome of one or two exams. The process is still going on. Most of the Circles have completed one round of recruitment process for direct recruitment quota, and others on their way to completing the same. Subsequently, pre-appointment formalities, trainings etc. would require to be completed in case of newly recruited officials. Therefore, Circles need time to judge the capabilities and skills of these officials and furnish proper and accurate feedback thereto to this Directorate for further consideration in the matter. Hence, time is not ripe to revisit the said RRs.

As regards RRs of Postman, open market quota of 25% has already been given to GDS. Now, as per the existing RRs, only the unfilled vacancies, which could not be filled by the MTS/GDS, go to open market for filling up. DDG(P).

Annexure 19

Ref. No. TF/10/2015

Date : 27-1-2015

**REPORT OF THE TASK FORCE ON
LEVERAGING THE POST OFFICE NETWORK
COMMENTS**

- I. To start with, the positive aspects of the report:
 - i. Its explicit recognition of the postal network, its size and reach
 - ii. Its understanding of the services provided by the POST (However, two services are missing in its listing via media Post and Data Post, both very crucial from financial income point of view and market search facility for private operates point of view)
 - iii. Its explicit recognition of the financial services rendered by India Post, including the money

transfer facilities. [However, one feels that the strength of India Post vis-à-vis Banks could have been better brought out. For example, in spite of the presence of multiple players including banks, in respect of international money transfer, India post has far greater share. The position in respect of Western Union alliance, India Post even a few years before commanded 43% of market share as against all the banks and private players. The unique reach and confidence level with public makes India Post a better player. Another aspect not brought out in the report is the creation of a unique software for domestic money transfer – Comparable to the unique advantage enjoyed by western union – by mostly India Post Software professionals working with an Indian Company. A clean example of “made in India”!]

- iv. Post office savings bank is noted [However, its unique role as a significant player for directly providing funds to the Governments’ (State as well as centre) infrastructure projects has not been projected. Small savings (which is actually a big, recurrent source of savings) under non-plan revenue head in capital Budget of the central government is a main source for funds to infrastructure projects]
- v. The recognition in the report of India Post’s role in reaching social security and pension is a positive.
- II. Now, to the other aspects of the report on certain vital points:
 - i. At para 2.11.2, the report talks about the declining postal traffic without going into the causes. The presence of courier businesses, with no legal recognition or legal responsibility (everyone cannot run to customer court under customer protection Act, 1986), has diverted the growing mail. Even government institutions like PSUs are irresponsibly sponsoring the courier industry. Why? The fact that a Post office act amendment bill was moved even ten years back, which provided level playing ground – in keeping with International practices – and which would have given a legal basis and legal responsibility to courier industry was not pursued. The subsequent effort of

an alternative bill of 2011 is diversionary and anti – India Post, is well known. It was rightly opposed by Unions and their objections are yet to be answered. Is it the way to leverage the unique strength of India Post?

- ii. While a detailed mention of its IT projects is made in the report, The committee appear to have not been briefed about a major asset of the department viz. its software development centers, where just postal clerks – at normal salaries as against fancy salaries in IT industry – have produced successful software in every aspects of the Departmental activities and which software’s have served the Department for many years with little cost, maintenance or breakdown. India Post even entered the software export – area. Should this unique strength not be leveraged?
- iii. The focus on profitability is surely welcome, but the way it is approached leaves much to be desired. India Post has been following a very good strategy in keeping its price of mail related products low, while leveraging – the main thrust of the report – its financial, business and other retail activities to bring in the revenue. This serves the common man as well as the business/ Industry growth. Its indirect contribution towards industry and business – particularly SME sector – as well as Governmental business towards rural population should be taken into account.

Costing the India post only based on the book revenue is short sighted. Had India Post be not there and only couriers exist, what would be the cost of services/ Business/Government in this country? Without factoring those indirect contributions of India Post for the success of other economic players, only to go by the book revenue, is old accountant’s concept and limits vision! Who prevented the Government to have an independent regulator – both for India Post and Couriers – so that realistic pricing can be fixed, as in other sectors? The independent regulator was suggested in the earlier – ten years before – bill. What happened to it?

Again, is profitability the only yardstick to be used in this context? For example, India Post provides a unique input to the Defense of this country – Army Postal Service. Can any courier provide this service?

India Post as leveraged already itself to serve everyone of the Government activity – be it customs duty collection, providing quality man power and service to Army and so on. The report is silence on this.

Comparison with other countries – as at Para 8-1-5 is not on even scale. Japan, Germany and Switzerland by size- wise, economy- wise and reach-wise are different. If a comparison with Germany is made on profitability – logic, yet not giving a full banking license to India Post, while German Postal system was given one in the way of Deutsche Post Bank making German Post office became profitable. This was the logic brought out in a research paper discussed in the World Bank – India Post seminar way back in 2005.

The recommendation to broadly link the prices of various mail services to their real cost is excellent but it should be practiced-

- (a) by Considering the economic contribution of India Post to other services / Businesses in India (b)by allowing the leveraging of its financial services as a bank and (c) legislating the Post office Act amendment bill of 2006 (not the later one but the ten year old one) and (c)by bringing in level – playing field for India Post and courier through an independent regulator.
- iv. The report coverage on the subject of parcel and e-commerce services is well taken. India Post is already a pioneer in leveraging its network to cover the cargo segment (through Logistics Post) and e-commerce area (through e-Post ect). The report correctly recommends the concentrating on technology as well as warehouses etc. Where it fails is that even Government departments, public sector undertakings etc are not mandated to only use India Post and not couriers. The report acknowledges the unique role of India Post in Nation building and serving every corner of the country – urban and rural : but shys away from mandating its full use by Government organization, PSU’s. why?
- v. The recommendations at para 9-2-23 that a separate vertical link from the directorate to the field with dedicated, nodal and mechanized delivery system may sound well

in theory on paper, but it is not routed in the realities of organizational culture and management. Leveraging concept calls for taking advantage of existing strengths and opportunities. While separate attention at directorate level, circle level and division level is called for, its total independent functioning will make the managerial level non-cooperative.

The concept of parcel kiosks and dedicated staff is welcome

The recommendations at 9-2-26 for security is very essential

Similarly, the financial layout, suggested to improve technology, equipment and warehousing is in the right direction.

vi. The retail services by the India post is already a vindication of its realization to leverage its network. The recommendation at para 10-3-4 is very well made. This recommendation will be strengthened if a central government direction, to all its departments and PSU's to use India Post as the first choice for retailing of any of their services/ products, is issued.

vii. On insurance services, the report recognizes India Post's unique advantages:

a) At para 11-2-3, the standing committee on IT (62nd report, 2011, para 19) is quoted pointing its low coverage at meager 2.7% in spite of the lower premium and higher bonus. Why? The report talks about the competitions – LIC and 23 other players – At para 11-7-4. What it fails to take note is the restriction placed on India Post – PLI to cover only Government organizations, PSU and Armed Forces. This historic limitation should be now removed; level playing ground ensured and PLI should also be brought under IRDA. Then, the unique leveraging of India Post's advantage is possible. India Post has already proved its capacity to succeed, on the introduction of RPLI, Post – Malhotra Committee report in 1990s.

b) The observation of the report at 11-2-5 is well taken. But who has prevented the India

Post in reaching its full potential of financial share. Why the full banking license is not given to it? If given, India Post can beat any bank /Insurance company. Probably, the committee was not aware as to how the concept of Postal Finance Mart – Leveraging India Post's banking, Insurance, Mutual funds, general insurance, money transfer activities – was evolved, to convert its 300 high networth Finance Marts into a full bank. Right from the beginning, these Finance Marts beat every bank – PSU or private – where they came into existence. What is required is the full license for a bank. The observation at para 11-2-6 is not borne by facts.

c) The recommendation to create a corporation for Postal Life Insurance as 100% owned one by Department of Post at 11-3-1 is timely. The transitional arrangement suggested is well conceived. It was in anticipation of this only; the investment mechanism for PLI funds was envisaged and introduced ten years before.

d) The recommendation at para 11-7 to distribute products of other insurance companies is not at all acceptable. When PLI and RPLI itself becomes an independent insurance business (bringing revenue to India Post as a holding corporation), where is the question of vying competitors' products? It is the thin end of the wedge which will destroy PLI. This should not be done at all. The attempt of one of the leading private bank to get a similar concession was effectively countered ten years before.

viii. The recommendation of the committee on Post bank of India is generally okay. As discussed at pre paras, what is required is to convert the 300 and odd finance Marts into a holding corporation with full bank license and to leverage the postal network for business – lending and deposits, similar to the case of Deutsche Post Bank of Germany. Good technological planning and implementation is a sine quo non. The details into which the committee has gone is welcome but should be again gone in detail, when once the full banking license is given.

- ix. The Strength of India Post is its rural network. There is no need to expand it any further, except in rare cases. Establishing new Branch post Offices in collaboration with State Government, Panchayat etc will dilute the independence of India Post and compromise it. Hence, the recommendation at para 14-1-3 is not advisable. Already, the concept franchising is approved in the department. It can meet the rare cases. (Probably this was not brought to the notice of the committee). The recommendation of the report at 14-2-6 for roof top solar power is most welcome. In fact, India Post can leverage at its real estate for generating solar power, apart from meeting its needs, commercially also.
- x. The committee has correctly observed at para 15-1-4 about incentive scheme. In fact, it is an unique incentive scheme which built speed post. This recommendation is welcome. Similarly, recommendation at para 15-2-1, for central government to carry the present pension liability is the correct move.
- xi. Two recommendations at para 16-4-1 are there –
- a) CIC could be provided with a bulk client code at RL numbers/Reference numbers is useful. Already provision exist for bulk booking of RLs which can be modified to incorporate this suggestion
- b) The suggestion that the franking logic of AMPC system should be incorporated in the address of the cover of communication letter itself is implementable, since the PIN is what is translated into manual bar coding. This can also be immediately saving cost for Department. Standardization of envelopes is the only condition precedent.
- xii. On publicity and PR, the recommendations are welcome. However, perhaps the committee was not appraised of the experimentation in Tamil Nadu 14 years before on social auditing, which built enormous PR for India Post. This could also be added.
- xiii. The issue of amendment to Post Office Act is discussed in extenso in para 19-2. The committee refers to only the PO Act amendment bill of 2011. FNPO has already given, in detail, its reservations on that bill. The first amendment bill of 2005 – 2006 is more balanced, competition – encouraging and level- playing- ground creating one. The committee appears to have not been briefed on that and reservations of unions on 2011 bill. It is better that bill of 2005-2006 is restored and paused.
- xiv. The annexure of the report itself says it is only – a – Model. It needs specific and detail discussion.
- III. FNPO wants to draw attention to the points raised by it, in the points raised above, for re-appraisal by the committee and Department of Post. It desires implementation on the following suggestions listed above:
- Para II (i) Re - introduction of PO Act amendment bill in the original form of 2005-2006 and not one of 2011
- Para II (ii) Building on Department's Software Development Centers for IT
- Para II (iii) Re- appraisal of the profitability of Department using different costing model and to allow India Post to leverage its financial services as a full bank.
- Para II (iv) Mandate all Government Departments and PSUs to use only India Post.
- Para II (v) Government to allocate in its Budget provision for building India Post's parcel and logistics capability.
- Para II (vi) Government to direct its departments and PSUs to use India Post as a first choice to retail their products/services.
- Para II (vii) (b) Granting a full banking license to Department to leverage its financial services through a holding corporation.
- Para II (vii) (c) Create Postal Life Insurance Corporation as a fully held holding corporation of Department of Post and allow it to do business with all, removing the limitations on PLI.

Para II (vii) (d) Not make Department of Post to distribute the products/services of other insurance banking companies.

Para II (ix) Invest for Department to leverage and its franchising model for rural expansion and real estate for solar energy generation.

Annexure D This annexure calls for further discussion and a refinement.

Leveraging on India POST's Strengths and Opportunities is a welcome move. But, it should not be by destroying its inherent special advantage to the Nation. India Post, in the current department form, is the biggest asset for the Government and public. Converting it into a corporation will not bring any new advantage, but will only destroy its unique strength for Government and public. Retaining the department- format for India Post, but allowing it to operate holding corporations through a full bank and a fully empowered subsidiary Insurance company are the right way to leverage the India Post for the good of the Nation. Passing the PO Act amendment bill of 2005-06, not the bill of 2011, is a must to create and sustain a healthy and legal competition. This will be the only logical way to pursue the concept of Leveraging. It may clearly be noted that this analysis fully approves many of the suggestions of the report. Hence, where the logic of the report deviates from the objective of leveraging, the above analysis comes up with concrete logic-based suggestions. It is therefore expected that these suggestions are accepted and implemented, to which the unions will extend support.

FNPO is willing to discuss all these issues.

Yours Sincerely,

(D.THEAGARAJAN), Secretary General

Annexure - 20

MEETING OF COMMITTEE CONSTITUTED ON CADRE RESTRUCTURING OF GROUP C EMPLOYEES HELD ON 28TH APRIL 2014 IN ROOM NO. 347-D, DAK BHAWAN, SANSAD MARG, NEW DELHI.

RECORD OF DISCUSSIONS

The Committee constituted by the Department on cadre restructuring of Group 'C' employees vide No. 25-04/2012-PE I dated 23rd Oct. 2013 held its

final discussions on 28th April 2014 at 11.00 hours under the Chairmanship of Shri V.P. Singh, DDG (Personnel). The following were present:-

OFFICIAL SIDE

1. Shri V.P. Singh, DDG (P) – Chairman
2. Shri Alok Saxena, Secretary PSB – Member
3. Ms. Trishalijit Sethi, DDG E Member
4. 4. Sh. Surender Kumar, ADG (PCC) – Member Secretary

STAFF SIDE

1. General Secretary, AIPEU, Group 'C'
2. General Secretary, NAPE, Group 'C'
3. General Secretary, AIRMS & MMS, Group 'C'
4. General Secretary, NU RMS & MMS, Group 'C'
5. General Secretary, AIPEU, Postman & MTS
6. General Secretary, NUPE, Postman & Multi-Tasking Employees.

2. The Committee had earlier met on 27th November 2013, 4th & 5th February 2014 and had detailed discussions.

3. The representatives of the Staff side informed that Postal Assistant cadre officials are getting promotions in promotional hierarchy to Grade pay of Rs. 2800/- (PB-1) in Lower Selection Grade at a time when they are already placed in the Grade Pays of Rs. 4200/- (PB-2) or Rs. 4600/- (PB-2) on award of financial upgradation(s) under MACPS. Taking note of this factual position and detailed discussions, the following recommendations in respect to the cadre restructuring of Group 'C' employees were agreed to:-

a. The post of SPMs in Single Handed Post Offices and Double Handed Post Offices will be placed in the Grade Pay of Rs. 2800/- in the Pay Band PB-1.

b. The post of Sub Postmasters in Triple Handed Post Offices and all other existing norm based LSG Posts in Post Offices will be placed in the Grade Pay of Rs. 4200/- in the Pay Band PB-II.

c. All existing posts in HSG-II will be placed in the Grade pay of Rs. 4600/- in the Pay Band PB-II along with the existing HSG I posts.

d. After the implementation of the above restructuring, the officials in the grade pay of Rs. 4600/- who have completed 2 years of regular

service, will be granted the Grade Pay of Rs. 4800/- in the Pay Bank-II on non-functional basis after following the usual procedure of non-functional upgradation(s).

e. Cadre ratio as per the agreed position mentioned at (a) to (d) above, will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle & Administrative Officers as also to the PA cadre of SBCO.

f. In respect of Postmaster Grade I, Grade II and Grade III Posts, once the recommendations of this committee are implemented, the matter will be examined in the light of the same.

g. In the light of peculiar situation of Postman/Mail Guard Cadre where the work for bulk of the cadre continues to remain the same, as a special case the Committee recommends the ratio as worked out in pursuance of (e) above may be considered for implementation for these cadres as well and that the cadre so restructured may concurrently get the benefit of MACP also.

h. MTS being a common cadre in all Central Government Ministries/Departments will be extended the same benefits as commonly decided for them.

Signed by All General Secretaries

Annexure - 21

MINUTES OF THE JCM STANDING COMMITTEE MEETING HELD ON 23/08/2013.

D.G. Posts No. 06/03/2012-SR dated 2nd September, 2013.

1. Standing Committee Meeting held on 18.12.2012

Sl. No. Agenda Item	Decisions taken	Action By
1. Cadre Restructuring for all Non-Gazetted Group B & C cadres	The staff side was informed that as per the discussion held on 02/08/2013 the cadre restructuring committee will be re-constituted. It was assured that the committee will be constituted within one week and the first meeting of the committee will be held within a month. It was also decided that the draft of the Salim Haque committee will be discussed in the first meeting.	DDG (Estt)
2. Creation of System Administrators Cadre.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
3. Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
4. Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.	This item was also included in the agenda list at the last moment on the request of staff side. It was decided that the proposal will be	DDG (PO & CP)

	examined on file and reply will be given to the staff side in the next JCM (DC) meeting.	
5. Protection of pay of the defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.	Detailed compliance of pay fixation & consequent revision of due pensionary benefits is still awaited from Punjab Circle. The issue of extending the same benefits as conferred in the case of Sh. Natha Singh will be considered on receipt of the compliance as already decided.	DDG (Estt)
6. Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.	It was informed to the staff side that the file is currently with IFW and the matter will be expedited.	DDG (Estt)
7. Conveyance of cash with police escort- Problems there on.	There are two issues under this item:- (i) Conveyance of cash with police escort – this issue has been closed. (ii) Fixing of line limit – A committee has been constituted under the chairmanship of DDG (CP&PO). The committee will meet on 26/08/2013.	DDG (CP&PO)
8. Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.	The staff side was informed that this issue will be addressed in the IT Modernization Project.	Item closed.
10. Allowing to appear in the Departmental Exam like IPOs – case of physically handicapped officials.	The matter is under consideration in consultation with Ministry of Social Justice, the nodal Ministry for notification of identification of the post for reservation in Department of Posts for persons with disabilities. It is pending with that Ministry and the matter is being pursued with them.	DDG(P)
11. Transfer of all HSG I Posts to General line	As per the existing RRs, HSG I recruitment is done from general line (from LSG, HSG II cadre) and through IPO line. This provision was disallowed by DoPT and the matter has now been referred to DoPT in totality to enable DoP to revise the RRs so that all HSG posts can be transferred to General Line.	DDG(P)
12. Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.	The case for change of honorarium as incentive was taken up earlier with IFW Division. For calculating incentive for each item of work, IFW has asked for devising new norms for items of work being carried out at Divisional Office. Meanwhile, under the ongoing FSI project all the PLI / RPLI operations are further	CGM (PLI)

	being decentralized to CPC / HO level. Subsequent to implementation of FSI the time factor for all processes on the new insurance software will be available for calculating workload for staff / supervisor working as per the new work flow in CPCs. Once the required norms are arrived the matter of incentive beyond a minimum threshold payable to CPC staff will be taken up.	
13. Grant of OTA/ Excess Duty Allowance to the SPMs working in single / Double handed Post offices.	OTA is not admissible to SPMs. The matter of introduction of an extra duty allowance to the operative staff of the Department is under examination in consultation with Nodal Ministries. However, it may not be out of point to mention that in absence of admissibility of OTA to SPMs, the question of grant of extra duty allowance may not arise.	DDG (Estt)
14. Counting the training period for benefits of promotion under TBOP / BCR scheme	The matter is under consideration in consultation with Department of Legal Affairs and Department of Personnel & Training.	DDG (Estt)
15. Holding of examination for filling up to posts of AMM in MMS	No RRs are currently available for Assistant Manager (MMS) and the feeder cadres and this is preventing the Department from holding examination. However, required documents and inputs to frame the RRs are being obtained.	DDG (P) /DDG (Estt)
16. Holding of DPC for filling up the posts of Deputy Manager MMS	The DPC will be held within a period of three months.	DDG(P)
17. Appointment to the grade of Supdt. Stg. In RMS	The DPC will be held within a period of three months.	DDG(P)
18. Acute shortage of 'C' Bags.	The staff side agreed that there is no shortage of 'C' bags now.	Item closed.
19. Implementation of recommendation of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post offices.	It was decided that the detailed proposal will be sent by the staff side and will be examined by the Establishment Division. If some relevant points are raised by the staff side and which help to resolve the issue, the same will be included and the proposal will be referred tenth time, to the M/o Finance for consideration.	Staff side DDG (Estt)

20. Allot 19% Group B vacancies for General line and permit all Group C official in Postal, RMS, Admn. and Postal A/Cs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.	The staff side was informed that a committee has been constituted under the chairmanship of DDG (R&P) which will meet on 29/08/2013 and the report of the committee will be submitted within a period of 15 days.	DDG (R&P) DDG(P)
21. Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation in unconstitutional and discriminatory and dropping of confirmation examination.	The staff side was informed that the problem in this case is only in Tamil Nadu Circle. It was decided that the issue will be taken up separately with Tamil Nadu Circle.	DDG(P)
22. Pay protection to employees who seek transfer to a lower post under FR 15 (a)/transfer under Rule 38.	DoPT's OM No. 16/4/2012-Pay-1 dated 05/11/2012 clarifies the issue.	Item closed.
24. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.	The staff side was intimated that the PAO office in Trivendrum shall be accommodated in the new building at Poojapura. Postal Account Office for Patna has also been approved in EFC meeting, whereas the proposal of Hyderabad Postal Accounts Office has not been acceded to by the Planning Commission in the EFC Meeting.	Item closed.

PENDING ITEMS IN THE LAST DC (JCM) & STANDING COMMITTEE MEETING ON JCM SUBJECT

II. JCM (DC) Meeting hold on 28.12.2012

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	In the last JCM (DC) meeting held on 28/12/2012 a point was raised by staff side that everytime in a proposal in respect of grant of higher rates of HRA by circle it is required that the same should be accompanied by Establishment review figures. The official side concluded that this is not required as per MoF rules. It has been decided in this meeting that this decision taken in the last meeting will be followed.	Item closed.

2. Imposing unjustified conditions for appearing IP Examination for the departmental quota vacancies.	The matter is being examined.	DDG(P)
3. Construction of new building at Kodialbail HSG I SO in Mangalore Division, Karnataka Circle	It was decided that a report will be obtained from circle to ascertain whether the area of the post office is sufficient as per SOA and functionally convenient; failing which action will be taken accordingly to resolve the issue. As regards construction of new building, the proposal was not accepted because the building is safe for occupation as reported by SE (Civil), Bangalore.	DDG (Estate & MM)
4. Construction of new departmental building for Itanagar Head Post office.	Construction has already started in May, 2013. Item closed.	Item closed.
6. Uniform application of incentive for IMT work	The proposal for the incentive for IMTS work done in the post offices has already been worked out in detail along with its financial implication. The related file was submitted to JS & FA and the said file has been received back with some queries. The file is being submitted again with compliance and seeking further orders.	DDG (FS)
7. Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 – case of Karnataka Circle	This office has already issued order to stop recovery of interest from the officials at fault on 08/02/2012. Since the Accounts were transferred to the Bank and RBI is the controlling authority of the Bank, the S.K. Region, Bangalore wrote a letter to RBI to issue order to the said Bank to get recover the excess paid interest on behalf of the Department of Posts. Matter has also been taken up with the RBI by this office. Reply is awaited from RBI.	Item closed.
8. Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6 th CPC recommendation in	The issue is currently under examination.	DDG (Estt)

the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.		
9. Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials.	It was decided that the issue will be examined whether the Dies non should be taken for reckoning of continuous service in such cases. Reply will be sent to the staff side separately, after examining the proposal within the framework of extant rules of the Government of India.	DDG (Estt)
10. Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service.	The matter has been examined and it has been decided with the approval of Secretary (P) that Maharashtra circle may refund the postage recovered from the booking clerks who book foreign articles to those countries where India Post does not have any service.	Item closed.
11. Fixation of Pay for canteen employees after Sixth CPC.	A clarification will be issued by the Establishment Division.	DDG (Estt)
12. Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference.	Ruling of DoPT on this matter has been circulated to all Circles for taking appropriate action.	Item closed.
14. Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles	Instructions have been issued from time to time to hold DPC meetings as per the schedule prescribed by the Department of Personnel & Trg (DoP&T). As regards filling up of the vacancies in HSG.I, a proposal was referred to DoP&T to fill up the vacancies in HSG.I as per the provisions of existing Recruitment Rules till finalization of amendment to the existing Recruitment Rules. DoP&T has approved the proposal. Directorate vide letter No. 4-44/2012-SPB.II dated 18/04/2013 has issued instructions to all Circles to fill up the vacancies in HSG.I in PO & RMS Offices as per the provisions of existing Recruitment Rules by convening DPC meetings by 30/04/2013 and issue the promotion orders by 06/05/2013. Subsequently, another letter dated 27/06/2013 from Member (P) has been issued to all Circles with the request to ensure that all the vacancies are filled by	Item closed.

	convening DPC meetings and through Departmental Examinations.	
16. Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - regarding.	The issue involves amendment of Recruitment Rules. It is being examined and decision will shortly be taken in this regard.	DDG(P)
17. Special drive for residual vacancies.	For filling all the unfilled vacancies of Multi-Tasking Staff and Postman / Mail Guard in Subordinate offices and Circle / Administrative offices, necessary instruction was issued to all Circles vide letter No. 45-2/2011 -SPB-I dated 18/10/2012 with the direction to take action to fill up all the vacant posts of earlier years latest by 30 th June, 2013. The drive is over and a status report from the Circles has since been called for to review the position.	Item closed.
18. Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	Recruitment Rules for the post of PA (CO & RO) are being revised. However, a proposal is moved to operate the old RRs for filling vacant posts in the cadre of PA (CO). Regarding filling up of the posts of MTS in CO / Admn Offices, necessary instructions have already been issued to all Circles in October, 2012 to fill up these posts.	DDG (P)
19. Promotion of OS to AD (Rectt.).	DPC for 4 AD (Rectt) completed. Item is closed.	Item closed.
20. Tenure in RMS Head Record offices/Divisional offices.	It was informed by the staff side that the Rajasthan, Delhi and Orissa circles are not following the guidelines. It was decided that the instructions will be reiterated to these circles.	DDG (Estt)
21. Non-filling of IPO post of Direct recruits in J & K Circle	The Staff Selection Commission, who allocates the candidates for appointment to various Circles as per the preference given by the candidates, has been requested vide letter dated 07/06/2013 to give special consideration to nominate / allocate the candidates of J&K Circle for appointment to the post of Inspector of Posts through Combined Graduate Level Examination in order to ensure that posts do not remain unfilled.	Item closed.

22. Short drawal of Grade Pay – In case of Pharmacists in P&T Dispensary	There is no case of short drawl of grade pay for pharmacists and the issue has been decided by, Deptt of Expenditure, Implementation Cell and the orders have been circulated to Circles.	Item closed.
25. Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	DoPT order no. 38-37/2008-PNPW(A) dated 10-12-2009 in this regard have been re-circulated to Circles.	Item closed.
26. Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/expired from service after 31.08.2008 without having been imparted training.	The issue is referred to Ministry of Finance, Department of Expenditure.	DDG (Estt)
27. Fixing norms for Postmen work	The norms were formulated after scientific work study by IWSU in 2008. Since five years have already lapsed, it was decided to conduct another study by Departmental Officials or by a third party to review the postmen norms. This decision was taken in a meeting held on 02/08/2013 under the chairmanship of Member(P).	DDG (Estt)
28. Performing double duty by Postmen on Double Duty Allowance Basis.	The Fixed Monetary Compensation to delivery staff for performing duty of an absentee Postman by combination of duties has been revised vide this office Order No.10-7/2001-PE.II dated 24/11/2010.	Item closed.
29. Provisioning of 10% LR.	Clear instructions will be issued by Establishment Division to all circles.	DDG (Estt)
30. Irregular commutation of LR Strength	This item is closed in view of item 29.	Item closed.
31. Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was informed to the staff side that this issue has been resolved and the staff side was also apprised of this.	Item closed.
32. Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a training module will be developed for the visually handicapped in the Directorate within a period of two months and	DDG (Training)

	circulated to all circles for compliance.	
33. Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet.	The matter has already been addressed in the CSI RFP.	Item closed.
34. Supply of updated Postal Manuals, Volumes and Reference books to all offices.	The concerned Divisions have been reminded vide letter No.9-13/94-PF (pt.iv) dated 08/07/2013 for furnishing the material for printing / uploading of Postal Manuals, in the official website. The action will be completed within a period of three months.	DDG (Estates & MM)
35. Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle.	(a) Baster Division: As no matching savings have been provided by the Circle Office for creation of additional posts, the proposal for bifurcation of Baster Division to create Kankar Division is found not feasible in view of ban on creation of Plan / Non- Plan posts by Ministry of Finance . (b) Raigarh Division: The circle has been asked to provide matching savings for creation of posts required for the proposed Sarguja Division after bifurcation of Raigarh Division. It has also been asked to furnish the financial implications involved in bifurcation of Raigarh Division. This part of the item is closed.	DDG (Estt)
39. Review of work load in Business Office.	It was decided that a report will be called for from the circles about the expenditure incurred and the revenue gained.	CGM(MB&O)
42. (i) Timely supply of uniform and issue of Kit Card.	It was decided that the instructions will be issued once again to all Heads of Cirlces for timely supply of uniform to eligible postal employees. The staff side was also informed to take up the matter at circle level.. Issue of Kit Card: The Directorate has called for the comment from all heads of the circles to explore possibility for issue of kit card on 03/06/2013. Reply received from the circles so far is in favour of the issue	DDG (Estates & MM)

	of kit card to the postal employees, hence it was decided to agree to the proposal and further necessary action may be initiated.	
43. Downgradation of HSG II AHRO post in Maharashtra Circle	The proposal will be examined by the Establishment Division.	DDG (Estt)

The meeting ended with a vote of thanks to the chair.

Annexure - 22

Minutes of the JCM, Departmental Council (DC) Meeting held on 27/11/2013

F.No.06-02/2013-SR

2-15 Agenda Item :

Irregular interpretation in filling up the posts of LSG (NB) in Accounts line – request modification

In the 1st Para of the Directorate letter No. 06-12/2010-SPB dt. 07.03.2011, it is mentioned that the posts of LSG in Accounts line in respect of PO & RMS offices will be filled by the PA/SAs with 10 years regular service in the grade who have passed the PO & RMS Accountant examination and in the last para it is stated that list of such PA/SAs who have passed the Accountant's examination by the crucial date prescribed for assessing the eligibility may be prepared based on their seniority in PA/SA grade which is totally against to the Provisions contained in volume IV statutory rules.

Further, the Directorate vide its letter No. 9-15/85-SPB-II dt. 01.05.1986 clarified that the appointment to LSG Accountants posts are to be made according to the year of passing of PO & RMS Accountant Examination. It is a settled issue and it cannot be revised without amending the statutory rules of volume IV and the practice hither to adhere to by an administrative order.

It is crystal clear that the seniority of the Accountants shall be counted from the date of passing the PO & RMS Accountants examination and not from the date of entry of PA/SA cadre which will defeat the very purpose of qualifying in the examination.

It is therefore requested to kindly review and reconsider and modify the position that the eligibility shall be determined from the date of qualifying in the PO & RMS Accountant examination.

Decision Taken : It was informed to the Staff Side that the post of LSG in accounts line are filled by PAs/SAs with six years regular service in the grade, who have passed the Accountant's examination. Passing the examination is an eligibility condition and seniority cannot be counted from the date of passing the examination. Seniority is based on the seniority in PA/SA Grade which cannot be diluted even if one clears the examination earlier.

3.17 Agenda Item :

Modification in the revised Postmen / Mailguard recruitment rules

As per the previous recruitment rules, 50% of the Postmen/MG vacancies were reserved as Group D promotional quota (25% seniority and a 25% merit) The unfilled up Group D promotional quota vacancies were offered to GDS under merit quota. But as per the revised recruitment rules the 25% seniority quota of MTS is removed and the unfilled Group 'D' quota vacancies are offered to open market recruitment. This has adversely affected the promotional chances of senior Group D staff and also the GDS. This is in violation of the understanding reached with the staff side. It was assured that there will not be any open market recruitment of the post of Postmen/Mail guard cadre.

Further in the previous recruitment rules out of the 50% Postmen/MG/Vacancies earmarked for GDS, 25% were under seniority quota and 25% under merit quota. But in the revised recruitment rules entire 50% vacancies are earmarked for merit quota only, thus curtailing the promotional chances of senior GDS.

It is requested to review the Postmen/Mailguard recruitment rules to remove open market recruitment and also to restore seniority quota promotion.

Decision Taken :

The Staff Side grievance is that the unfilled Gr. D quota vacancies are offered to the open market recruitment which has adversely affected the promotional chances of senior Gr. D staff and GDS. The staff side was informed that the said provision enables the circles to induct younger officials from the open market who are capable of doing physical work and can be deployed usefully. It was, however, decided that since rule was recently amended, we may await two-three rounds of examination and thereafter review Recruitment Rules.

5-24 Agenda Item : Irregular postings ordered in the LSG Promotion in some Circles :

In Some Circles, promotion is granted to the cadre of LSG (NB) based on the dates of confirmation in the entry grade and not based in the DPCs. This has resulted in many junior S.As/P.As getting promotion as LSG (NB), while senior P.As/ S.As have been deprived of their due promotion. Clear clarification is required.

Decision Taken : The staff side was informed that as per DOPT's instruction dated 4/11/1992, seniority of a person regularly appointed to a post after 04/11/1992 would be determined by the order of merit and not according to the date of confirmation. The staff side agreed to this and it was decided to reiterate the above order / instruction to UP and Tamil Nadu Circles.

7-32 Agenda Item : Request for filling up of 25% vacancies of Mail Guard posts by promotion by selection cum seniority of Multitasking staff

The posts of Mail Guard under 25% by promotion by selection cum seniority of Multitasking staff, have not been filled up in RMS, in many Circles despite clear instructions were issued by the Directorate. The eligible officials were denied of their promotion in the vacant selections under the scheme of 25% by promotion by selection cum seniority of multi tasking staff.

Unfortunately, the new recruitment rules issued for filling up of 25% by promotion by selection cum seniority of multi tasking staff for the years 2009 2010.2011& 2012 was not observed in many Circles through clear guidelines are issued.

It is requested to cause suitable instructions in this regard and also to fill all the MG Vacancies in accordance with the instructions contained in Directorate memo No 44-2/2011-SPB-I dated 27.01.2011. and No. 45-2/2011-SPB-I dated 18.10.2012.

Decision Taken : The staff side was informed that for filling up all the unfilled vacancies of Mail Guard, necessary instructions have been issued to all Circles. Reminders have also been issued from Member (P) and review meetings held by Member (P) / Secretary (P) with the CPMsG of the Circles to ensure that the vacancies are filled up at the earliest.

8-42 Agenda Item : Problem related to MMS.

(a) Fill up vacant posts in MMS in each cadre and stop outsourcing of MMS Drivers.

(b) Supply of Uniforms and sanction justified posts of the Drivers and Artisans and replacement of condemned vehicles.

(c) Filling up the vacant Posts of Manager Mail Motor Service in MMS Pooona, Patna, Ahmedabad, Bhopal, Kanpur and Guwahati MMS units.

Posts of Manager Mail Motor Service in Pooona, Patna, Ahmedabad, Bhopal, Kanpur and Guwahati MMS units are lying vacant for the last more than 5 years. As the recruitment for the posts of Manager MMS is not being carried out since 2004, due to which resentment and discontentment among the staff is simmering.

(d) Regarding allowing Drivers and Workshop staff of MMS to appear in the Examination for promotion to Postal Assistant Cadre.

According to latest Recruitment Rules of PA/SA notified on 18th November,2011, category of cadres who can appear in the Examination for promotion to PA/SA are mentioned in Column 11 but there is no mention of Drivers and Workshop Staff in this column while the dispatch Riders who are also working in the MMS have been allowed to appear in the examination for promotion to PA/SA cadre.

Decision Taken : The DPC for Assistant Manager to Deputy Manager will be held very shortly. For filling up the posts of Manager (MMS) the RRs have been approved by DOPT and are being sent to UPSC. Meanwhile, a meeting was held with UPSC for filling up vacancies of Manager from open market. As regards framing of Recruitment Rules for the post

of Assistant Manager, it was informed that the UPSC has asked for certain information and the same has been sought for from Circles and Estt. Division. On receipt of the same, proposal for filling up vacancies will be taken up with UPSC. The Staff Side was informed that Drivers cannot be included in the RRs for promotion as PA / SA as they have their own structural promotion scheme within their own hierarchy.

9-44 Agenda Item : Fill up the 4 posts of Superintendent Sorting among HSG-I officials.

There are 4 posts of Supdt. Stg (Gazetted Group-'B') in RMS to be filled by General Line HSG-I officials of RMS on All India basis. This is the only channel for HSG-I officials in RMs to get promotion to Gazetted cadre. But since years together these posts are being manned by ASP cadre (in an officiating capacity as Gazetted Group -'B'). These posts may be filled up from HSG-I officials on a regular basis so that eligible HSG-I officials may get promoted to Gazetted cadre.

Decision Taken : DPC for Superintendent Sorting was held on 13/11/2013 and the orders of recommended officers will be issued shortly.

10-52 Agenda Item : Revision of Syllabus for Departmental Exams:

As the only avenue open to the cadre of Postman / MTS for higher promotion is that Postal Assistants through competitive examinations. The Department opted for revision of syllabus and pattern of examinations and the Staff Side to agree to it. It was told to us that the revision of syllabus and pattern of examinations would go a long way to help more candidates get through the examination to avoid many vacancies go unfilled after every examination. It took a long time for finalizing the syllabus and new method of examination introduced for LGO exam. However it is found that contrary to what was told by the Department the examinations of LGOs as well as the examinations from GDS to Postman and MTS have become so tough that it has become extremely difficult to answer many questions. This has led to a situation wherein the candidates could not get through these examinations and a large number of vacancies remain unfilled after the examinations.

Decision Taken : The committee set up to look into the issue has submitted its report which is being examined. Model Question Papers will be prepared and circulated to all the Circles to ensure that

difficulty level is uniform and not higher than educational qualifications / job requirements prescribed for the post.

15-86 Agenda Item : Engagement of Qualified GDS in vacant Posts of PA/SAS

The shortage of staff in Postal Assistant/Sorting Assistant is very acute due to non filling of vacant posts, prolonged officiating in LSG, HSG II & HSG I Posts, diversion of Posts to ME & System oriented works, deputation to circle office etc. The officials are forced to look after two or three PAs works daily which causes erosion in efficiency and criticism from customers. In order to overcome the present shortage, it is requested to kindly cause orders to engage well qualified GDS available in the department on daily rated basis as if engaged in Postmen/Group 'D' short term vacancies.

Decision Taken : There is no such provision in the Recruitment Rules of Postal Assistant / Sorting Assistant.

21-102A. Agenda Item : Maintaining LR strength and filling up the vacancies

Due to acute shortage of staff, the existing LRPAs were positioned against regular vacant posts, years-together, and slowly the LR P.A. S were amalgamated within the sanctioned strength mostly in all the Divisions and the Rectt. was denied against the 10% LRPAs posts, as in the case of residual vacancies. Hence a thorough review is requested in order to restore the LR strength exclusively.

Decision Taken : The staff side was informed that the sanctioned strength is computed by including LR strength (10% and 7.5% for class III and class IV employees respectively). Therefore vacancy calculations done by taking into account the sanctioned strength and it automatically includes the LR strength.

26-18 Agenda Item : Special Pay to PO & RMS Accountant

- (a) Grant of special Pay to TBOP/BCR official
- (b) Grant of special pay to MACP official with retrospective effect

As per the recent clarification issued by the Directorate, the grant of special pay has been extended to MACP officials who are working as Accountants. The order is effective only from the date of issue. Hence many MACP officials who have

been continuously working on the Accountant posts are deprived of the benefits from which date they are working as Accountants. Similarly like MACP, TBOP/BCR is also not promotion and hence the above benefit should be extended to TBOP/BCR officials also. Necessary clarifications may be issued.

Decision Taken : The staff side was informed that this issue has been re-examined by Deptt. Of Personnel & Training and it was not found feasible to give retrospective effect to the instructions dated 31/08/2012.

The grant of Special Pay to TBOP/BCR officials is being examined.

29-29 Agenda Item : Eligibility for drawl of Increment on 1st July of every year

There is a peculiar situation after implementation of VI CPC in drawing Annual Increment for those who get promotion on 1st of July every year.

3rd Up-gradation under MACP and Regular Promotion thereafter:

As per Para 4 of MACP Rules, at the time of regular promotion, if it happens to be a post carrying Higher Grade Pay than what is available under MACPs, No Pay Fixation would be available. And Only Difference of Grade Pay would be available.

When such regular promotion happens to be between 2nd Jan and 30th June, which results in Drawl of New Grade Pay for less than SIX MONTHS. It is noticed that some DDOs are drawing Annual Increment on 1st July taking into account the Pay and Old Grade Pay being drawn before such Promotion, though there is no specific rule that the NEW GRADE PAY shall be drawn for at least SIX Months for allowing Increment.

1. Ad-hoc promotion and officiating for more than 11 months on 1st July in broken spells.

The officials in such cases should have got Annual Increment on 1st July, in the officiating post, if they have more than SIX months' service in the SAME PAY + GRADE PAY.

In the Pre-revised scales there was a provision to allow Annual Increment after completing a period of 12 months in broken officiating spells and drew Pay in the same stage. Now, It should be allowed for a period of 6 months (including broken spells) as on 1st of every July.

Decision Taken : The orders regarding drawl of increment, MACP, pay fixation etc., are very clear

on the subject and are within the purview of Department of Expenditure. However, if there is any specific case where the said order have not been followed, the same may be taken up with the concerned Circle Office.

30-36 Agenda Item : Extension of Medical facilities for the treatment of employees and their families

The following Hospitals like as (1) Wochart Kidney Centre, Kolkata, (2) Kothary Medical Research Centre, Kolkata, (3) A.M.R.I. Salt Lake, Kolkata, (4) Apollo Gleneagles Hospital, Kolkata, (5) Anandaloke, Siliguri and (6) Paramount Hospital, Siliguri may be recognized as approved medical Clinic.

Decision Taken : The competent authority to empanel / recognize private hospitals is Ministry of Health & Family Welfare who have been requested vide letter No.4-1/2013-Medical dated 18/11/2013 to consider the proposal.

37-37 Agenda Item : Extension of Medical facilities at P&T Dispensaries - Jalpaiguri & Siliguri.

Due to shortage of Medical Practitioner the Staff / Employees are suffering badly. The employees are forced to take Medical facilities from the outside of the Dispensary. So some private Hospital may be authorized to allow for treatment for the Postal Employees and their families.

Decision Taken : Department of Posts is not competent to authorize any private hospital for its employees as per CSMA rules. However, the proposal regarding shortage of medical practitioner in Jalpaiguri and Siliguri may be taken up with CPMG West Bengal by the Staff Side.

32-38 Agenda Item : Recognition of Private Hospitals as referral hospitals in Assam and NE Circle

Unlike in other circles where a good number of private hospitals are recognized as referral hospitals, only one private hospital, downtown hospital in Guwahati is a referral hospital for the postal employees in Assam and NE Circle. Earlier the International Hospital and the Sankardev Netralaya in Guwahati were also recognized, but agreement lasted only for a small period. Chatribari Christian Hospital in Guwahati and Nazareth Hospital in Shillong have since been discontinued. Government hospitals in Assam and NE Circles are not up to the mark and cannot extend proper treatment as per present need. On the other hand

many sophisticated hospitals have come up in the cities and our employees are subject to financial hardship for taking treatment in these hospitals in absence departmental support. For super Speciality facilities, most of the patients are to be taken outside the NE Region by spending lakhs of rupees either from hard earned savings of the employees or from personal loans taken from others by endangering the future of the families concerned.

Under these circumstances, well equipped private hospitals in select cities like Guwahati (at least five in numbers), Shillong, Dibrugarh, Tinsukia, Jorhat, Nagaon, Tezpur, North Lakhimpur, New Bongaigan, Silchar, Agartala, Dimapur, Kohima, Imphal, Itanagar and Tura are to be recognized as referral hospitals for diagnostic, general treatment purpose and super special purpose.

Decision Taken : Ministry of Health & Family Welfare is competent authority under CSMA Rules to empanel / recognize private hospitals. In view of this they have been requested vide letter No.4-1/2013-Medical dated 18/11/2013 to consider this proposal.

54-31 Agenda Item: Creation of MTS Posts to the tune of vacant GDS MM and Temporary Status Casual Labourer Posts in RMS

Consequent upon the issue of Directorate Orders for keeping the GDS MM and Temporary Status Casual Labourer posts in RMS wing unfilled, the work load of the MTS staff in particular has increased manifold. The Circle, Regional and Divisional Administration have taken advantage of the said orders to keep the vacancies of all such GDS MM and Temporary Status Casual Labourer unfilled. They have not taken any effort to assess the actual work hours to be performed by those vacant GDS posts to create necessary Multitasking Staff posts.

It is requested to kindly issue suitable instructions to all concerned to immediately assess the total hours of work pertaining to the vacant GDS MM and Temporary Status Casual Labourer posts in RMS and take measures to create appropriate posts of Multitasking Staff in order to mitigate the problems of staff and the RMS services.

Decision Taken : New Posts cannot be created. It was decided that re-deployment of staff can be done if found justified on Establishment Review.

57-40 Agenda Item : Creation of more L-1 offices & problems thereon - Before implementation of

redesigning of the first Class Mail Offices, the staff side was assured that more L-1 offices will be opened and L-2 offices will be converted as L-1 where ever it is found necessary. But after its implementation, this was not kept up. We have already submitted a circle wise list to convert the following L-2 offices into L-1 to avoid back routing and delay to public mail vide letter No. R-III/5240 dated 29th May, 2012.

Decision Taken : There are 86 L-1 offices across the country. The number of L-1 offices is adequate and no change is required at this stage. In order to further expedite mail sorting and transmission, all L-1 and L-2 mail offices within a Circle have been allowed to close bags for each other vide orders dated 07/08/2013.

58-45 Agenda Item : Provide modern infrastructure and work materials to RMS offices.

Even after implementing the MNOP, RMS employees are still compelled to work in unhygienic and dilapidated office premises. Newly designed sorting cases and chairs are not even supplied to L1 offices. Inferior quality sealing wax, torn and ugly plastic bags are still continuing in RMS offices. It is requested to provide modern infrastructure and work materials to all RMS offices.

Decision Taken : Under the Plan Scheme on 'Mail Network Optimization Project' to be implemented during the 12th Plan period, the Department has formulated a proposal for a comprehensive infrastructure upgradation and improvement in working conditions of the mail offices. The plan scheme stands approved. Funds have been released to Circles for procurement of operational equipments for Mail Offices.

59-46 Agenda Item : Introduction of more cross bags between L1 and L2 offices within the circle.

Even though some cross bags are introduced within the circle, back routing, double handling and delay to the public mails are still continuing. To avoid this more cross bags may be introduced in between L1 and L2 offices within the circle.

Decision Taken : Recently, an instruction has been issued vide OM No.30-7/2012-D dated 07/08/2013 where in all L-1 and L-2 mail offices within a Circle have been allowed to close bags for each other for both first and second class mail.

61-78 Agenda Item : Formation of separate RMS division of Uttarakhand Circle

Considering the improvement in efficiency and better supervision in the Mail sector, a separate division with the headquarters at Dehradun for monitoring mails for Uttarakhand circle is the needy one. It is requested to consider the same.

Decision Taken : Approval has been conveyed for creation of new RMS ('DN') Division with its headquarter at Dehradun in Uttarakhand Circle from 01/09/2013.

63-33 Agenda Item : Non Supply of Uniform Chappals etc., to Ladies and Gents:-

It has been brought to the notice of this union that uniform cloth both polyester and woollen, shoes, chappals, etc., have not been supplied to eligible RMS staff in Uttar Pradesh, Tamil Nadu, Maharashtra, Bihar, Chattisgarh, Andhra Pradesh, Karnataka, Punjab etc. Kindly ensure supply of the all items of uniform etc., to the eligible staff.

Decision Taken : The staff side was informed that there is delay by some Circles in providing uniform, chappals etc., in view of the e-tendering procedure recently introduced. The staff is still not conversant with this new IT based procedure and hence there is some delay. The staff side was also informed to bear for some time as new technology will automatically solve all the problems. Member (Plg) provided status report in respect of some Circles, which is as below:

Punjab Circle: Supply of uniform to the eligible staff has been made upto 2013. Supply of shirts for winter and summer are under process.

Karnataka circle: Supply of uniform for the year 2011-12 has been made.

T.N. Circle: Tenders for supply of uniform have been floated.

Bihar Circle: Uniform supplied upto 2012 in North Region and process for 2013-14. In Central Bihar uniform could not be finalized due to observations of CIFA whether MTS staff is eligible for uniform.

Andhra Pradesh: All uniform have been supplied to staff upto 2013 except khaki, dark blue and white colour of uniform due to non supply of cloth by the bidders. Tender had to be cancelled. Fresh tender could not be floated due to paucity of funds.

Chhattisgarh Circle: Uniform Chappals have been supplied to staff upto 2011.

The staff side was also informed that the Circles have been directed to ensure funds to be utilized

judiciously to cover all requirements by segregating the amounts under various items.

65-41 Agenda Item : Ensure supply of canvas bags and discontinue plastic bags.

Plastic is creating health hazards from the environmental point of view. Several High Courts have given judgments against using plastic bags and pouches. Moreover, one of the main reasons for unabated loss and fraud cases are the use of plastic bags and pouches. It is requested to introduce canvas bags by withdrawing the existing plastic bags.

Decision Taken : Plastic bags are being used only as a make shift arrangement in place of canvas / blue mail bags. As soon as procurement of canvas bag materializes the use of plastic bags will be discontinued.

Canvas bags could not be procured because DGS&D had refused to procure the postal bags for the Department and returned the indent placed on them for the same. Thereafter, Directorate initiated the process for procurement of bags at its level. In 2012 e-procurement was made mandatory for any purchase of Rs.10.00 lakhs & more and, therefore, DoP in consultation with NIC initiated the process for procurement of B/W Air Mail Bags on e-procurement Portal as a pilot Project. The pilot project got launched in October, 2013 & now e-tendering for canvas will take place shortly in consultation with IFW & Competent Authority.

Member(Planning) assured the staff side that she is personally monitoring to ensure speedy resolution of this problem.

66-50 Agenda Item : Supply of better quality of uniforms

This is the important item and generally it is overlooked / neglected. Further it is mentioned that no timely supply anywhere in the Country was made resulting the uniformed staff remains without uniform and they are bound to purchase the cloth from their own pockets for which no reimbursement is made. Now it should be made clear that whenever there is any delay for supply of uniform for uniform staff should be allowed to purchase the cloth as per fixed amount and the same should be reimbursed in the interest of staff. Similar action in respect of other kit items should be made available

(a) Provision of cash payment in lieu of non supply of uniform and kit items: Whenever uniform and

other kit items are not supplied to the eligible staff whatever the reasons may be. In such circumstances a cash equivalent to the price of each item should be paid.

Decision Taken : The Directorate has been regularly issuing instructions on the subject. The clarifications on the subject received from DOPT after the new GFR 2005 came into effect were also circulated to all circles vide this Directorate's letter NO.23-5/2007-UPE dated 30/08/2011, 09/05/2012 and dated 01/07/2013. As per the DOPT's clarification superseding earlier instructions, Ministries / Department can now decide to procure uniform from anywhere and on rates subject to complying with the provisions of GFR 2005.

The Directorate has been advising all circles to supply good quality uniform to all eligible employees timely. There is no specific case of any circle received from staff side.

There is no provision for grant of cash in lieu of uniform and kit items.

80-71 Heavy delay in the disposal of Rule 9 cases So many retired officials proceeded with Rule 9 of CCS pension rules are not disposed of despite years of time are passing. Failing of Timely disposal is a matter of concern as the affected parties are waiting for very long periods for justice. Some filthy and revenging nature of the charges at the fag end of service were floated and the charged officials are in endless waiting for getting their pension benefits. To facilitate early justice to innocents, speedy and timely disposal of all Rule 9 cases is much needed of the hour.

Decision Taken : The staff side was informed that over a period of last three years 750 cases of non-gazetted officials have been settled. 120 cases are pending in the Directorate which will be liquidated, as far as possible, within a period of six months.

32 cases of PS Group B and above are pending at present for which IOs and other concerned officers have been reminded for expediting the disposal.

81-72 Agenda Item : Unwarranted delay in finalization of disciplinary cases

Despite the Government has reiterated its instruction vide DOPT OM No. 425/04/2012-AVD IV (A) dated 29.04.2012 for initiating disciplinary cases without delay and conclude the proceeding in time, there are several cases pending years

together leading mental agony and distress to the charged officials for a prolonged period.

It was instructed vide Dte. No. 4-26/98-vig dated 2/4/99 earlier that Rule 14 cases should be completed by the IO within 6 months from the date of its appointment. Accountability may please be fixed on IO, PO and DA for delaying. Justice delayed is nothing but the justice denied may be made aware to the concerned to avoid procrastination. A clear cut instruction is needed to be issued to all disciplinary authorities not to resort any revenging charges to settle their goals with biased intention.

Decision Taken : The staff side was informed that from May, 2013 to August, 2013, 225 cases under Rule 14 and 1619 cases under Rule 16 have been settled.

However, instructions will be issued to all the Circles to expedite disposal of pending cases.

87. Non filling up of canteen staff

Even though, the DOPT vide its OM No. 15/2/2010-Dir (c) dated 13.10.2010 & 27.06.2011 directed to fill up all the vacant canteen staff, the process has not been commenced in the Departmental canteens functioning in the Department of Posts. It is therefore requested to cause appropriate orders to fill up all the vacant post in.

RRs are being finalized for filling up the posts of canteen staff. DDG (P).

102. Request to withdraw the extension of business hours up to 5.00 PM (total 7 hours) including Saturdays against ILO norms and against 5 day week- administrative office / 6 day week - operative office principles.

As per the instructions contained in Dte. No. 11 - 2/2004-p. o. dt. 26.6.2012 instructions were issued to all the Divisions/units in other regions also to revise/extend the business hours up to 17.00 hours based on demand and revenue and based on this in Tamilnadu Circle, in one region ordered to extend the counter working hours for seven hours which results the closure of all offices late. The counter working hours should not be raised beyond five hours and six hours for bigger offices agreed upon earlier. It is requested to cause appropriate instructions in this regard.

The staff side was informed that no such instructions were issued by the Directorate to revise the counter working hours upto 7 hours a day. The Circles were

requested to extend the working hours for the maximum number of services to the extent possible, minimum being one hour, vide letter No.11-2/2004-PO dated 26/06/2012. (Item closed)

102 A Maintaining LR strength and filling up the vacancies

Due to acute shortage of staff, the existing LRPAs were positioned against regular vacant posts, years-together, and slowly the LR P.A. S were amalgamated within the sanctioned strength mostly in all the Divisions and the Rectt. was denied against the 10% LRPAs posts, as in the case of residual vacancies. Hence a thorough review is requested in order to restore the LR strength exclusively.

The staff side was informed that the sanctioned strength is computed by including LR strength (10% and 7.5% for class III and class IV employees respectively). Therefore vacancy calculations done by taking into account the sanctioned strength and it automatically includes the LR strength. (Item closed)

6. Stepping up of pay in case of postman and Group 'D' officials - regarding.

The condition of seniority in the gradation list to be observed for the stepping of pay has been misinterpreted in case of Kamataka Circle and the postman and Group 'D's are not permitted to claim stepping of pay at par with juniors in the Divisional gradation list.

The stepping up has been denied by stating that the seniority should be determined within the sub division where the official is working. This defeats the purpose of maintaining the gradation list at Divisional level in such cadres. Since the recruitment of postman and Group 'D' is being made at Divisional level and the seniority is also being determined based on the selection list of the entire division, the denial of stepping up of the pay is tantamount to the denial of dues to such officials.

Chief PMG, Kamataka Circle has been asked to furnish a status report. After the report is received, necessary clarification, if required, will be issued to Kamataka Circle. The staff side was also informed that such matters pertaining to a specific Circle should be taken up at Circle level. DDG(Estt)

10 Revision of cash allowance to SPMs in the absence of Treasurer.

Consequent upon the acceptance of Arbitration Award in CA reference No. 1 of 1990, the Special

Pay has been fixed to the sub postmasters of single and double handed Post offices for handling/ custody of cash at the following rates, vide the Directorate letter No. 6-4/80-PAP dt. 25.02.1992.

Amount of cash	Rs. 10,001 to		
	Rs. 20,000		
handled	Rs. 20/-		
Special Pay on an	Rs. 20,001 to		
	Rs.50,000		
average per day	Rs. 25/- (Per Month)		
Rs. 50,001 to	Rs. 1,00,000	Rs. 30/-	
Above	Rs. 1,00,000	Rs. 35/-	

Thereafter there is no revision of in the quantum of amount and also the practice of granting of such allowances has not been carried out in all the circles. Further, the same scheme has not been extended to the SPMs working in more than three hands and dealing the treasury work.

It is therefore requested to revise the rate and also cause orders for implementations.

The matter is under examination in consultation with the nodal ministries (DOP&T and Ministry of Finance). DDG (Estt)

12. Allowances required restoration & Now introduction

After the Second Pay Commission, considering the need and justification, the Department granted special pay to the single handed/double handed postmasters with Rs. 20/- & Rs. 25/- respectively per month. Similarly one supervisor supervising another supervisor was also paid special pay of Rs. 45/- PM. All these special allowances were withdrawn at the time of implementation of TBOP/ BCR schemes as matching savings. Now the TBOP/ BCR schemes were withdrawn, there is every justification to revive the allowances and revise the rate as per the present requirements.

The System Administrators are maintaining and caretaking number of computers apart from their regular work. There is ample justification to grant Allowance equal to Caretaker allowance to the extent of 10% of pay plus grade pay. Similarly, the Marketing Executives are performing exemplary works in the marketing and they may be considered for the grant of special allowance. The Postmaster cadre officials are also to be considered for the

care taking allowance since they are incharge of the offices and taking care of them.

It is requested to consider the above and cause appropriate decisions thereon.

The 5th Central Pay Commission has upgraded the pay scale of Postal Assistants who man the single and double handed Post offices. There is, therefore, no justification for revival of the Special Pay. However, the staff side was advised to put up the proposal before the 7th Pay Commission after bringing the 5th CPC upgradation to their notice, (item closed)

16. Applicability of various kinds of TA in Case of System Administrators.

A kind attention is invited to the Directorate letter No. 1/02/2011/PAP dated 17.01.2012, in which the application of SR-25 has been prescribed in the case of System Administrators and they have been asked to maintain log books for the grant of conveyance allowance.

It is pertinent to mention that the nature of the duties of the S. A cannot be equated with that of the PRI (P) and the others. Whenever there is call to attend the fault, the SAs has to rush to rectify the faults for immediate restoration of the system and office. Similarly all the inspecting officer has been granted TA/DA including road mileage allowance to carry out their duties.

As such if the SAs have to utilize public vehicle for their conveyance under TA/DA, it will cause more dislocation in services. Further the nature of work of SA shall not warrant to look after the faults so leisurely and they have to rush the spot to rectify the errors.

It is therefore requested to delete the provision of SR 25 and apply the road mileage allowance in the case if the official utilize his own vehicle for official Journey.

The staff side has informed that System Administrators have to rush to rectify the faults for immediate restoration of the Systems. They demanded that the provision of SR 25 be deleted in case of System Administrators and the road mileage allowance may be paid if the official utilizes his own vehicle for official journey. It was decided that a proposal will be submitted by the staff side which will be examined in the Directorate within the framework of extant rules on the subject. Staff side / DDG (Estt).

18. Special Pay to PO & RMS Accountant

(a) Grant of special Pay to TBOP/BCR official

(b) Grant of special pay to MACP official with retrospective effect

As per the recent clarification issued by the Directorate, the grant of special pay has been extended to MACP officials who are working as Accountants. The order is effective only from the date of issue. Hence many MACP officials who have been continuously working on the Accountant posts are deprived of the benefits from which date they are working as Accountants. Similarly like MACP, TBOP/BCR is also not promotion and hence the above benefit should be extended to TBOP/BCR officials also. Necessary clarifications may be issued.

The staff side was informed that this issue has been re-examined by Deptt. Of Personnel & Training and it was not found feasible to give retrospective effect to the instructions dated 31/08/ 2012.

The grant of Special Pay to TBOP/BCR officials is being examined. DDG(Estt)

20 Creation of New Posts of System Administrators and Marketing Executives instead of redeployment of the sanctioned PA posts.

At present, the Postal Assistants are being deployed to carry out the jobs of systems Administrators, Marketing Executives etc for which no establishment norms had been laid down. Resultantly there is an absolute shortage in the operative works being carried out by the Postal Assistants. Necessary action may please be taken for the creation of justified Posts.

The staff side was informed that having a separate cadre for System Administrator will not be advantageous for them since the cadre will not be able to support itself for prpmotion to the higher grade. If the System Administrators continue in the PA grade the channel of promotion is available. Looking from a macro view, it will be in the interest of System Administrators if they continue in the PA cadre as the educational qualification for system administration in any Department / Ministry will require technical qualification and the present System Administrators may not possess the same. (Item closed)

28. Revision of PPOs of Pre-2006 Pension cases.

Please refer to the OM No.38/37/08-P&PW(A) dated 13-02-2013 of Ministry of Personnel & PG &

Pensions on the above subject. There are many inconsistencies in the Table annexed to the above orders and the same was forwarded by the Directorate to field offices without clear guidelines as issued at the time of earlier Pay Commissions. Comparison between concordance table and pre-revised / existing scales are given in table form for every cadre.

It is therefore requested to grant pension by giving corresponding Grade Pay which has been given to those who are in service on or after 01/01/2006, of the Post from which the Pensioner retired. It is requested to cause to issue guidelines.

The below given explanatory note will substantiate the inconsistencies.

It is felt that the pay scales as on 01 -01 -1986, 01 -01 -1996 and grade pays of 1 -1 -2006 as mentioned in the Annexure are applicable to all the Central Govt. Departments in general. But there are different Pay Scales are in vogue for different cadres which are unique to the Postal Department. From 01 -01 -1996, different pay scales and different grade pays were adopted in the Department of Posts in respect of Group D / Mailman, TBOP / BCR grades in Group D cadre // Postman cadres (Mail Guard, Mail Overseer, Cash Overseer)/TBOP/BCR grades//Postal Assistant, Sorting Assistant, Sub Post Master Initial Cadre/TBOP / BCR grades // Postmaster HSG-I, HRO HSG-I // ASPOs, ASRMs // SPOs, SRMs // SSPOs, SSRMs, Junior Accountant, Senior Accountant, JAO/AAO, Accounts Officer, Sr.AO, ACAO etc. Comparison between concordance table and pre-revised / existing scales are given below in table form for every cadre. There are several orders on Group D cadres - sanctioning PB-1 with Grade Pay of Rs.1800/- for those who were in initial scale, PB-1 with Grade Pay of Rs. 1900/- for those who got upgradation of TBOP / ACP and PB-1 with Grade Pay of Rs.2000/- for those who got BCR promotion. Giving pension revision for Group D cadres based on Grade Pays of-1S scales.

The comparison between the pay scales given in the Table and the existing pay scales is given in the Annexure.

The staff side was informed that the concordance table is in accordance with the DOP&PW OM NO. 38/37/08-P&P(A) dated 28/01/2013. The concordance Table has been prepared on the basis of corresponding pay bands and Grade Pays of the

pay scales prevalent during 4th and 5th Pay Commissions' periods. They do not take into account the upgraded pay scales and / or pay bands and grade pays of certain posts. Neither the OM dated 28/01/2013-ibid contain anything about upgraded pay scales / pay bands. The pension / family pension of a person retired before 01/01/2006 has strictly to be fixed in accordance with the corresponding pay scale / pay band and grade pay irrespective of the post held and / or it's upgraded pay scale / pay band, Grade Pay attached to certain posts later on. There is, therefore, no need to issue any further / revised instructions / guidelines in this regard. Item closed.

29. Eligibility for drawl of Increment on 1st July of every year.

There is a peculiar situation after implementation of VICPC in drawing Annual Increment for those who get promotion on 1st of July every year.

3rd Up-gradation under MACP and Regular Promotion thereafter:

As per Para 4 of MACP Rules, at the time of regular promotion, if it happens to be a post carrying Higher Grade Pay than what is available under MACPs, No Pay Fixation would be available. And Only Difference of Grade Pay would be available.

When such regular promotion happens to be between 2nd Jan and 30th June, which results in Drawl of New Grade Pay for less than SIX MONTHS. It is noticed that some DDOs are drawing Annual Increment on 1st July taking into account the Pay and Old Grade Pay being drawn before such Promotion, though there is no specific rule that the NEW GRADE PAY shall be drawn for at least SIX Months for allowing Increment.

Ad-hoc promotion and officiating for more than 11 months on 1st July in broken spells. The officials in such cases should have got Annual Increment on 1st July, in the officiating post, if they have more than SIX months' service in the SAME PAY + GRADE PAY.

In the Pre-revised scales there was a provision to allow Annual Increment after completing a period of 12 months in broken officiating spells and drew Pay in the same stage. Now, It should be allowed for a period of 6 months (including broken spells) as on 1st of every July.

The orders regarding drawl of increment, MACP, pay fixation etc., are very clear on the subject and

are within the purview of Department of Expenditure. However, if there is any specific case where the said order have not been followed, the same may be taken up with the concerned Circle Office Item closed.

36. Extension of Medical facilities for the treatment of employees and their familie

The following Hospitals like as (1) Wochart Kidney Centre, Kolkata, (2) Kothary Medical Research Centre, Kolkata, (3) A.M.R.I. Salt Lake, Kolkata, (4) Apollo Gleneagles Hospital, Kolkata, (5) Anandaloke, Siliguri and (6) Paramount Hospital, Siliguri may be recognized as approved medical Clinic.

The competent authority to empanel / recognize private hospitals is Ministry of Health & Family Welfare who have been requested vide letter No.4-1/2013-Medical dated 18/11/2013 to consider the proposal. DDG Estt).

37. Extension of Medical facilities at P&T Dispensaries - Jalpaiguri & Siliguri.

Due to shortage of Medical Practitioner the Staff / Employees are suffering badly. The employees are forced to take Medical facilities from the outside of the Dispensary. So some private Hospital may be authorized to allow for treatment for the Postal Employees and their families.

Department of Posts is not competent to authorize any private hospital for its employees as per CSMA rules. However, the proposal regarding shortage of medical practitioner in Jalpaiguri and Siliguri may be taken up with CPMG West Bengal by the Staff Side. (Item closed)

38. Recognition of Private Hospitals as referral hospitals in Assam and NE Circle.

Unlike in other circles where a good number of private hospitals are recognized as referral hospitals, only one private hospital, downtown hospital in Guwahati is a referral hospital for the postal employees in Assam and NE Circle. Earlier the International Hospital and the Sankardev Netralaya in Guwahati were also recognized, but agreement lasted only for a small period. Chatribari Christian Hospital in Guwahati and Nazareth Hospital in Shillong have since been discontinued. Government hospitals in Assam and NE Circles are not up to the mark and cannot extend proper treatment as per present need. On the other hand many sophisticated hospitals have come up in the

cities and our employees are subject to financial hardship for taking treatment in these hospitals in absence departmental support. For super Speciality facilities, most of the patients are to be taken outside the NE Region by spending lakhs of rupees either from hard earned savings of the employees or from personal loans taken from others by endangering the future of the families concerned.

Under these circumstances, well equipped private hospitals in select cities like Guwahati (at least five in numbers), Shillong, Dibrugarh, Tinsukia, Jorhat, Nagaon, Tezpur, North Lakhimpur, New Bongaigan.Silchar, Agartala, Dimapur, Kohima, Imphal, Itanagar and Tura are to be recognized as referral hospitals for diagnostic, general treatment purpose and super special purpose.

Ministry of Health & Family Welfare is competent authority under CSMA Rules to empanel / recognize private hospitals. In view of this they have been requested vide letter No.4-1 /2013-Medical dated 18/11/2013 to consider this proposal. DDG(Estt)

Annexure - 23

MINUTES OF THE JCM, DEPARTMENTAL COUNCIL (DC) MEETING HELD ON 16/12/ 2014

Agenda Item 1: Removal of artificial Cap of 60 days for Bonus to Postal employeesAn artificial cap of 60 days has been inflicted for Bonus limit to Postal employees. This irrational boundary in no way linked with the Productivity and hence wrap up of 60 days be removed on the basis of Scientific Methodology.

Decision taken : The proposal will be taken up with the Ministry of Finance. DDG (Estt)

Agenda Item 2 : Fixation of initial pay of Ex-service men recruited in Department of Posts – Non Implementation of DOPT orders. The LPD of Ex Servicemen is not granted as starting pay with certain conditions in the Department of Posts. Necessary instructions to Circles/Divisions are requested.

Decision taken : Circles are again being asked to implement the DOPT's orders in this regard which have already been circulated. DDG (Estt)

Agenda Item 3 : Grant of Split duty allowance to HSG II, HSG I Postmaster Grade II, Postmaster Grade III SPMs/PMs par with other officials.Split duty allowance is not being paid to the above category

of officials even though they are put into split duty like other officials as they fall under Group 'B' classification. Split duty allowance may be paid to the above category officials ordered for split duty irrespective of their classification.

Decision taken : Since the officials in the Group 'B' are not granted Split duty allowance as per DOPT orders, it will be examined whether they should be put on Split duty or not. DDG (Estt)

Agenda Item 4 : Split duty allowance at par with Transport allowance. The split duty allowance is a compensation granted for those officials brought on split duty enabling them to commute between home and office in the break. The rate is too low fixed very long before and it is quite essential to be granted equivalent to transport allowance. Hence it is requested to raise the split duty allowance to the level of Transport allowance as both are purported to be granted for same reasons.

Decision taken : The proposal will be referred to the 7th Pay Commission for examination. DDG (Estt)

Agenda Item 5: Enhancement of financial powers to LSG, HSG II, HSG I officials. In the present scenario of technology and marketing oriented environment, all the Postmasters at the level of LSG, HSG II & HSG I (Including Postmaster Grades) needed to be equipped with enhanced financial powers. For the sake of customer hospitality and small needs of computer related spares, some funds are needed to be stocked at the disposal of such LSG, HSG II, HSG-I level Postmasters. In the backdrop of implementation of CBS & CIS and commencement of CPCs under CIS at all HOs there is a definite requirement of enhanced financial powers to provide hospitality to visiting customers to avail insurance services as the same trend is prevailing with our market competitors.

Decision taken : Agreed, in principle. The details will be worked out. DDG (Estt)

Agenda Item 6: Cash handling allowance to SPMs doing treasury duty. The cash handling allowance for the SPMs of single handed of Double handed offices will be paid par with cashiers or treasurers. At present a meager sum ranging Rs. 20/- to Rs. 35 is in vogue not changed for the past 25 years. Hence the cash handling allowance to SPMs may be made equal to the amount paid to cashiers.

Decision taken : Rates have increased from time to time. Presently the rates paid varies from Rs. 120/- to Rs. 210/-. Item closed.

Agenda Item 7: Stepping up of pay for promotees par with Direct recruit. Inordinate delay in ordering of stepping up of pay to the promotees par with Direct recruitment P.A.s, recruited after 1.1.2006 and stepping up of pay in Postman cadre.

Decision taken : Relevant orders stand circulated to all concerned vide NO.1-9/2010-PCC dated 05/01/2011. Instructions will be reiterated. DDG (Estt)

Agenda Item 8: Cadre restructuring implementation. Implement Cadre Restructuring in Postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.

Decision taken : The examination of proposals regarding Cadre Restructuring will be expedited and settled within a period of six months. DDG (Estt)

Agenda Item 9: a. MACP related issues. Promotions accrued by passing departmental promotional examinations should not be counted towards MACP. Implement Jodhpur CAT Judgment.

Decision taken : Hon'ble High Court of Rajasthan at Jodhpur had stayed the order passed by CAT till final disposal of the Writ petition. We may await decision in the court case. DDG (Estt)

(b) Bench mark should not be made applicable to non-gazetted posts. (c) Stepping up of pay with junior should be allowed in MACP also.

(d) Pay fixation on Promotional hierarchy and not Grade pay hierarchy.

Decision taken : Action is taken as per DOPT orders. Item closed.

Agenda Item 10: Enhance overtime allowance rates at par with Railways. OTA seems to be inevitable in our departments. The rates applicable to Railways may be granted to our department.

Decision taken : The proposal will be referred to the 7th Pay Commission. DDG (Estt)

Agenda Item 11 : Delivery efficiency. Modifying the orders dated 22/5/1979 regarding existing time factor given for delivery of articles taking in to account the actual time required for door to door delivery is requested to ensuring the delivery efficiency.

Decision taken : The proposal will be reexamined. DDG (Estt)

Agenda Item 12 : Grant of HRA to the officials who are not provided with standard accommodation

1. The accommodation provided by institutions / Govt. Establishments is not according to the schedule of Accommodation. The rent paid by the department is also nominal. But the officials are foregoing HRA in huge quantum.

2. In rural / semi urban areas the rent paid by department is less than the HRA foregone by the officials.

3. The erstwhile accommodation of A Class, LSG is provided to the officials working in HSG I or without provided the quarters as per schedule of Accommodation. In all the cases, the quarters may be delinked and officials provided with HRA.

Decision taken : The powers have been delegated to CPMGs. A decision is to be taken by CPMGs on each case based on merits. Item closed.

Agenda Item 13: Request for grant of honorarium for the fixation of pay in respect of those whose increment falls due from 2.1.2006 to 30.6.2006

The work related to fixation of pay as per the Revised Pay rules 2006 and drawl of arrears ,on pro-rata basis was granted vide the authority contained in DG(P) letter no 42-1/2008 PAP dated 21.12.2009.

The fixation done to those officials for whose increment fell in the first half of the year 2006 were ordered to be re-fixed by granting one increment as on 31.12.2005 in the pre-revised pay and arrear be drawn accordingly vide MOF OM No. 10/02/2011-E III-A dated 19.3.2012. More than half of the officials pay coming under purview of this stipulation was done and arrear was drawn from 1.1.2006 to 2012.

The head of the divisions are not granting the honorarium without discerning the actual content and scheme of the work involved in the subject matter by simply misconceiving the matter as sheer grant of one time increment.

The way in which the fixation was re- fixed as per the MOF OM dated 19.3.2012 and the subsequent instruction contained in the OM dated 22.5.2013 & 3.1.2013 on the procedure to adapted sequel to re fixation all stand to testify the wok done now are replica of the work that was initially done as per the RP rule 2006.

Decision taken : The Directorate has not received any such proposal or reference from any of the Circles. Specific cases may be sent to Directorate DDG (Estt)

Agenda Item 14 : Request for not abolishing the GDSV/SV post despite there has been decline in sale of stamps on the basis of the latest statistics.v The statistics of latest nature can not reflect the actual quantum and potential of office in so far as the sales are concerned. There had been a dearth of stamps for a few months and stocks are replenished only recently.

The work rendered surplus because of the abolition of the stamp vendor have to borne by the counter PAS. The counters are adequately manned due to shortage of staff and further the augmentations of clerical staff are overdue in many of the offices where the abolition of SV are intended.

The work of the staff at counters, if interspersed with sale of stamps, the pace and flow of the other main transactions as per the MDW will be terribly upset which will attract the wrath of the customer who have to wait .With addition of more and more new items of work like IMT, Mobile money transfer etc, the counter Pas are really overburdened as each and every transaction of kind requires briefing with customers considerably. It is needless to say what sort of additional work is in store for them once the hand –on – device are introduced and at the stage the output of this performance by field officials are to accommodate in the office transaction.

Already the sale of stamps are being done at counter in the form of PSR collection which is not assigned with time factor for commutation of the work load .The present work load for booking of accountable articles are one and the same for both type, either stamps affixed or cash collected. If the stamp are to vended by the PAS , inevitably it will tell upon the efficiency of the other work resulting in public to prefer the alternate services.Hence it is requested to allow the Stamp vending staff of bigger office where the work load of the counter PA are far in excess of available staff hours and augmentation of the staff are justified. In most of the offices the working strength of clerical strength is less than the sanctioned strength.

Decision taken : The existing policy will be reviewed. Redeployment will be done where there is workload. DDG (Estt)

Agenda Item 15: Request for sanctioning the 1/4th of full daily allowance, as special allowance, to those who are compulsorily to take up the boarding and lodging at the training institutes:

As per the GOI (3) 2 below SR 164, the officials staying in the residential training programs by paying the fixed rates are to be given special allowance.

The plea of passing authorities that the new DA rule w.e.f 1.9.2008 cannot be applied is not tenable. As per new rule from 1.9.2008, except new rates (comprising of three components viz. food bill, accommodation and local travel expenditure none of the other conditions that were in prevalence as on 1.9.2008 were amended. In fact options to claim on either old rate or new rates have also been accorded to options claimants. While the stipulations are so firm and amenable, the contention that the rules prior to 1.9.2008 are extinct is not correct.

For an example, an official in GP 2400/- has to pay Rs.230 per day for compulsory stay in campus at PTC, Madurai whereas the same official is entitled to a maximum of Rs.675/-(450+150+75) if they are at liberty to stay outside.

The difference between the expenditure under compelled state of affair and the official own choice of stay is only sought to be cushioned in the form special allowance to be cushioned in the form of special allowance to equivalent to 1/4th of the DA. This underlying principal and spirit of rule for special kind of DA and officials are to suffer the loss nevertheless legitimate bindings, leave alone, natural justice behold of officials welfare.

Decision taken : The proposal will be taken with Ministry of Finance. DDG (Estt)

Agenda Item 16: Implementation of judgment of Delhi High Court dated 02.07.2011.WP no 3225/2007 in OM No 164/2005 in the matter of Dharam singh others. This has reference to DG (Posts) letter No 2-48/2011-PCC dated 17th Aug 2014 addressed to four CPMsG (Delhi, Tamil Nadu, West Bengal and Maharashtra). Wherein instructions have been issued to draw the arrears of affected officials, but in vain Despite regular issue of reminders, nothing has been done so far. Suitable and early action is requested for regularizing their pay and drawal of arrears of affected official. Total number of officials in all the four circle comes to only 425.

Decision taken : Orders for implementation of judgement have already been issued vide letter No.2-48/2011-PCC dated 7/08/2012 and 03/09/2012. Instructions will be reiterated with directions for implementation in a time bound manner. DDG (Estt)

Agenda Item 17 : Grant of Traveling and Daily Allowance to Mail Overseers in place of Night Halt:Only Memorandum bearing DG (Posts) No I-02/2012-PAP dated 17th January 2012 has been issued, but no orders for implementation has been issued and sent to all concerned for this change. Such orders need to be issued immediately so that the affected official could get financial benefit.

Decision taken : Instructions issued vide OM dated 17/01/2012 are already clear. The same are being reiterated. Item closed.

Agenda Item 18: Combined working of Mumbai Region and Chief PMG Office work by Chief PMG, Maharashtra Circle Office Staff and Officer (as previously was in practice):This case of combination of work of Mumbai Region into office of the CPMG, Maharashtra has been already taken with the CPMG, Maharashtra as it was in past in existence. Since last so many years or we may say that since opening of separate Mumbai Region only PMG and DPS two posts were there and rest all other staff of CPMG office was dealing the work of Mumbai Region. The copies of letters addressed in details are enclosed herewith for ready reference. The clerical and other posts of Mumbai Region may be redeployed to proposed Telangana Circle. I t e m dropped.

Decision taken : Item withdrawn/ dropped.

Agenda Item 19: Enhancement of Financial Powers of PMG to condemn of Computer Hardware: The computer and hardware supplied to almost all the post offices are out dated and required to be condemned. Presently, the Regional PMGs have financial power to condemn computer hardware upto Rs 200000/- per year. These financial powers are very low considering the conditions of computers and hardware in almost all the post offices. Due to such low financial powers to the PMGs to condemn the computer and hardware, age barred and out dated computers and hardware could not be condemned. This is creating a great problem in offering smooth and quick services to the members of public. Thus it is necessary to improve the Financial Powers of PMGs to condemn the outdated and time barred computers and hardware.

Decision taken : The Regional PMGs have financial powers for replacement of computer hardware upto Rs.10.00 lakhs. Item closed.

Agenda Item 20: Inadequate Funds for purchase of computer papers : The funds required for

purchase of computer papers for all the post offices in the circle are very inadequate. Present requirement of funds to supply adequate computer paper to offices in Circle is Rs 5 Crores per year. However, the CPMG has financial powers of just Rs 30 Lakhs in this regard. Thus there is acute shortage of paper in whole Circle. Hence, it is needed to improve the Financial Powers of CPMG for purchase of computer papers and stationery every year.

Decision taken : Proposals are being called from the Circles and will be examined. DDG (Estt)

Agenda Item 21: Increase the number of LSG/HSG II & I posts in Circle Administrative offices. Number of LSG, HSG II & I posts in Circle Administrative offices is much and much less in comparison to intricate nature of job performed by the circle and regional offices including DPLI office.

Decision taken : No such proposal is pending. In case the proposal is received, the same will be examined. DDG (Estt)

Agenda Item 22: Stop shifting of CPMG office from Ambala to Gurgaon. It is learnt that recently a move has been made to shift CPMG office from Ambala to Gurgaon which will cause many problems for the people of Haryana. Moreover, Ambala was chosen as the Circle Head's office many many decades back considering geographical aspect and railway link factor etc. Whereas Gurgaon is nearly 60 Kms away from Delhi can that area can easily be covered separately for the purpose of business development taking the advantage of Gurgaon being located within the ambit of National Capital Region.

Decision taken : No decision has been taken to shift the Head Quarters of Haryana Circle. Item closed.

Agenda Item 23 : Merger of posts of charge Hand with Artisan Grade-I. The Directorate has issued orders on 03.06.2014 merging posts of charge hand with the Post of Artisan Grade-I based on the VI CPC recommendation. This recommendation was made by VI CPC based on the staff of Railway workshop and Defence workshop. Operation in MMS workshop is entirely different from that of Railway and Defence. For Example, in four Metro cities, we have more than four MMS workshop based on the functional justification whereas in Railways and Defence, they have big workshop like factory. Therefore one charge hand is enough for one shift. But in MMS, there are more workshops

in different places we need charge hand for each work shop. Moreover, there are more promotional avenues for Artisan Such as Master Craftsman, Chageman, Technical Supervisors, Foreman. But in MMS workshop, we have only one promotional that is charge hand. Therefore merging charge hand with Artisan Grade-I is not correct. Hence we request the Department that this issue may kindly be taken up with the appropriate Authority for redressal or we have to obtain permission to create promotion in MMS workshop like Railways and Defence.

Decision taken : The matter will be taken up with the Ministry of Finance. DDG (Estt)

Agenda Item 24: CGHS Facility to all Postal retirees. Request to grant CGHS Cards to Postal retirees par with other C. G. Pensioners. There is no objection from the Ministry of Health to issue of CGHS Cards to the Postal Pensioners par with other C. G. Pensioners. Because of non validation by Department of Posts, this facility is not extended to Postal pensioners. Department of Posts is requested initiate action by lifting its restraint in this regard to enable the Ministry of Health to grant CGHS facility to Postal Pensioners.

Decision taken : Agreed. The issue is pending with M/o Health and Family Welfare, will be followed up. DDG (Estt)

Agenda Item 25 : Irregular utilisation of services of MTS employees in the vacant posts of Sorting Assistants. Many Circles Irregular utilisation of services of MTS employees in the vacant posts of Sorting Assistants is prevailing wherein it is instructed to utilise the services of MTS employees in the vacant posts of Sorting Assistants on payment of coolie charges per hour/due duty. This is exploitation of MTS and GDS employees. In fact the MTS should be utilised in the short term/vacant posts of Mailguards. There is no rule to utilise the services of these employees in the vacant posts of Sorting Assistants as they are not fully trained and qualified to work. (Imparting of training at Postal Training Centers and Computers training). This will result mishandling of public mail causing inordinate delay in receipt of mail. It is not known how the Divisional Heads, has framed his own rules without observing the norms and rules of the department. Therefore it is requested to issue instructions to all concerned to cancel the irregular orders issued by the Division heads in many circles to protect the sanctity of the rules and honour of Sorting Assistants.

Decision taken : Necessary instructions will be issued to the Circles. DDG (Estt)

Agenda Item 26 : Revision of FSCAs per the Revised rates of Fixed Stationary charges for post offices the cost of closing of sealing of one bag daily is quoted for Rs. 3/- whereas many administrative authorities has taken this as Rs. 3/- per bag for a complete month. The cost of sealing wax per Kg. is above Rs. 60/- .The rate of FSC may be calculated in its original spirit and the unjustified interpretation of the field level officers shall be nullified by the revised instructions we request to issue by the Directorate.

Decision taken : Agreed. Action will be taken. DDG (Estt)

Agenda Item 27: Care Taking Allowance for all Postmasters/ Sub-postmasters and Sub-record officers. The conditions for grant of Care Taking Allowance are fully applicable to all the Post masters/Sub-Postmasters/Sub-record officers who are doing the CARE TAKERS DUTY apart from their normal duties as a routine. Further, the cleanliness activities are made part and parcel of Memo of Distribution of work Hence Caretaker Allowance @ 10% of pay in the Pay Band is to be paid as prescribed by the Sixth CPC.

Decision taken : There is no justification for grant of Caretaking Allowance to the Postmasters / SPMs / SROs. Item closed.

Agenda Item 28: Request for grant of one Increment to erstwhile Gr.D/MTS in RMS on Promotion to the Cadre of Mail guards by Selection (By Seniority) Ref: Gazette Notification of India, Extraordinary, Part-II Section 3, Sub-section (i) dtd. 20.12.2010 Communicated vide D.G(P) No.44-14/2009-SPB-I dtd.28.01.2011 Your kind attention is drawn to the above referred Gazette notification which stipulates about the promotion of Gr.D /MTS to the Cadre of Mail Guard in RMS wing of the Department by allocating 25% of Posts by Selection i.e by Seniority. In RMS wing there are many GDS/MTS who have put in more than 20 yrs of service due to ban on recruitment since decade. After issue of above notification in many Circles the DPCs were held and many Group D/MTS are being promoted to the Cadre of mail guard who has put in more than 20 years of service. As there is no financial benefit either in the Grade pay or in the increment none are showing interest to join as mail guard resulting the posts are lying vacant.Regarding fixation of Pay

in r/o erstwhile Gr. D / MTS who are promoted to the cadre of Mail Guards after the advent of CCS (RP) Rules 2008. The Pay Band /Pay scale fixed for Gr. D /MTS in the revised Pay structure is PB-I/ Rs.5200-20200 with grade Pay Rs.1800- Whereas the Pay Band/Pay Scale fixed for Mail Guards is PB-I/Rs.5200-20200 with Grade Pay Rs.2000- .Promotion from the Cadre of MTS to Mail Guard definitely involves higher responsibilities. Normally when an official is Promoted to a higher cadre Post which involves duties of higher responsibility, his Pay on Promotion should be fixed in terms of the provisions contained in FR 22(I)(a)(i). There will be no problem in r/o those officials who get promotion from MTS to Mail Guard who have put in less than 20 years of service as on the date of such promotion.But problem is arising in r/o those officials who get promotion after putting up 20 years of service and more. The reason is that the entry Grade pay for MTS is Rs.1800- and on completions of 10 Years and 20 years of service becoming eligible for Financial Up gradations under MACPS their Grade Pay will raise to Rs.1900- and Rs.2000- respectively. When an MTS having 20 years of service with grade pay of Rs.2000- by virtue of having got MACPS-II will not have any benefit on his promotion to Mail Guard cadre though the duties and responsibilities are higher in nature since the entry grade pay for Mail Guard is only Rs.2000-. This is nothing but definite discrimination towards the officials who get promotion from MTS to Mail Guards by seniority after rendering 20 years. The case of those MTS who get promotion to cadre of Mail Guards after putting 30 years is still worse as their grade pay would be Rs.2400- which is more than the grade pay of Mail Guard which is nothing but ignominy rather promotion .Even the OM No.10/02/2011-E.III/A dtd.7.01.02013 issued by the Ministry of Finance in this regard is also appears to be ambiguous since in para-3 of the OM does not speak of the above issue since it is only mentioned that "in cases of promotion from one post to another where the promotional post carries the same grade pay as the feeder post, fixation of pay in such cases will be done in the manner as prescribed in Rule 13(i) of the CCS(RP) Rules, 2008." This type of contingency does not arise in postal department since the promotional avenues are very limited and will not be in quick succession. In the light of the above, it is requested to examine the issue in comprehensive manner and to take up the matter with the appropriate authorities to safe guard the interest of the deprived officials who are

promoted after 20 years of service by allowing fixation of pay under the provisions contained in FR 22(I)(a)(i).

Decision taken : There is no provision of re-fixation of pay of MTS / Group 'D' already getting Grade Pay of Rs.2000/- under MACP on their regular promotion to Mail Guard (G.P. Rs.2000-). Item closed.

Agenda Item 29: Provisioning the facility of mobile to Mail Overseer / Cash Overseers:Orders for reimbursement of the actual expenditure incurred on telephone subject to maximum of Rs 20/- per month are solicited with retrospective date.

Decision taken : The proposal is being considered in consultation with IFW. DDG (Estt)

Agenda Item 30: Change of nomenclature of cleaners in M.M.S.The officials who are in the pay band 4860-20200 in the Mail Motor Service and who assist the Motor Mechanics in maintenance of vehicle are now being called cleaners/motor vehicle cleaners. In the background of changing social environment and improving economic conditions the nomenclature " cleaner/motor vehicle cleaner" given to them looks rather out of date and requires a change. our union requests kindly to examine the issue and change their nomenclature as Assistant Mechanic/ Helper.

Decision taken : The matter is being examined. DDG (Estt)

pending matters will be published in next issue.

ADDITIONAL ITEM

1. Irregular recovery pensionary benefits from retired officials/Serving officials (MTS) Application of provisions of Para 5 of annexure to OM No. MACPs in case of officials covered by TBOP/BCR/ACP scheme vis-a- vis Para 6.2 of annexure to OM on MACPs dated 18.09.2009, case of many circles. It has been reported to this CHQ by our Circle unions wherein application of subject provisions as stipulated in your office letter No. 20/2008-PCC dated 04.11.2013 are not being made strictly causing extreme financial harassment to the affected officials. It has also been reported that the recovery is being made from pensionary benefits from retired officials, necessary direction in each case received in your office are highly solicited so that sigh of relief could be felt by the low paid employees. We would urge upon you to do the needful at the earliest since the matter has been badly delayed.

Decision taken : The Directorate has not issued any directions for recovery of over payment in any case. No reference on the issue from any circle has also been received. However, if any case is referred to the Directorate the same will be examined and clarification issued. DDG (Estt)

PERSONNEL DIVISION:-

31. Mismatch of PA vacanciesAcute shortage of PAs in Circles, despite of annual recruitments. There is mismatch between sanctioned and working strengths, despite taken into account of the current year vacancies announced, screening committee vacancies etc. Hence a thorough review is requested, based on the work hour statement, and adding 10% LR arriving sanctioned strength, working strength of the divisions etc.

Decision taken : Instructions will be reiterated regarding method of calculating vacancies. DDG(P)

32. Substitute arrangement by all means to avoid combination of work Substitute arrangement in all vacant Postmen and MTS Posts requires to be ensured. Wherever and whenever GDS are not available, outsiders should be allowed to work as substitute to carry out the task caused by vacant post of MTS and Postman.

Decision taken : The staff side will give concrete suggestions in this regard, which will be examined. DDG(P)

33. Restoration of the posts of PACOs and MTS for Circle Administrative Offices:PACO & MTS posts abolished during 2005-08 for circle administrative offices.Most of the circle administrative offices running with huge shortage of staff facing more crisis for abolition of posts and no recruitment for long time.

Decision taken The Posts abolished cannot be restored. Item closed.

34. New recruitment rules for HSG I posts for Circle Administrative offices:Immediate actions need to be taken to frame recruitment rules for HSG I posts in Circle Administrative offices.

Decision taken : Under process DDG(P)

35. Identification of Leave Reserve PAsIdentifying of Leave reserve Postal assistants are determined on the basis of three years instead of two years qualifying service in some circles is in practice against the Directorate instructions. Especially, in Tamilnadu Circle Leave Reserve PAs are being

identified on completion of Three years of service. Suitable instructions are needed to be issued to guide the Circles in this regard.

Decision taken : The matter is being examined. DDG(P)

36. Shortage of PAs and SAs despite recruitments. Acute shortage of P.A.s in many divisions, despite of annual recruitments. There is mismatch between sanctioned and working strengths, despite taken into account of the current year vacancies announced, screening committee vacancies etc. Hence a thorough review is requested, based on the work hour statement, and adding 10% LR arriving sanctioned strength, working strength of the divisions etc. An onboard scientific comparison needs to be exercised in every division with establishment branch and the staff branch.

Decision taken : Instructions will be reiterated regarding method of calculating vacancies. DDG(P)

37. Filling up of all HSG-I Posts as prescribed in the present Recruitment rules. Present Recruitment rules for the cadre of HSG-I came in to force w.e.f 17th July 2014. All the 1741 posts are needed to be filled with HSG-II officials with prescribed qualifying service and the remaining unfilled posts are to be operated at the level of HSG-II. By this process, there is no need to keep any post vacant in the name of dearth of qualified hands. It is requested to fill up all the HSG-I and HSG-II Posts and the chain vacancies arising in LSG may be filled without any loss of time. All the circles are required to be instructed to fill up all the chain of vacancies in HSG-I, HSG-II LSG by convening DPCs and fill up all the PA vacancies arising out of this promotion process.

Decision taken : Instructions have already been issued to Circles, the same will be reiterated. DDG(P)

38. Prompt sittings of DPCs at various levels. Avoid abnormal delay in conducting Departmental promotion Committees (DPCs) at all levels and grant promotion to eligible officials.

Decision taken : Instructions will be reiterated. DDG(P)

39. Filling up of PMG/CPMG posts to tune up the efficiency. Fill up all vacant posts of Chief Postmasters General (CPMsG) Postmaster Generals (PMsG) and Director of Postal Services (DPS). At

present, posts are remaining vacant for months together and additional charge/combined duty is ordered, which adversely affects the efficiency of the services and also delay in settling staff matters.

Vacant posts are being filled up. Item closed.

40. Regular Promotion in LSG/HSG-I to SBCO Cadre. Regular promotion to LSG, HSG-II and HSG-I SBCO Cadre are not taken up periodically in all Circle by convening DPC. As a result, majority of supervisory posts are lying vacant and being managed under office agreements. This pre-empts the availability of eligible LSG officials to go on promotion to HSG-II and HSG-I Cadre and causes extra work load to T/S Pas SBCO. Therefore, it is requested to issue necessary instructions to all Circle Heads to convene the DPC in a time bound manner and accord promotions to the staff every six months.

Decision taken : Appropriate instructions will be issued to circles. DDG(P)

41. Filling up of Postmaster Grade III vacancies. In the same analogy of filling up of vacant HSG-I Post there is a dire need of filling up of all Postmaster Grade-III Posts in the following ways. (a) By relaxing the qualifying years of service in to 3 years par with HSG I RR. The above proposal for relaxation has already been taken up with DOPT/UPSC but pending for a long time. (b) Till such time the above relaxation come into force, the Postmaster Grade III posts may be operated in the level of Postmaster Grade II as like provided in the HSG-I recruitment rules. At least by this process, the injustice caused to Postmaster cadre Officials may get a temporary relief. It is worthy to mention here that plenty of Postmaster Grade I officials are in queue with requisite qualifying service awaiting for Postmaster Grade II. By this simple and practical approach the entire Postmaster grade posts in PM Grade III, Postmaster Grade II & Postmaster Grade I will get a fair deal par with General line.

Decision taken : The proposal for relaxing the provisions of the RRs of Postmaster cadre is under consideration in consultation with DOPT. DDG(P)

42. Issues of Postmaster cadre officials. It is happened while calling for volunteers for various grades of Postmaster cadre, it was assured to the applicants vide Para 4, 5, 6 of the Directorate letter No. DG (P) No. 4-17/2008-SPB II dated 07.02.2011 that the same years as minimum qualifying service will be adhered for the promotions of Postmaster Grade-I to Postmaster Grade-II and Postmaster

Grade-III as in the cases of LSG to HSG-II and HSG-II to HSG-I, many senior HSG-II officials opted for PM Grade II are now by passed by junior HSG-II officials remained in the General line by getting HSG-I on completion of 3 years of qualifying service. As assured while the initial constitution of Postmaster Grade by the Directorate to maintain same qualifying service, all the Postmaster Grade-II officials having 3 years of service in HSG in HSG II & Postmaster Grade-II combinedly may be promoted to Postmaster Grade-III by taking in to account of anomaly caused to Postmaster Grade-II officials, Since there is clear cut going back from the instructions and assurances, the volunteers opted for Postmaster Grade on the basis of the said assurances may be allowed to switch over to General Line, There is a provision in the extant instructions on returning back the Postmaster cadre official to General line if they are not fulfilling the requisite standards during their probation. As the Postmaster Grade officials are much frustrated of their future career profile are not commensurate with their responsibilities, most of the Postmaster Grade-I and Grade II officials are ready to switch over the General line at least to work in Head offices as supervisors and to fit in PS Group 'b' examination.

Decision taken : Proposal is already under submission to DOP&T. DDG(P)

43. Transfer & Placements Request to identify the appellate authority for the order issued by the competent Authority in case of transfers recommended by the transfer and placement committee. Reasonable opportunity should be given by opening and appeal channel to the affected officials.

Decision taken : Policy will be reviewed so that officials will have a chance for appeal. DDG(P)

44. Hardships in Rule 38 transfers Request for relaxation in granting Rule 38 transfers. Exemption may be granted for adjusting the requests with communal vacancies, since the present system having the possibility of overlooking senior requests made and in cases of particular communal vacancy not available in a particular division, no officials from that particular community can get transfer to that division decades together, till such time the post based roster point vacated. This is against natural justice.

Decision taken : As per government orders this cannot be done. Item closed.

45. Fill up all vacant posts in all cadres including MMS (excluding GDS).

- (a) By direct recruitment
- (b) By holding DPC and granting promotions
- (c) By conducting departmental promotional examination.

Decision taken : The revised Recruitment Rules of Manager, Sr. Manager and Sr. Manager (NFSG) have been approved by the DOP&T and UPSC and are presently with Ministry of Law and Justice for legal vetting. Once the same are notified, the recruitment in MMS cadre will be initiated. DDG(P)

46. Issues relating to Postmaster Cadre officials.

Decision taken : (a) Allow to write IP and PS Group 'B' examinations

(b) Relaxation in service conditions for promotion from one grade to another, at par with general line promotions.

(c) Filling up of all PS Group 'B', PM Grade III and Grade II posts by eligible officials and till that time adhoc-promotion may be granted.

(d) Other related issues such as filling up of 100% senior Postmaster/Chief Postmaster posts earmarked for PM cadre by PM cadre officials alone and maintenance of Circle Gradation list etc.

(a) to (c) The proposal will be examined.

(d) The matter is subjudice. Action cannot be taken till the OA is disposed. DDG(P)

47. More PS Group B Posts to General line and others The percentage of PS Group 'B' Posts to General line may be increased to 25 percent in LDCE and allow all PACO/PA SBCO & SA cadres also to write the examination

Decision taken : The proposal will be examined again on receipt of the same from the Staff Side. DDG(P)

48. Non Filling of Vacant Posts of Postmen and MTS (GROUP 'D') There is huge shortage of Postmen and MTS staff and workload is increasing day by day on postmen and they are unmanageable day to day work.

Decision taken : The matter is being pursued with the Circles vigorously. The Department is developing an online tool to be made operational

by January '15, which will facilitate monitoring of action at circle level. DDG(P)

49. Notification for Direct Recruitment of Postmen/MTS and fill up the posts. 100% vacant post from 2009 to 2012 and 2013:

i. Notification for Direct Recruitment of Postmen/MTS for last three years is not yet published. This is necessary to give notification for direct recruitment of Postmen/MTS at the earliest and fill up the posts. 100% vacant post from 2009 to 2012 and 2013

ii. Filling up the posts of MTS at Administrative Offices The posts of MTS at various administrative offices like RO/CO/DO/PSD etc are vacant over a number of years. Necessary action is required for immediate filling of these posts. Decision taken : Same as above. DDG(P)

50. Recruitment of MMS Drivers through GDS Staff: At present, the posts of MMS Drivers are recruited directly by calling applications through open advertisement. However, it is necessary to modify the recruitment rules for MMS Drivers and 50 % quota should be given to GDS Staff in such recruitment as the eligibility for these MMS Driver Posts are fulfilled by many of the GDS Staff. Further age limits for these Driver Posts applicable to GDS Staff may be kept as 50 Years maximum as like the same for MTS. Decision taken : There is no such provision in the model Recruitment Rules. Item closed.

51. Filling up the posts of MTS at Administrative Offices : The posts of MTS at various administrative offices like RO/CO/DO/PSD etc are vacant over a number of years. Necessary action is required for immediate filling of these posts.

Decision taken : Same as in item at Sl.No.48. DDG(P)

52. Filling up of vacant posts in MMS:- Stop the move to dismantle MMS and outsourcing MMS Drivers, Fill up all vacant Posts of Drivers, Artisans Cleaners, AMM, Manager and Dy. Managers, Supply of Uniforms and sanction justified posts of Drivers and Artisans and replacement of condemned vehicles.

Decision taken : Action to be completed in 4 months. DDG(P)

53. Permit the staff of Circle Administrative offices to appear at the PS Gr "B" Examination. Certain number of designated posts like ADPS (P &SR),

ADPS (PLI), ADPS (Rectt), ADPS (Staff), ADPS (SB) etc can better be managed by circle office staff for their inherent experience and job nature.

Decision taken : The posts mentioned in proposal are part of PS Group 'B' cadre in which 25% posts are filled through IP line (19%) and LSG and above officials (6%) and so it cannot be acceded to. Item closed.

54. Rotational transfer of Managers, MMS: The Directorate has issued clear orders for rotational transfer of all Group 'C' officials. But in the case of Managers of MMS rotational transfer order are in paper but practically this not implemented.

Decision taken : It will be monitored closely and ensured that this is implemented by March, 2015. DDG(P)

55. Syllabus and pattern for LGO Examination for circle administrative offices requires change: Syllabus and pattern for LGO examination for circle administrative offices should be of MCQ type as in case of Directly recruited Assistants and also for LGO examination for operative offices.

Decision taken : The proposal will be examined in the light of question papers for both the examinations. DDG(P)

56. Regular Promotion in LSG/HSG-I to SBCO Cadre Regular promotion to LSG, HSG-II and HSG-I SBCO Cadre are not taken up periodically in all Circle by convening DPC. As a result, majority of supervisory posts are lying vacant and being managed under office agreements. This pre-empts the availability of eligible LSG officials to go on promotion to HSG-II and HSG-I Cadre and causes extra work load to T/S Pas SBCO. Therefore, it is requested to issue necessary instructions to all Circle Heads to convene the DPC in a time bound manner and accord promotions to the staff every six months.

Decision taken : Repeated. Item same Sl.No.40. DDG(P)

ESTATES & MM DIVISION:-

57. Non Drawal of HRA to the SPMs working at offices having dilapidated post attached quarters. Despite Directorate instructions vide its letter No. 10-4/2013/-Bldgs dated 06.05.2003, in many circles suspension of post attached Quarters or dequarterisation have not been taken place in respect of inhabitable accommodation. More cases of rented building even after having expiry of rent deed, the department could not find alternative

accommodation for the post offices, resulted in litigation of vacation. Such Quarters usually become inhabitable and in the name of Post attached quarters in the rent agreement, the SPMs are penalized of not providing eligible HRA. Those accommodations not conforming SOA and lease deed expired accommodations with inhabitable conditions will be paid with eligible HRA to avoid financial loss to the incumbents.

Decision taken : The power of dequarterization in the case of inhabitable condition of quarters has been delegated to HoCs. The matter accordingly has to be decided locally at Circle level on need basis. Item closed.

58. De-quarterization of Post attached quarters Decentralization of power to PMG is requested. Furthermore the power of suspension of quarters beyond 90 days may also please be delegated to the Regional PMsG in order to avoid delay in drawal of due HRA to the incumbent officials

Decision taken : Specific cases of delay will be examined on merit. DDG (Estates & MM)

59. Change in specification of all kit items :Department of Posts supplies various Kit items like Uniform, Chappal, Shoes, Umbrella etc. to all Postmen/MTS/Mail Guards/ Mailman Staff. Specifications of all these three kit items are too old and suppliers of items as per specifications of the department are not available in the markets. Thus it is need of time to change the specification for various kit items at the earliest. Further, all the CPMGs should be given powers to purchase these kit items in the local markets till the specifications are revised.

i. Separate letter in this regard alongwith some samples are sent to DDG (Estef). However, it is suggested that after approval of new specification of kit items the required funds may be provided and if possible coupons may be supplied to staff for purchase of kit items from the authorised shop of branded company.

ii. Net payment of cost of kit items : It is noticed since last so many years, that timely supply of good quality kit items is not being made. Union therefore demand that decision should be taken at appropriate level to effect net payment of cost of kit items as per standard company rates of items (for example, shoes, chappals, umbrellas).iii.

Not supplied JD bags to Postman since last above 5 years : Not supplied since last so many years. In

some places supply made but it was poor quality and hence withdrawn those bags were sponsored by ICICI Bank. Union request that Circle/Region may be authorised to purchase and supply good quality JD bags and if some institutions are agreed to sponsor they may be allowed to minimise our expenditure. Secondly, from RPLI/PLI Advertisement funds JD bags may be supplied having PLI/RPLI advertisement.

Decision taken : The action has been initiated in consultation with BIS for change in specifications of kit items. Any suggestions of the staff side regarding specification of kit items will be forwarded to the Bureau of Indian Standards. (BIS).There is no provision of giving cash in lieu of uniform as confirmed by DoP&T.Bags will be supplied within six months subject to availability of funds. DDG (Estates & MM) Item closed.

60. Construction of New Buildings Construction of New Buildings is required for the following RMS offices as the present buildings are in a very bad shape and shortage of accommodation:-

1. Guwahati RMS
2. Bangalore RMS
3. MMS Mumbai- Gate Way of India
4. Bhiwani Sorting office.
5. Ernakulam RMS
6. Kochi Sorting
7. Bhuj Sorting.

Decision taken : The construction of the buildings will be considered in the 13th Plan based on examination of the projects as per existing guidelines. DDG (Estates & MM)

61. Repair of Buildings:- Buildings of the following RMS offices are in deplorable condition and require immediate repair:-Ranaghat RMS, Kharagpur RMS , Bankura RMS , Siliguri Junction ,Malda RMS,RLO Bldg. (Kol RMS), Samastipur RMS, Sahibganj Rest House, Lalgola Rest House, Bankura Rest House, NJP Rest House and Bhagalpur Rest House, 'C' Dn. Rest House Howrah.

Decision taken : Under process. DDG (Estates & MM)

62. Immediate supply of papers for printing purpose for the Postal Printing Press, Bhubaneswar. Various forms are printed in the Postal Printing Press for the Department of Posts for different purposes. But

for want of much and much inadequate of papers printing of forms including emergent ones are badly hampered. Decision taken : Under consideration in consultation with IFW. DDG (Estates & MM)

63. Provision of accommodation to RJCM in circles Providing accommodation to the staff side RJCM to have the office, in the respective circle Headquarters is required. Staff side without accommodation cannot function effectively and efficiently to discuss, prepare and presenting their subjects. In some circles vacant accommodation is presently available. For example in Tamilnadu Circle, there is enormous space available in the adjacent building at Anna Road HPO vacated by the BSNL authorities but not yet allotted. (Though replied positively under item 2 of the RJCM meeting of Tamilnadu Circle held on 24.8.2011, no action taken till date).

Decision taken : Necessary instructions will be issued to CPMGs in this regard. DDG (Estates & MM)

F. S. DIVISION:-

64. Eligibility of SB Allowance of SB qualified officials The eligibility for appearing for the SB Aptitude test is reduced from 5 years to one year vide SB order No. 16/2011 dated 23.08.2011. The principal SB order No. 26/89 issued vide DG Posts letter No. 2-3/86-SB dated 27.04.1989, it is prescribed that the SB Allowance will be admissible only to those Postal Assistants who are selected to be posted in SB Branch having at least 5 years of service with good record and pass in the aptitude test/such other test as may be prescribed and the allowance will be paid for the period they actually work in the SB Branch. Subsequently vide SB order No. 16/2011 issued vide Directorate letter No. 113-07/2010-SB dated 23.08.2011, the eligibility for appearing in the SB Aptitude test is reduced to one year and many young Postal Assistants are now qualified and they are denied for grant of SB Allowance s the principal SB order No. 26/89 requires a revision in consonance with the subsequent SB order No. 16/2011. Hence it is requested to cause suitable clarification allowing the drawal of SB Allowance to the officials qualified irrespective of their service and render justice at the earliest. Decision taken : Agreed. It is under process in consultation with IFW. DDG (Estates & MM)

65. APAR of SBCO staff Powers for writing APARs of SBCO staff may be delegated to AO (SBCO)

instead of Divisional heads and stop imposing the work of SB Branch on SBCO.

Decision taken : After roll out of CBS, the role and responsibility of SBCO is to be designed and fixed. This issue will be examined in detail thereafter. Item closed.

66. Withdrawal of operative work from SBCO Staff: A number of operative work were added to SBCO such as maintenance of Accounts-wise balance in V 2 SBCO for the categories of RD, MIS, SCSS, verification MPKBY/SAS Agents commission bills, Deputation to sub office for verification of account balances, settlement of minus balances objections. These items of work are not covered under the control procedure of SBCO should be withdrawn.

Decision taken : Instructions in this regard have already been issued to all Heads of Circles. Copy of the instructions will be given to JCM, Staff side. Item closed.

TECHNOLOGY DIVISION:-

67. Sluggish network connectivity for CBS and CIS It is requested to take action for increasing bandwidth capacity in the Sify net work in all the CBS offices. Presently even in many LSG offices the bandwidth provided is only 256 or 512 kbps and in major offices it was limited to 1 or 2 Mbps, whereas in various Banking sector for the use of same Finacle Soft ware the bandwidth provides is above 5 Mbps. Because of such poor capacity of bandwidth, sluggish operation and poor connectivity experienced affecting public services badly.

Decision taken : Primary reason for sluggish network connectivity has been identified and necessary action has been initiated to redress the same. Item closed.

68. Issues related to IT Modernisation Project – computerization, Core Banking Solution, Core Insurance Solution etc.

(a) Replace out dated computers and peripherals with new ones. Increase network capabilities and Bandwidth.

(b) Set right the Users credential problems in leave arrangements etc.

(c) Stop hasty “Go live” of CBS, CIS till cleansing of data pucca.

(d) Provide all assistance and stop harassment in the Implementation of CBS & CIS

(e) Grant enhanced financial powers to Head Postmasters

Decision taken : The requirement for replacement has been worked out and action for procurement / approval is under process. Item closed.

PAF DIVISION:-

69. Allotment of Sufficient funds and sanction all pending bills.

(a) PLI/RPLI incentive bills

(b) Medical Reimbursement Bills (ROHSC)

(c) Tour TA bills

(d) OTA Bills Decision taken : Information regarding expenditure will be obtained from all DAPs and instructions issued to clear all pending bills. DDG (PAF)

70. Repairs and Maintenance of Departmental buildings Sufficient funds to circles for carrying out constructions, repairs and maintenance of Departmental buildings/ Postal Staff quarters and RMS Rest houses are needed to keep the building neat and tidy.

Decision taken : Same as item at Sl.No.69 above DDG(PAF)

71. Review of the results of JAO (P) Part-II examination held in December 2012 : JAO (P) Part-II examination was held in December 2012 vide PA Wing notification 3-24/10-PACE/Exam (DE)/2111 to 2210 dated 11th September 2012. This examination was held after about 18 years after the JAO Part – I exam was held. The candidates who are qualified in the JAO Part-I examination were eligible to write this examination. This examination was conducted as per the Recruitment Rules notified by the Department on 11-02-2002. JAO posts are classified by the then RRs as Gr.B (non-Gazetted). Meanwhile the nomenclature of the post JAO is changed to AAO and it is regrouped under Gr.B (Gazetted) by an Administrative decision and till date the Recruitment Rules are not framed. For all purposes old Recruitment Rules of JAO 2002 are in vogue. PA Wing has abandoned the process of the review of the results of the above said examination in respect of SC/ST candidates on the plea that no review of results is available for Gr.B Gazetted posts. This is not a tenable ground on the facts submitted above. Hence, it is requested to cause orders to conduct the review of the results of the said examination.

Decision taken : Staff side raised the issue that the matter need not be referred to DoP&T. The same will be examined. (DDG(PAF))

72. Non Availability of Funds for PLI/RPLI Incentive Payment to all eligible employees: The work of procurement of PLI/RPLI Business as BD Product has been increased a lot over a last two years. However, for payment of Incentive to eligible employees procuring the business the funds available are very insufficient. Hence, maximum funds should be made available for payment of due incentives to eligible employees.

Decision taken : Circles will be asked to clear pendency within the budgetary allotment. However, the case has also been taken up in RE stage to clear pending incentive to the extent possible. The matter has also been referred to CGA and MoF to delink incentive payment from the budgetary allocation. DDG (PAF)

73. Budgetary allotment for medical claims:- The budgetary allotment under medical head exhausts within and claims for treatment of patients suffering from prolonged diseases which require a lot of amounts. Consequently medical claims of general cases are not possible to be reimbursed due to scarcity of fund. A huge number of medical bills are pending in various Divisions. Adequate funds may be provided. Ex: Assam Circle.

Decision taken : Information regarding expenditure will be obtained from all DAPs and instructions issued to clear all pending bills. DDG (PAF)

74. Anomaly between the LD promotees from Sorter cadre and promotes from Gr. D cadre: Due to ban in the filling up of vacancies in the Sorter cadre, which is a promotional channel to Gr. Ds, a 10% SCF quota has been provided for Gr. Ds for promotion to LD cadre directly. This created a situation wherein the officials in the higher cadre were promoted from Sorter under SCF has become juniors in the LDC cadre to the SCF promotes from Gr.D cadre. This is causing severe heart burn among the senior officials, as both the promotional channels are under SCF quota. Hence, it is requested to remove this anomaly by notionally promoting the higher cadre i.e. promotes from Sorter w.e.f the date on which the 10% SCF quota for promotion of Gr. D officials came into vogue.

Decision taken : The issue will be re-examined. DDG (PAF)

75. Restoration of Financial up-gradations: DOP&T vide order no. 35034/2008-Estt.(D) dated 19-05-2009 issued orders on Modified Assured Career Progression Scheme (MACPS) for the Central Government employees. The Scheme was operational w.e.f. 01-09-2008. It is clarified vide the orders stated above that no past cases would be re-opened. But, in some PAOs during the period 01-09-2008 to 19-05-2009 financial up-gradations were given under ACP provisions. Subsequently these cases of financial up-gradations were re-opened and such promotions were withdrawn. This is against the provision stipulated in Para 11 of the MACP orders that "...no past cases would be re-opened." Hence, it is requested to issue necessary orders in this regard.

Decision taken : Specific cases, may be provided by the Staff Side, for re-examination. DDG (PAF)

P.O. DIVISION:-

76. Withdrawal of ordering Holiday duty on every holiday It is requested to withdraw the Holiday duty ordered in many divisions preventing the officials from discharging their religious duties. It is being practiced for every holiday to put into duties denying the officials to take weekly rest. It not only resulted in mental agony but to intrude in the religious freedom also. Circles/Divisions may be instructed to refrain from ordering unjust holiday duty.

Decision taken : The Staff Side may furnish the specific instances. Necessary instructions will be issued to the concerned Circles. DDG(PO)

77. Safety & Security in transportation of cash Non provision of Armed Guard and vehicular facility in many Divisions for conveyance of heavy cash from one Post Office to another Post Office resulting in huge loss of Govt. money and recovery of loss by means of Contributory negligence from the innocent officials. Hence the provision of Armed Guard is to be ensured by issue of suitable instructions to Circles/ Divisions. Some incidents of loss of cash have been resulted recovery from innocent officials.(eg. Vriddhachalam , Sirkali and Pondichery Divisions of Tamilnadu Circle).

Decision taken : Procedure on engagement of armed guards and vehicles for conveyance of heavy cash is being followed. Instructions will be reiterated for compliance. Item closed.

78. Non supply of Postage stamps Non supply of smaller denomination postage stamps and post

cards to cater the need of the public in BOs and Rural areas where there is no BPC available.

Decision taken : Will be pursued with ISP Nasik. DDG (Phil)

79. Regarding discontinued currency of 25 paise : Reserve Bank of India has discontinued the currency of 25 paise in the year June 2006. This being Government of India Policy, department of post is violating it by continuing the postage stamps of denomination 25 paise and Money Order Forms. It is necessary to discontinue the postage stamps of denomination 25 paise and MO Forms in accordance with Government of India Policy immediately. Further, this decision will also help in automatic doubling of the department's revenue.

Decision taken : PPS of denomination of 25 paise is mostly used for posting the registered newspapers and that of MO forms. The Post Offices are now booking electronic money orders and there is no requirement of MO forms now. Item closed.

PHILATELY DIVISION:-

80. Inadequate stamp supply It is widely criticized by the press all over India particularly in Tamilnadu about the non availability of Postage stamps. In many Rural Post offices staff are suffering to face the public resentments. It is requested to arrange adequate supply of required postage stamps to cater the need of the Public and effective function of Rural POs. Decision taken : Monitoring will continue to be done. DDG (Phil)

S.R. DIVISION & WELFARE DIVISION:-

81. Delayed holding up of JCM Departmental Council Meeting. The JCM Departmental Meeting are stipulated to be convened in once in 4 months but to our wonder, this is not being happened. It is very essential to keep the forum alive to ventilate the problems of the employees with the top administration. Convening the JCM Departmental Council Meeting once in four months as prescribed by the DOPT may mandatorily be adhered to facilitate to ventilate the problems of the staff side.

Decision taken : Action taken. Item closed.

82. Regular holding of periodical meeting sports, welfare board meetings. Prompt and regular holding of JCM, Departmental Council meeting, Periodical meeting with Secretary Department of Posts, Sports Board meeting and Welfare Board meeting. Ensure representation of recognized Federations in Sports Board and Welfare Board by calling for nominations.

Decision taken : Action will be taken. Item closed.

83. Prompt holding of Regional Council/office council meetings. Ensure prompt and regular holding of JCM (Regional Council) meeting at Circle level, Formal Four monthly meeting with Chief PMG, Bi-monthly meeting at PMG/DPS HQ level and monthly meetings at Divisional level. Implement a monitoring mechanism at Directorate level to ensure conducting of Circle/Divisional level meetings at regular intervals.

Decision taken : Instructions have been issued to all Circle Heads to ensure prompt and regular holding of all the official meetings. They have also been advised to send quarterly report to Directorate confirming the same. Item closed

84. Revengeful trade union victimization Request to cancel the trade union victimization in Tamilnadu Circle viz. Mass 'Dies Non' ordered in Southern Region to the officials who have taken part in the Demonstration conducted by the Circle Co-Ordination committee of NFPE on 10.01.2014 in front of R.O. on specific charter of demands. (No action taken by CPMG, TN despite taking up this case on several times by all the Circle Unions).

Decision taken : The staff side may furnish specific cases of union victimization so that the same may be examined. Report from Tamil Nadu Circle has been called. DDG(SR& Legal)

B.D. DIRECTORATE:-

85. Incentive to Postmen staff for delivery of Speed Post articles: Generally the complaints are being received regarding abnormal delay in payment of Speed Post Delivery incentive bills. It is pertinent to mention that instruction issued by the Directorate is being followed strictly causing delay and financial harassment to the affected staff. In this connection you letter No 16/56/2011 dated 07th July 2011 addressed to Delhi Circle with copy marked to all other circle. There is backlog of arrears in this regard due to not following the instructions in right perspective. Uniformity for preparing incentive bills and disbursement is very much indispensable to avoid protracted correspondence and harassment to the staff as well.

Decision taken : Most of the Circles have reported that the incentive bills for delivery of Speed Post articles have been cleared. The staff side may provide information on Circles where there is pendency, so that this could be resolved. CGM (BD)

86. NON ISSUE OF ORDERS FOR IMPLEMENTATION:

While inviting your kind attention to Minutes of the JCM Departmental Council (DC) Meeting held on 27.11.2013. The decision has been taken on some items as shown below but orders are yet to be issued for implementation despite our letter No P-IV/CHQ/PMCR/2013 dated 18th March 2014 remembering for early action:-

(a) Delivery on Heavy parcels and EPP articles: Necessary orders for mechanism for delivery of heavy parcels fixing /suggesting coolie charges are solicited.

Decision Taken : Report of the Committee formed for fixation of coolie charges for delivery of heavy parcels is under examination. CGM (BD)

87. BPCs Speed Posts centers - It is requested to bring all BPCs Speed Posts centers, Logistic posts Centers etc. under RMS Division and to post LSG, HSG-II and HSG-I as incharge.

Decision Taken : Instructions have already been issued by the Directorate that the issue of administrative control over Speed Post National Sorting Hubs / Intra Circle Hubs may be decided by the Heads of Circles. The matter is to be decided locally. Item closed.

R & P DIVISION:-

88. Conducting various recruitment exams by private agency. Basic amenities like drinking water, bath rooms etc provided by the exam conducting agency are very poor. At present, recruitment exams for the posts of IP/PM Cadre/LGO etc are conducted by certain private agency. However the accommodations (like municipal schools) provided by the exam conducting agency are very poor. At many places where the exams are conducted, basic amenities like drinking water, bath rooms etc. are not at all available. Hence it is necessary to ask the exam conducting agency to arrange for proper accommodations.

Decision taken : Basic amenities at the time of examination will be ensured in future. Item closed.

89. Huge shortage of staff for PACO cadre in Circle Administrative offices. Since long Circle administrative offices have been suffering from huge shortage of staff, The matter was taken up from time to time in different meetings and communications. Many reasons are there but ultimately after new recruitment rules framed in

January-14, even exams were conducted in April and May, 2014, yet in many circles the results of Paper I are yet to be published considering other stages also, delay is a matter of serious concern. - (R&P / Personnel)

Decision taken : 8217 vacancies in seven categories in the cadre of Postal Assistant/ Sorting Assistant in all Circles for the year 2013-14 have been reported. Result of the 12 Circles (3966 candidates) has been sent to concerned Circles for declaration of result. The result of other Circles is under process and would be sent to the concerned Circles shortly.

Decision taken : (Action under process). DDG (R&P)

VIGILANCE DIVISION:-

90. Eradication of corruption : Take stringent measures to eradicate corruption from Postal Department. Stern action should be taken against those committing frauds and corruption. Stop disciplinary action against innocent officials in the name of contributory negligence, instead of punishing the principal offender. (Vig. / Vigilance Petition)

Decision taken : No directions can be given to any disciplinary authority. Item closed.

91. Abnormal use of disciplinary powers on clerical staff/Supervisors of Post office in the name of contributory negligence factors.

In the recent days, there is more number of cases of Severely penalizing the clerical staff /supervisors in the name of contributory negligence factors and fixing them as subsidiary offenders. It is a wonder that in many fraud cases the main offender/Actual culprit is not punished by forfeiting their properties by using Revenue Recovery Act and other available means of law of this country. It is requested to issue instructions to exhaust first the channels of recovering loss from the main offender/culprit despite they put on out of service. In the cases of frauds committed by outsiders like SAs/MPKBY Agents, their property may be attached with the help of the District magistrate. After encouraging all the legal options available to recover the defrauded amount from the culprits by all means, then only the concept of subsidiary offender may come in to field.

It is requested to cause instructions to all administrative authorities to first exhaust the possibility of forfeiting /attaching the property of the Principal offender mandatorily before resorting

into Contributory negligence factors on the subsidiary offenders. The term subsidiary offender in respect of contributory negligence appears to be not correct and the term subsidiary contributors or Secondary Contributors.

Decision taken : Same as in Sr. No. 90 above. Item closed.

M.V. DIVISION:-

92. Development of self owned transportation system for quick transmission of mails :

In the present scenario of competition, public are demanding quick transportation and delivery of their mails. Due to our department's dependence on State Transportation, this demand of public could not be fulfilled. Also most of the department's MMS Vehicles are too old and required to be condemned. A self owned transportation system needs to be developed for quick transmission and delivery of mails to gain the customer base. Hence, department is expected to take some positive steps for reserving some funds for the development of such system.

Decision taken : Action taken. Item closed.

M.B. DIVISION:-

93. Supply of 40 seated Railway Bogies for R.M.S Sections in place of 20 seated:- Railway Authorities are providing short space of 20 seated handicapped bogies to RMS sections for carrying mails instead of 40 seated SLR bogies as required. Consequent upon non supply of adequate accommodation for carrying mails, misconnection of mails or non loading of mails occur very often and thus transshipment of public mails suffer badly.

Decision taken : The matter was discussed with railways authorities and all HoCs are requested to furnish fresh / revised information on accommodation required in major routes and also for new routes as well. Instructions will also be issued to all HoCs to discuss the matter periodically with railway authorities in Co-ordination meetings. DDG(MB)

94. Closure/merger of RMS offices:

During MNOP an agreement was reached between staff side and official side that no RMS offices will be closed for three years. But this was not followed by many Circles. In the name of merger, many RMS offices were closed by Heads of Circles.

Decision taken : No specific instance have been referred to and merger, if any, is made under rationalization process after following due procedure. Item closed.

PLI DIRECTORATE:-

95. (a) All Circle offices / Regional offices / DPLI office, Kolkata must be allowed to function as Circle Processing Centres (CPCs) while implementing Core Insurance Solutions (CIS) through McCamish for steady growth of PLI/RPLI Business

(b) Stop diversion of 615 posts (576 posts of PAs from C.O.s and 39 posts of PAs from APS PLI CELL) ordered vide Department of Posts, Establishment Division No. 43-47/2013-PE-II dated the 9th June, 2014.

Decision taken : The Department is following the prescribed procedure for successful completion of the project and this cannot be deviated. Item closed.

(c) Stop harassment and victimization of staff of Circle Administrative offices in the name of decentralization of PLI/RPLI.

Decision taken : The Department is following the prescribed procedure for successful completion of the project and this cannot be deviated. Item closed. No specific complaints received in the Directorate regarding harassment and victimization of staff of Circle Administrative Offices. Item closed.

96. Delay in sanctioning of RPLI and PLI incentive bills in Many Circles. Due of Paucity fund, the RPLI, PLI Incentive bills are pending for payment for a longtime and accumulated to a huge amount. Appropriate allotment of funds requested.

Decision taken : Same as item at Sr. NO.72 above. DDG (PAF)

97. Convert all Circle Administrative offices including Regional Offices and O/O the Director PLI office as Central Processing Centers. Due to rich experience of Circle Administrative offices and many years awareness of PLI/RPLI works, all Circle Administrative offices should be converted as CPCs for steady growth of insurance business.

Decision taken : Same as item at Sr. No. 95 above. Item closed.

98. Provision of staff/equipment for Central Processing centres of PLI/RPLI likely to commence in all HOs. In the wake of newly created concept of Central processing centres under core Insurance

solutions there will be increased work flow related to PLI/RPLI. The task of acceptance of proposals, issue of policy documents, maturity claim, Death claim and loan sanctions apart from continuous customer services are on the way and the staff/equipment shall be provided to meet the present trend. Further to the above, the Head postmasters are needed to be delegated some financial powers to maintain hospitality with the customers/clients.

Decision taken : Being done. Item closed.

99. Give proper importance to the office of the DPLI, Kolkata for making it a National level training center. DPLI office, Kolkata since its inception long back has been doing multi various critical nature of work relating to PLI/RPLI business, determination of bonus, actuarial work etc. on which the market review depends. These are all being done in addition to their role as central accounting office. No other office has got such huge dimension and verities of works in the field of insurance business of ours.

Decision taken : This cannot be done. Item closed.

100. Opening of permanent training centers in PLI sections of every Circle Office.

Considering the increase in number of PLI/RPLI policies and involving large number of agents and D.Os, each and every Circle Office should have training centers for PLI/RPLI works.

Decision taken : Same as at item at Sr. No.99 above. Item closed.

Annexure 24

OUR LETTER TO PRIME MINISTER

To
Sri. Dr. ManMohanSingh,
Hon'ble Prime Minister,
Govt.of India, South Block, Raisinahill,
New Delhi-110 011

Respected Sir,

Sub: 12th and 13th February 2014 Strike-reg

With great pain my Federation submits the following with a hope that you will consider our sentiments and address for proper redresses. Sir, my Federation represents nearly one lakh five thousand employees in the Postal Department. It is a recognized Federation by the department of Post and affiliated to INTUC.

Recently we submitted a Strike Notice to the Government and to the Department of Post containing two parts of Charter of Demands. Part I, is pertaining to Central Government employees, Part II, pertaining to Postal employees. The department of Post called for meeting under the Chairmanship of Member (operation) to discuss the Charter of demands. While discussion, the Member (O) was not ready to discuss Part I charter of demands stating that the Postal Department has no power to take any decision on the demands mentioned in Part I.

In this connection we submit that NFIR affiliated to INTUC also submitted a Charter of demands pertaining to all Central Government employees to the Railway Ministry. Though the Railway Board has not taken any decision on the Charter of demands they discussed charter of demands item wise and recorded the opinion of Staff side and appealed the Railway Unions not to go on Strike, further they conveyed the resentments of Railway employees to the Government. This attitude of the Railway Board was paved a way to avert the Strike in the Railway.

Likewise in Ministry of Defence, the INDWF federation affiliated to INTUC along with two other federations i.e. AIDF, BPMS served strike notice for indefinite strike from 17th Feb 2014. A meeting was conducted by Addl. Secretary with the representatives of three federations on 6.2.14 and steps were taken to settle/to take up the issues at the appropriate level. Due to the positive approach of the Defence administration the strike was deferred by the three federations in Defence Ministry. Whereas the Postal Board had failed to address the issues raised in Part I & Part II charter of demands, hurt the feelings of the postal employees and hence the Strike took place in the Postal department.

My federation requested the Member (O) to discuss the Charter of demands mentioned in Part I and to record our submissions and convey it to the Govt. Moreover the demands mentioned in Part II, for which the Postal Board is competent to take decision also dealt casually. For example the item i.e. grant of recognition to GDS union as per Sri.Natarajamurthy committee recommendation was dealt very casually and rejected by the Member (O) by passing provocative remarks though this item was referred by the Hon'ble Minister of Communication & I.T for consideration on many

occasions based on the letters from many congress M.Ps and VIPs.

In the past five years my Federation served Strike Notice thrice along with NFPE, affiliated to confederation of Central Govt. Employees which is indirectly controlled by CITU. But those strikes were averted after a long discussion across the table. This time the Secretary, Postal Board is not keen to negotiate charter of Demands with Federations sincerely. This has resulted for a Strike in the Postal Industry.

My federation hopes and trusts the Hon'ble Prime Minister of India, requests for suitable instructions to the Cabinet Secretary for consideration of Charter of demands mentioned in Part I in consultation with Finance and other nodal ministries. Further it is requested to direct the Postal Board to discuss the Part II Charter of demands once again to put an end to the anger of the Postal employees belongs to my Federation against the Postal Board.

Thanking you,

yours faithfully,

D. THEAGARAJAN, Secy. General, FNPO

Annexure 25

Ref : Veri/12/2015

Date : 23-2-2015

To

M/s. Anju Nigam

Dy. Director General (SR & Legal)

O/o. DG Posts (Room No. 403)

Dak Bhawan

New Delhi – 110 001.

Madam,

Sub : Verification of Membership – 2015 – our suggestion.

Kindly recall our discussion on the subject.

My Federation submits the following for your consideration and for doing the needful.

1. While conducting verification of Membership during 2011, my Federation had demanded actual staff strength in the Division/unit by cadre-wise. For Example, in the case of P.O., P.A.S., LSG, HSG II, HSG I, Postmen, Group D and GDS (adhoc GDS and officials working in GDS vacant places should not be included). In the case of RMS, S.As, LSG,

HSG II, HSG I, Mail Guards & MTS. Part Time Casual Labourers and temporary Status Casual Labourers should not be included. In the case of Circle office, officials working on deputation and officials working in electrical wing should not be included. In the case of Civil Wing, officials working on deputation should not be included. In short actual staff strength of each cadre mentioned above should be kept ready before starting the verification of membership for the present year. Moreover candidates recruited and undergoing training should not be included in the working strength. Before starting the verification process, staff strength for each cadre should be kept ready in the Directorate. There should be cross-check of the figures furnished by the Circles with the figures already available in the Directorate after verification. The Heads of Circles should give a certificate for the correctness of the figures specifically stating that officials working in vacant posts adhoc posts have been excluded from the actual staff strength Heads of Circles should ensure that Deputationists Casual Labourers, contingent staff and trainees have not exercised their options. Responsibility should be fixed on the erring officers.

Last time, after verification process when we obtained staff strength under RTI, it was not tallied in respect of figures of any cadre furnished by the Circles. Particularly, GDS and staff strength of Circle office. The Directorate should ensure this time that staff strength of every cadre furnished by the Circles should be one and the same before and after verification.

2. While conducting verification of membership process in Railways and BSNL, they follow secret ballot system. But this is not accepted by the Dept. of Posts stating that it is not possible in the Postal Department. Therefore my Federation suggests the following feasible election process in the Divisional level. If this process is followed in true spirit, this will pave way to find out real membership of each union cadre-wise.

OPTION 1

- i. A ballot paper may be provided to the official to opt for a single union by voting against the symbol. (Before election, symbols may be allotted to each Federation).
- ii. Casting of vote may be conducted in each H.O. in respect of Group 'C' officials and at Sub-Divisional level for GDS.

- iii. The Regional office may nominate a Gazetted officer to supervise the election and counting.
- iv. If any deviation is found later in the Division / Sub –Division, the responsibility should be fixed on the erring officer later and such officer should be punished under departmental disciplinary proceedings.
- v. Each union may be authorized to nominate an agent in voting booth to ensure that the actual officials have cast vote.
- vi. While casting vote each voter should be asked to produce ID card with photo issued by _____ the Department.
- vii. Before conducting election, six weeks time should be given to the Federation.

OPTION – 2

- i. A single letter of authorization signed by the Divisional Head only may be send alongwith one self-addressed service cover to all the officials by registered post with acknowledgment. These Regd. Letters should not be either re-directed or delivered at the office other than the designation.
- ii. The officials may write the name of the union which he opts in his own handwriting and affix his signature on the ballot paper with designation.
- iii. Letter of authorization may be returned to the Divisional Head by registered post using self-addressed cover received from the Head of the Division.
- iv. Covers received by the Divisional Head should be opened in the presence of representatives of the Federation.
- v. There is no need to attest the authorisation letter by the concerned union secretary.
- vi. While counting authorization letter the Divisional Heads should be present.

OTHER SUGGESTIONS

1. In the system which is in vogue is permitted, to enroll membership only in the month of April. This has resulted in promotes and newly recruited members are deprived to became a member of an union.

Therefore it is suggested that one authorization letter may be sent to promotes / trainees to opt for membership of union of their choice.

2. Authorisation letter may be sent to the Divisional Head and it should be checked in the presence of union representative and the Divisional Head may order recovery of subscription on the basis of choice of the promote/trainee.

3. Officials may be allowed to withdraw their membership at any time by giving a letter direct to the Head of the Division. However, change of union may be allowed in the month of April each year.

My Federation hopes the Directorate will consider the views with an open mind in the interest of conducting free and fair verification.

A line in reply is highly solicited.

Thanking you,
Yours Sincerely,

(D. THEAGARAJAN)
Secretary General

Ref : Veri/46/2015

Date : 15-6-2015

To

Ms. Anju Nigam
Deputy Director - General (SR & Legal)
O/o. the DG Posts
Dak Bhavan
New Delhi - 110 001.

Madam,

Sub : Verification of Membership - 2015.

Ref : 1. Your office letter No. 13/01/2015-SR Dt. 9-6-2015.

2. My Federation letter No. Veri/12/2015 Dt. 23-2-2015 (copy enclosed)

Your kind attention is invited to my Federation letter cited at reference (2) above.

The Department has not considered our suggestions mentioned in our above letter. Without removing the discrepancies in the present verification process, the Department is conducting verification, 2015. This will lead to many hurdles in due course. This is for your information.

Kindly acknowledge.

Yours Sincerely,
(D. THEAGARAJAN)
Secretary General

Ref : 55/Veri/2015

Date : 14-7-2015

To

Ms. Anju Nigam
DDG (SR & Legal)
O/o. the DG Posts
New Delhi 110 001.

Madam,

**Sub : Verification of membership for
recognition of service Association -
Regarding.**

Ref : Your letter No. 13-1/2015/SR Dt. 26-6-2015.

Your kind attention is invited to your letter at reference wherein it has been clearly mentioned that last date for submission of authorisation letter to be sent through applicants service Association to Division Heads has been extended to 6-8-2015.

In this connection my Federation seeks clarification on the below mentioned doubt.

The Directorate ordered verification process under even letter at reference date 9-6-2015. In the Annexure 1 (Authorisation Letter), it is clearly mentioned that subscription should be recovered from the salary of July 2015 payable on 31-7-2015. Now you have clarified that last date of submission of Authorisation letter is 6-8-2015.

If the Association submits prescribed authorisation letter (Annexure 1 dt. 9-6-2015) on 6-8-2015, it may have some legal complications in future. Some legal experts may say that the total exercise will be waste. Whether this technical mistake is brought to your notice or not we do not know. My Federation desires to record this as objection - 3. Already two objections have been recorded in the matter of verification process through our earlier letters.

Thanking you,

Yours Sincerely,
(D. THEAGARAJAN)
Secretary General

F.No. 13/01/2015-SR

Government of India
Ministry of Communications & IT
Department of Posts
(SR Division), Dak Bhavan, Sansad Marg
New Delhi,

dated 23rd July, 2015

To
Shri D. Theagarajan,
Secretary General
Federation of National Postal Organization
T-24, Atrul Grove Road,
New Delhi 110 001.

Subject : Verification of Membership – 2015.

Sir,

I am directed to refer to your letter No. Veri/46/2015 dated 15-6-2015 on the above subject and to clarify the following issues:

1.(a) We have already requested Circles to send the sanctioned strength and working strength in each category of employees in the Circles in the prescribed proforma. Some of the Circles have responded. The others are being reminded. This information will be available before the verification figures are received from all the Circles.

(b) Figures will be sent by the Circles only and hence there is no need of a separate certificate of correctness by the Heads of Circles.

© Instructions have already been issued for all the Circles to include Government officials only.

2. As per CCS (RSA) Rules verification process is being conducted through check off system. The Department of Posts cannot deviate from the instructions of DoP & T.

3. Action is being taken as per the instructions of DoP & T vide their OM No. 02/10/80-JCA dated 31/01-1994, the revised option for deduction can be exercised only in the month of April each year to be effective from July of that year.

This if for your information please.

Yours faithfully,
(Arun Malik)
Director (SR & Legal)

Government of India
Ministry of Communications & IT
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi – 110 001.

No. 13/01/2015-SR Dated the 31st July, 2015

To
Shri D. Theagarajan
Secretary General,
Federation of National Postal Organisation (FNPO)
T-24, Atul Grove Road,
New Delhi.

**Subject : Verification of Membership for
recognition of service Associations – 2015.**

Sir,

I am directed to refer to your letter No. 55/Veri/2015 Dated 14-07-2015 seeking clarification relating to the date of recovery of subscription from employees. In this connection it is informed that while extending the date for receipt of the authorization letter to 6-8-2015, the Directorate vide letter dated 23rd June, 2015 had already given instructions to all concerned that the Drawing & Disbursing Officers will start making monthly recovery from the employees out of their salary for the month of August, 2015 payable on 31-8-2015.

2. Further with regard to your earlier two objections the Directorate had already sent a reply vide letter of even number dated 23rd July, 2015 clarifying the position. In view of the above, it is informed that all objections raised by you relating to the verification process have been clarified and as such no issues are pending as on date.

Yours faithfully,
(Arun Malik)
Director (SR & Legal)

Annexure - 26

HARDSHIPS FACED BY STAFF AND PUBLIC DUE TO FINACLE

1. Already logged in issue : This is the major issue which arises frequently at least 15 to 20 times daily in all offices while doing transactions. The staff and customers has to wait for a long time until it is cleared. As such customers got irritated and we

are losing valuable customers. This may be lifted as in Mccamish software until all the offices got migrated.

2. Bandwidth : Network is very Slow in accessing finalce and staff have been dragged to work until 22 00 hours from morning 0800 hours to complete the daily transactions. Hence bandwidth needs to be increased as in nationalised banks.

3. Branch office transactions : All the transactions done at Branch offices needs to be rebooked / entered in Finacle. Some of the Single handed and double Handed Sub offices are having more than 7 BOs. Some SOs are having more than 13 Bos which are larger than some HOs .The workload of SPM is unbearable. Sub offices having more than 6 Branch offices needs to be identified and attached to other adjacent Sub offices or one Branch offies needs to be upgraded to a Suboffice with the exces Bos attached to it.

4. Single handed office : The Finacle software is also having the supervisor verification work as in MM / Sanchaypost. But in a single handed office with single machine (Computer) the PA Cum SPM has to first do the transaction , then log out as user and again log in as supervisor and verify the transactions. For each and every transaction he has to do the same. This is a cumbersome process and finacle needs to be simplified or all Single handed Sub offices to be upgraded as Double handed Suboffice.

5. Bulk Recurring deposit accounts of Branch offices could not be accepted. : - Bulk RD at Branch offices could not be accepted in Finacle. Licenced MPKBY agents who collect small amount from the villagers and transact at Bos. SO for it is accepted in sanchay post. But now in Finacle since there is no provision all the Bulk accounts have been converted into single Account and separate voucher made for each account deposited . For eg if and agent has 100 accounts the same has been accepted as a single transaction so for in Sanchapost. But in Finacle this mount to 100 transactions. Hence provision to be made in finalce for BO Bulk transactions.

6. Supply of laser printers :- All the reports in finacle are generated only in PDF. The same could not be printed in the Dot matrix printer supplied for receipt printing as this printer does not support graphics or PDF format. Hence Supply of laser printer may be ensured before Migration.

7. Handhold Team :- When an office is migrated to CBS the Infosys has to provide a hand hold team for three days. This was actually done in 2014. But now there is no such handhold team to give support to the newly migrated offices. Hence For all the newly migrated offices hand hold team may please be provided

8. Sign Off :- On the day of migration a report has been generated by the Infosys software. It gives full detail about total number of account in SB / RD /TD /MIS /Kvp/NSC /PPF etc. and coercing the SPM's to give a sign off report certifying that the report is correct and all the accounts have been checked and to proceed further for migration with in a short spell of 30 to 40 Minutes. This is not possible. Because though the SPM /PM is responsible for the balances of all the accounts in his office, SOSB and SBCO at Concerned HO also needs to be got signed-off at least for centralised schemes such as SB/TD etc. since the amount is huge. Hence it has to be checked and verified by SOSB / SBCO and even Sub divisional Heads for Signoff.

9. Working Hours :- In some Regions /Divisions, working hours have been revised that Saturday is also a full working day as in banks. Our work is not of the nature of banks as we do all MPCM work. Hence the working hours may be restored or 2nd and 4th Saturday may be declared as holiday as in banks.

10. Report Generation :- After completing the work the Counter PA has to generate Reports for checking his physical cash position with the report (LOT / agent bulk report etc). But again here comes the problem. An error "Could not get response from server " has been simply generated and the official has to wait for an hour or more to cross check is collections. This to be made simple in the software. Incompatible systems and peripherals also needs to be replaced.

11. Constitution of (**CPC**) Central Processing centre: CPC for finacle has been formed at circle level. But no separate establishment has been provided. Staff were deputed from various divisions which were already affected by shortage of staff, New establishment needed for CPC and recruit new officials.

12. Time Factor :- Previously when a customer gives an account opening form along with the money, as per our norms it will take only 5 to 8

minutes to open an account. There will be only some few fields to be entered such as Name / Address / Dob if minor / Denomination if RD /and amount. That's all new account will be opened and a number will be allotted by the system. But now it takes nearly 45 minutes to open and account.(Create CIF , Verify CIF , Open Account , Verify the Opened account, Fund the account , verify the funded account) Hence new time factor may be designed for the new software.

Annexure 27

Government of India
Ministry of Communications & IT
O/o. the Chief Engineer (Civil)
Department of Posts, Dak Bhavan, New Delhi 110 016

No. 10-9(1) CEND/Union Meeting/2013-14/421

Dated 9-10-2015

To
Shri D. Theagarajan
Secretary General,
FNPO, T-24, Atul Grove Road,
New Delhi 110 001.

Sub : Issue of Civil Wing Employees.

Ref : Your letter Nos (i) No. 9/NUCIVIL/35/2015 Dated 18-5-2015.

(ii) No. 9/NUCIVIL/37/2015 Dated 9-7-2015.

Sir,

With reference to the letters referred above, it is informed that this office and requested to both Unions of Civil Wing to furnish the details of agenda for discussion in the periodical meeting with Chief Engineer (Civil) vide letter of even no. dated 29/7/2015.

The agenda had been received from Unions & meeting was held on 20-8-2015 between Chief engineer (Civil) and representatives of Unions, minutes of which had already been issued to all concerned. A copy of the same is enclosed herewith for your kind information.

Encl : As above.

Yours Sincerely,
Assistant Engineer (P)

Copy to :

The Director (SR & LEGAL) Dak Bhawan, New Delhi w.r.t. Dy. No. 7751 dated 17-7-15 & Dy. No. 916 dated 22-7-15 of % the Secretary (P) & % the Member (Plg) respectively.

Minutes of the meeting held between the representatives of BPC wing Employees union, FNPO National Union of Postal Civil wing non gazette Employees and the Chief Engineer (Civil) works in the chamber in Chief Engineer (Civil) Works, Department of Posts, Dak Bhavan, New Delhi on 20-8-2015.

Administration Side	Representatives of the Union
1. Sh. N.K. Singh, Chief Engineer © Works General BPEF, Lucknow	1. Sh. S.K. Mishra, Secretary
2. Sri Lokesh Mehta, SE (P & A) General Secretary, BPCWNGEU, Patna	2. Sh. Balram Pandey,

- | | |
|---|----------------------------|
| <p>3. Sh. Vijay Kumar, SE (HQ)
Organising Secretary,
BPCWNGEU
Hyderabad</p> | <p>3. Sh. K. Suri Babu</p> |
| <p>4. Sh. S.C. Pant, A.E. (P)
General Secretary
FNPO NUPCWNGEU
Kerala</p> | <p>4. Sh. K. Sivadasan</p> |
| <p>5. Sh. Satender Kumar
Circle Secretary,
Delhi Circle,
O/o. CE ©,
Dak Bhawan
New Delhi – 110 001.</p> | |
| <p>6. Sh. Suri Babu Kola,
Org. Secretary, BPEF,
O/o. EE ©, PCD
Hyderabad (AP)</p> | |
| <p>7. Jageshwar Dayal,
Circle Secretary,
U.P. Circle, O/o. AE (E),
PESD Lucknow (UP)</p> | |

Following items of agenda were discussed in the meeting:

1. Implementation of cadre restructuring committee recommendation report.

The committee's recommendations have already been submitted to Establishment Division in the Directorate. However, it may be implemented only after its acceptance & approval by the Govt.

Item Closed.

2. Immediate filling of vacant post of Junior Engineers (Civil and Electrical), works clerks dGr. II 80 Posts of MTS allotted to each SE © is to be classified in to MTS Technical and MTS Non-Technical including its distribution among Divisions, Sub Divisions.

Recruitment against vacant post of JE © and JE • is already in process. As the recruitment against vacant posts of Works Clerks Grade II and MTS is within the jurisdiction of Superintending Engineers, they are being requested to do the needful.

Item Closed.

3. Revival of Abolished posts

Matter was discussed and all the members were agreed to drop it as this is practically not possible to revive the abolished posts.

Item Closed.

4. Grant of promotion from retrospective date due to the cause of vacancy in respect of staff of PCC, Bangalore and PCC Mumbai (case is pending with Director (Staff) Department of Posts, New Delhi vide

letter No. STA/2-3/266 dated 20-08-2013 & not implementation MACPs MTS Electrical Division, Lucknow.

As the grant of MACP to MTS of Electrical Division is within the competency of Superintending Engineer •, Postal Electrical Circle, New Delhi, the matter has already been referred vide letter No. 10-9(1)/CEND/130 dated 24-06-2015. Regarding promotion from retrospective date, the matter may be taken up with the respective Superintending Engineer, who is the appointing authority in such cases.

Item Closed.

5. Clubbing of communication dated 23-10-2010 issues by PE Section and dated 12-08-2011 issued by PCC Section Deptt. Of Posts in order to correctly fix the Entry pay of Wireman working as Postal Building Maintenance staff under CPMGs and those working under Civil Wing.

Cases shall be examined, if received through proper channel from concerned circles.

Item Closed.

6. The Rotational Transfer Policy/Guidelines for the clerical cadres may be decided by the CE ©, at his own level uniformly because the SE © may formulate it as per their suitability which can cause disparity among the same cadre of different circles.

Disparities, if any, in the guidelines framed by SE, s may be brought to the notice for further examinations in the matter.

Item Closed

7. i. Implementing old Pension Scheme to the Temporary status who are already in service as on 1-1-2004 and regularized afterwards.

ii. Newly recruited JEs have not yet been confirmed in spite of crossing two years of their probation periods. No action has so far been taken to impart six weeks entry level training or exemption from the same as one time measure.

Superintending Engineers are the Competent Authority for appointment of JEs. Matter shall be decided from their end as per norms.

Item Closed.

8. Old Items not settled.

SEs shall be requested to schedule formal meeting as per extant instructions.

9. The all common issues of both unions had discussed and decided as above. However, the items not covered in above in respect of agenda of NUPCWNGEU, shall be discussed in the next meeting.

Action to be taken by AIISE © / SE •

The meeting was concluded with vote of thanks to all the members.

This issues with approval of Chief Engineer © works.

(S.C. Pant)
Asst. Engineer (P)

No. 10-9(1)/CEND/Union Meeting/2013-14/328
Dated 11-9-2015

Copy to :

1. All SE (C)/• fro compliance and needful action on all the para.

2. 203) Sh. Balram Pandey, General Secretary, BPCWNGEU, Patna and Sh. K. Sivadasan General Secretary, FNPO, NUPCWNGEU, Kerala.

3. The Director (SR and legal) Dak Bhawan, New Delhi.

Annexure 28

ELEVENTH ASIAN PACIFIC UNION CONGRESS

Eleventh Asian Pacific Union Congress was held in New Delhi from 3rd September to 6th September 2013.

3-9-2013

On 3-9-2013 the Hon'ble President of India inaugurated the Conference. During his Presidential speech, the President said that the Asian Pacific Union and inter Governmental organization of 32 countries region are actively working to improve co-operation among Member Nation in the postal services. He appealed to the Asian Pacific Union Countries to think differently, keeping the changes in global scenario. Further, he called upon postal Administration to be pro-active to change. Moreover he said there is a huge scope of postal services to be engaged in E Commerce and gave gain from the raising demand for such business products. Dr. Killi Kiruparani, Minister of state for communication and IT, lightened the lamp along with President of India, and Mrs. P. Gopinath, Secretary, Department of post, welcomed the

gathering. Mr. Mark Lawley, Chairman of Asian Pacific Union was present in the meeting. Before the inauguration the participants of the meeting elected a President for the congress proceedings. India post Chairman was elected as President and Japan posts, as Vice-President for the Congress proceedings. Out of 32 countries, 28 countries were participated in the congress.

On Second day 4th September 2013, the session was started at 9 a.m. The thematic discussion was "innovation and E business forum". The following 16 countries were present and their presentation was on thematic Discussion.

Australia, Japan, China, Indonesia, Canada, Newzeland, Swisspost, Thailand, India Post, Iran, Pakistan, Dutche post, DHL, UPU, South Korea, Afghanistan, Vietnam, Malasia.

During the discussion Digital Post E Commerce and E business was well explained by the Managers of 16 postal countries on 5-9-2013 "Postal financial Services" was the thematic discussion. The meeting commenced with presentation by Mrs. Sushma Vijay from the RBI. During her presentation she said that RBI is considering to give licence to India post to run the post bank. Billgates Foundation presented how distruptive innovation can benefit Postal Administration. The case studies from around the world especially Africa were presented showing how digital money has had a large impact on business inclusion.

Anti money laundering was covered by a senior official of India. He spoke about AML regime in India and the combating and financing Terrerrism (CFT) guideline to prevent illegal transaction and at the sametime facilitated growth of the remi Hank market. UPU presented about how to build partnership upon new career the mandate on Dotha congress. The partnership with UNO IFED world bank was discussed. During the presentation it was explained that the role of post office is now being recognized more by UNO world bank.

The 5th September 2013's proceedings were chaired by Sri Subhash Burma. DDG (International) on 6th September 2013 the meeting was chaired by Secretary, Depart ment of Post, India post.

The Chair person summarized the congress proceedings. Uniapro represented by Eiichiito and Shri D. Theagarajan, S.G. FNPO, and they presented a paper on good industrial relation. In the afternoon, for the post of Director General, 3

countries were contested. 28 countries voted out of 28. China secured 21 votes, Indonesia 4 and Pakistan 3. China will hold the post of Director General for another 4 years from 2013 to 2017. Iran was invited to hold 12th Asian Pacific Postal Union Congress. India will be the Chair for all the executive meetings. Malaysia will be the Vice Chair till the next congress.

Annexure 29

FNPO PARTICIPATION IN VARIOUS UNI APRO EVENTS IN INDIA & FOREIGN

UNI APRO SOUTH ASIA EMPOWERMENT PROGRAM AND CONFERENCE, NEW DELHI, 6-8 MAY 2013

5 PARTICIPANTS FNPO

UNI ILC EMPOWERMENT PROGRAM FOR WOMEN & YOUTH 17-19 OCT.2013 MUMBAI

7 PARTICIPANTS

UNI APRO/FES SUBREGIONAL PROGRAM ON BRIDGING IMPLEMENTATION GAPS,29-31 JULY 2014,MUMBAI

D.THEAGRAJAN,MURALIDHARAN

UNI ILC WOMEN & YOUTH CONFERENCE CHENNAI 19 SEPT 2014

12 MEMBERS FROM FNPO. SOMA GHOSH FROM FNPO ELECTED UNI ILC WOMEN COMMITTEE G.S.

UNI ILC/FES EMPOWERMENT PROGRAM FOR WOMEN & YOUTH 20-21 SEPT 2014 CHENNAI

13 MEMBERS FROM FNPO

UNI ILC SEMINAR ON "Labour & banking Reforms in India" 18 Nov 2014

D. THEGARAJAN,T.N.RAHATE,SUNETRA SARANG, R.H.GUPTA

UNI APRO/JPGU/FNPO SEMINAR IN MUMBAI 18TH APRIL 2015

31 PARTICIPANTS ALL FROM FNPO

UNI APRO/FES NATIONAL NETWORK MEETING-BRIDGING IMPLEMENTATION GAPS IN INTERNATIONAL LABOUR STANDARDS, CHENNAI,20-21 APRIL 2015

8 PARTICIPANTS FNPO

UNI/ILC FES PROGRAM FOR EMPOWERMENT OF WOMEN & YOUTH LONAVALA 17-18 AUGUST 2015

8 PARTICIPANTS FROM FNPO

UNI ILC /UNI LCJ SEMINAR ON CHANGING PARADIGM OF EMPLOYER EMPLOYEE RELATIONS

19-20 SEPTEMBER 2015 MUMBAI

D.THEAGARAJAN,P.U.MURALIDHARAN, SUNETRA SARANGA, AMRUTA SAPRE NEGINHAL

UNI ILC/FES EMPOWERMENT PROGRAM FOR WOMEN & YOUTH 5-6 SEPTEMBER 2015 COIMBATORE

15 PARTICIPANTS FROM FNPO,RAJAMANI PART OF THE RESOURCE SUPPORT

FNPO PARTICIPATION ABROAD

SOMA GHOSH – UNI APRO EMPOWERMENT COURSE FOR WOMEN 26-27 AUGUST 2013 BANGKOK

R.G.SAHANAKUMARI & KUTTYSANKARAN- UNI APRO CROSS SECTORAL EMPOWERMENT COURSE,COLOMBO,24-28 SEPT.2013

SOMA GHOSH – UNI LCJ YOUTH CAMP,TOKYO ,NOVEMBER 2014

AMRUTA SAPRE NEGINAHL –MENTORING PROJECT,MENTEE, SINGAPORE MAY 2015

NISAR MUJAWAR & KUTTYSANKARAN, APPU/UNI APRO PROGRAM IN BANGKOK, JULY 2015

UNI – APRO Bangkok programme in August 2013 Deepak Mukarjee, B.S. Venu.

Annexure 30

CORRESPONDENCE MADE BY FEDERATION THE PERIOD UNDER REVIEW

1. Goondaism let loose by AIPEU Gr. 'C' against NAPC Division Secretary Berhampur Division.
2. Consideration of minimum Grade pay for wireman.
3. Injustice meted out the two official in sanctioning of medical claim by the authorities in A.P. Circle.
4. Arresment meeting out to the Division Secretary Bilwara and Brarathpur Divisions by administrations.
5. Immunity transfer of on account of holding office bearer post in this service AIPIOA Bihar.
6. Allotment of quarters for FNPO affiliated unions in Rajasthan Circle.
7. Request transfer for K.C. Gangaiah sorting postman.
8. Two days successful strike.
9. Request for grant of immunity transfer for Finance Secretary (Bihar Circle)
10. Grant of recognition to NUGDS.
11. Reasons for objections for CRC Norms.
12. Reasons for objections for Speed Post Norms.
13. Request for implementation of CAT Chennai (MTS case).
14. Discrepancies in assessment of MTS vacancies at Chennai.
15. Proposed change of attendance in Chennai Foreign post.
16. Problems in Maharashtra Postal wing.
17. India post Hockey Team affiliation.
18. Fixation of pay for reemployed military pensioners.
19. Termination of cashier at PTC mysore.
20. Problems in AP Circle.
21. Non-filling of vacancy under Sports quota.
22. Report of task force on leveraging the post office Network commons. (27-1-2015)
23. Dispensing with disciplinary proceedings after retirement to uphold Supreme Court Judgement.
24. Membership verification 2015. Our suggestion 23-2-2015.
25. Arrasment meted out to Circle office staff working in PLI and staff branch.
26. Request post senior officials in RLO Chennai.
27. Misconstruction on the part of administration about peaceful Dharna stayed infront of circle office by the service association.
28. Lamination of the sincere officials in Pathanamtitta postal division.
29. Closure of units in Bangalore GPO.
30. Remuneration payable to full time casual labour/part time casual labour engaged on contingencies basis.
31. Vindicate attitude on the part of Tamil Nadu Circle administration.
32. Irregular postings of MTS officials in Circle office.

33. Grant of MACP III financial upgradation to K. Viswanathan senior A.O.
34. Issues of civil wing employees.
35. Suggestions for amending for point system in the case of companionate appointment case (GDS).
36. Complaint about the welder test.
37. Request to consider of posting of Shri N. Natarajan.
38. Request to reconsideration in the case of P. Jayanthi.
39. Declaration of results of Direct recruitment of PA/SA regarding 25-5-2015.
40. Request to issue NOC to Nisar N. Mujwar postman Kolapur HO.
41. Request to mount pressure on GDS issues (letter to M. Ragavaiah leader JCM Staff side)
42. Shifting of PSD Chennai.
43. Verification of Membership 2015 dated 15-6-2015.
44. Fixation of initial pay for the Ex-service man recruited in the Department of posts.
45. Verification on membership 2015 dated 13-7-2015.
46. Posting of casual labour/outside and paid substitute in the short term leave vacancy.
47. Relocating of CGHS – Wellness centre.
48. Request for reconsideration of orders on stoppage of deduction from TRCA GDS employees dated 3-9-2015.
49. Filling up sports Development officer in Rajasthan Circle.
50. Fixing of meeting to review the L1 and L2 offices.
51. Request of cancellation of transfer made in the interest of service. (reminder)
52. Untoward incident took place in Hadole Postal Division. Bareilly Region, U.P. Circle.
53. Unsavoury incident in Jeypore Civil court sub post office, Koraput Division, Odisha Circle.
54. Request to provide system administrator in Director PLI.
55. Proposal of cadre restructuring case of postman.
56. Remittance of Union subscription to my Finance Secretary AIPAPAOA West Bengal.
57. Transfer/posting from accounts line to General line.
58. Selection grade for lift operator as per judgement dated 29-5-2008.
59. Non participation in the proposed strike by NFPE by 12-2-2012.
60. Mal administration and neglect of staff welfare on the part of SSPO puducherry Division.
61. Undue extension of recognition to All India Supervisor association General Line.
62. Request for implementation of CAT Madras (TS-CL case)
63. Undue favouritism shown by the Circle administration Gujarat Circle to the particular employee.
64. Accommodation for union office in Gujarat Circle office.
65. Memorandum submitted to Honourable Mose Dr. Killi Krupa Rani 2013.
66. Request to consider Memorandum on Postmen & MTS
67. Request to consider compassionate appointment to Smt. Hiramoni Mondal, W/O Late Sri. Prasanta Mondal
68. Inordinate delay in settlement of Special increment case for achieving excellence in sports – Case of Sri. Kr.Lakshminarayana, Sports Inspector O/o CPMG Karnataka Circle.
69. CWC Meeting of NAPEC at Srinagar
70. Mal administration of ASKA Division
71. Withdraw ASP (Marketing) from PLI
72. Request to consider Transfer case of Sri A. Rajasekhar MTS.
73. Record our strong protest against the attitude of Administration.
74. Request for changing cut-off date for conducting of Limited Departmental competitive Examination for promotion of lower grade official to the cadre of Postal

- Assistants/Sorting Assistant for the year 2013.
75. Non-grant of recognition to my AIPAOA (FNPO).
 76. Non-grant of transfer under immunity to my Circle Treasurer AIPAOA (FNPO).
 77. Delegate to Asian/Pacific postal union 11th Congress, New Delhi.
 78. Filling up of the vacancy in HSG I in DPLI.
 79. Amendement to Constitution of AIPAOA.
 80. Harassment against Sri S.D. Tewari, Divisional Secretary, Jhansi Division, SSPO, Jhansi Division.
 81. Request to consider representation of Shri Hanuman Singh Viser.
 82. Representation for grant of Grade pay to Shri Prabath Narain Singh, Ex-Pharmacist, Postal Dispensary, Gaya.
 83. Holding demonstration in front in Circle office, WB Circle by the FNPO affiliated Union and submission of Memorandum thereof.
 84. Nomination for Regional Advisory Committee Members for the Regional Directorate, Visakhapatnam.
 85. Request to issue instructions to all Post-offices in respect of old senior citizens retired from the Departmental of posts for special privilege and facilities.
 86. Filling up of posts of Sports Development officers - Observance of their performance of tenure of 3 years.
 87. Inordinate delay in settlement of special increment for achieving excellence in sports.
 88. Charter of Demands – Request to consider.
 89. Irregular withdrawal of Trade Union facilities of branch secretaries of P3 & P4 branches in Ratnagiri Division, Maharashtra Circle
 90. Mal Administration of PMG Berhampur Region.
 91. Cadre Restructuring of Ministerial staff of Postal Civil Wing.
 92. Immunity transfer to AIPAOA (FNPO), Finance Secretary, Bihar Circle.
 93. Relay hunger fast before Directorate
 94. Nomination of Representative from the Federation of National Postal Organisation.
 95. Non-approval of Ad-hoc Disciplinary Authority.
 96. Appointment of Draughtsman Posts in Circle office on transfer basis from the Department of Group 'C' including MTS.
 97. Request to consider Rule 38 transfer to Bangalore South Division to Smt. S. Rekha under Spouse category.
 98. Consider transfer from PO to RMS office and Vice Versa.
 99. Nomination to Sports Board Member.
 100. Non-grant of relaxation appointment to Mrs. P. Santhakumari, Wife of lat P. Sivanarayananana.
 101. Non-grant of relaxation appointment to Smt. P.V. Lakshmi, wife of Late P. Babu Rao.
 102. Medical facilities for inpatient treatment and post operative follow up treatment to CGS beneficiaries of CGS area, Visakhapatnam
 103. Injustice meted out to official in sanctioning of medical claim by the authorities in Andhra Pradesh Circle.
 104. Request to grant deputation to the official Sri S.K. Moulai PA, Tenali Head office.
 105. Unjustified transfer order issued by SPO, Guntur Division.
 106. Request to remove the Bonus Cap for Postal employees covered by Productivity Linked Bonus (PLB)
 107. Departmental Council (JCM) of Department of Posts - Nomination in place of staff side Members who have retired from service.
 108. Merger of Coimbatore RMS with Coimbatore RMS-3.
 109. Request to issue orders to conduct the LGO Examination banned at DPLI Kolkata
 110. Submission of views regarding changing and sanctioning of existing PLI, RPLI data, the data entry of new PLI/RPLI proposals and other works related to.
 111. Hunger fast Programme withdrawn.

- | | |
|--|--|
| <p>112. Misusing official capacity by the SSPO, Pondicherry Division.</p> <p>113. Request to consider prayer of Sri Tapan Kumar, Swain.</p> <p>114. Irregular transfer of Sri Pranab Chandra Patra, LRPA, Puri-2.</p> <p>115. Problems in Maharashtra Circle.</p> <p>116. Request for restoration of Trade Union facilities to Divisional Secretaries of National Unions in Ratnagiri Division.</p> <p>117. Request to consider recall from APS.</p> <p>118. Non grant of appointment to Sri E. Palani as MTS</p> <p>119. Amendment to the constitution of AIPAOA.</p> <p>120. Request for restoration of Trade Union Facilities.</p> <p>121. Request to issue instructions for financial assistance to the Postal employees affected by recent cyclone in Odessa and Andhra Pradesh Circle</p> <p>122. Request to fill up the notified vacancies in the Direct Recruitment of PAs/SAs/PA (SBCO) categories</p> <p>123. Request for grant of MACP to all the Postal and RMS employees</p> <p>124. Non implementation of Madras CAT judgement</p> <p>125. Request to consider our demands</p> <p>126. Recognition of NUGDS Union</p> <p>127. Minutes of the meeting held with Federation.</p> <p>128. Constitution of Departmental Council in the Department of Posts - Nomination of representatives on the Staff side of the Departmental Council JCM.</p> <p>129. Charter of Demands - inclusion of GDS in the VII Pay Commission.</p> <p>130. Meeting of the Postal Sports Board.</p> <p>131. Request to consider for implement action of court order in the case of absorption of RR Candidates.</p> <p>132. Gramin Dak Sevaks issues taken by the Federation.</p> | <p>133. Request transfer of Sri P.K. Prusty PA Korapur Division (Divl. Secretary NAPE Gr. C)</p> <p>134. Temporary Deputation as coordinator/Asst. Hajj Officer/Hajj Assistant to consulate General of India, Jeddah, Saudi Arabia.</p> <p>135. Request to consider for implement action of court order in the case of absorption of RRR Candidates in Tamilnadu Circle</p> <p>136. Revised Mail Arrangement at CCRC Units</p> <p>137. Request for extending the last date for receipt of applicants for recruitment of PAs/SAs through on line.</p> <p>138. Non-grant of pension to the officials who have retired.</p> <p>139. Regular posting to HSG I Grade in Postal / RMS Circles in Tamilnadu</p> <p>140. Minutes of the meeting held with Federation.</p> <p>141. Membership of Associations/Unions</p> <p>142. Opening of CGHS Dispensary (Allopathy) at Tambaram, Chennai</p> <p>143. Requesting for providing treatment at CMC Vellore.</p> <p>144. Request to consider allotment of approved candidate for appointment under RRR Rules.</p> <p>145. Constitution of Departmental Council in the Department of Posts - Nomination of representation on the staff side of the Departmental Council (JCM).</p> <p>146. Grievances of NUPCW (Non-Gazetted employees)</p> <p>147. Non-recruitment of Sports Quota.</p> <p>148. Goondaism let loose by NFPE towards Sri Iyappan Nair, SPM Pulluvila, TVM South Division.</p> <p>149. Request to grant duty relief.</p> <p>150. Judgment on RRR Candidates by Madras High Court</p> <p>151. Rotational Transfers – HSG I Cadre</p> <p>152. Difficulty faced by the employees of CBS Rolled out offices.</p> <p>153. Organisation issues in Kerala Circle.</p> |
|--|--|

154. Recognition to my Union.
155. Unsolved problems in PSD Guntakal.
156. Nomination of representatives on the Staff side - RJCM.
157. Transfer of Superintendent of POs, Darjeling.
158. Reply to the Chargesheet given under rule 16 of CCS (CCA) rules, 1965
159. Protest against arbitrary grant of Trade Union facilities to Bharathiya Postal Employees Federation (BPEF) and all its affiliated unions.
160. Problems in accepting PLI/RPLI policies
161. Ulterior motive against Sri T.K. Govindarajan, PA Circle office.
162. Request for condoning punishment imposed under FR 17-A.
163. Work shop on 17/7/2014 for awareness on the roll out of core Insurance solution.
164. Non-inclusion of my affiliated union in the Cadre Re-structuring committee
165. Batch 9 and 10 works alternation
166. Open favouritism by HRO, Chennai Stg. Dn.
167. Non-holding of Union meetings in Uttarakhand & Haryana Circles
168. Implementation of Judgment of Hon'ble CAT, Principle Bench, New Delhi.
169. MACP for officials covered by TBOP/BCR/AP schemes.
170. Vigilance Enquires against SSPOs, Kanpur City Division.
171. Open attack members of NAPE 'C' by SSPOs Kanpur City Division
172. Grant of recognition to NUGDS and other unions affiliated with FNPO.
173. RMS R IV issues in Kerala Circle
174. Granting Meeting to the BPEF affiliated unions by the administration.
175. Request to take action on MMS Cadre Re-structuring Report.
176. Non-grant of trade union facilities to the FNPO affiliated unions in West Bengal Circle.
177. Grant of Minimum trade union facilities to NUGDS Union
178. Request to grant to Special CL.
179. Request for grant of Mutual Transfer.
180. Objection on clarification issued by Directorate on Membership of Service Association.
181. Arbitrary formation of Bengaluru North Postal Division
182. Periodical Meeting.
183. Proposed shifting of Chief PMG's office to Gurgaon
184. Request for implementation of orders of Honourable High Court of Madras.
185. March To Parliament - Postal Employees.
186. Trade Union programmes in Karnataka Circle.
187. March to Parliament.
188. Harassments made by DPS, (M & BD) towards RMS Staff.
189. Retention of parcel hub in A.P. Building (Chennai Stg. Dn.) Regarding.

Annexure 31

Ref : 9/PA/SA/39/2015

Date : 25-5-2015

To

Ms. Kaveri Banerji
Chair person
Postal Services Board
Dak Bhawan
New Delhi 110 001.

Madam,

Sub : Declaration of results of direct recruitment of P.As & S.As - Regarding.

Ref : Your letter No. A-34013/05/2014-DE dt. 27-4-2015.

Please recall our discussion on the subject.

Now nearly one month has passed and no further information is emanating from the Directorate.

The Department has conducted centralised examination in order to recruit PAs and SAs the

through outsourcing. A good number of candidates have been recruited out of the above examination. The selected candidates have not been issued order of appointment and their selection is kept in abeyance except candidates selected from the Circles of Bihar, Delhi, Himachal Pradesh, Madhya Pradesh, Maharashtra and U.P.

The reason for keeping the appointment order in abeyance is not disclosed openly by the Department as on date. My Federation came to know that many selected candidates have resigned their jobs where they have been working prior to this selection. Now they are jobless and they are awaiting appointment orders from our Directorate.

Further same of the selected candidates have planned to go to court of Law for getting the appointment orders released from the Department. If they approach the court, the method of recruitment will become for unnecessary comment by the Court. My Federation knows well that the intention of the present recruitment procedure. But keeping the appointment orders being not released in the case of some candidates creates suspicion among the public.

In view the above, my Federation requests to take appropriate decision soon in order to put an end to the unnecessary gossip on the part of the Department.

A line in reply is highly solicited.

Thanking you,

Yours Sincerely,
(D. THEAGARAJAN)
Secretary General

REPLY OF THE DEPT. OF POSTS ON DEMANDS OF JCA

(i) Include GPS in 7th CPC for wage revision and other service related matters: -

Ministry of Finance has not agreed to the proposal of this Department for inclusion of GDS within the purview of 7th CPC inspite of several attempts.

(ii) Implement cadre Restructuring proposal in all cadres including Postal Accounts and MMS in Department of Posts:-

Cadre restructuring proposal of Group 'C employees: The proposal is pending with the Department of Expenditure, M/o Finance at present.

The Cadre Restructuring proposal of Stenographers cadre is under examination.

Postal Accounts Cadre: Regarding restructuring of Sorter, LDC and DEO cadre in PAO's, views of both the Associations viz. AIPAEA, BPAOEA have been called for vide letter dated 29th June, 2015. It would be processed further on receipt of necessary inputs from them.

MMS Cadre: The case of MMS is under process.

(iii) Fill up vacant posts in all cadres of Department of Posts :-

(a) As regards vacancies of LDC/JA/Stenographers under DR quota the necessary details have been uploaded on the SSC's Website. Further action would be taken on receipt of dossiers from the SSC.

(b) Abeyance order dated 27-04-2015 issued in r/o PA/SA DR Exam 2014 has been revoked in 10 Circles namely Andhra Pradesh, Assam, J&K, Karnataka, Kerala, North East, Odisha, Tamil Nadu, West Bengal and Punjab and these Circles will now be filling up PA/SA DR 2014 held up vacancies.

(c) Work of conduct of PA/SA DR Exam for the vacancies of 2015-16 has been entrusted to the SSC and in its notification dated 13-06-2015, 3506 vacancies have been announced to be filled up. Examination is scheduled in the month of November, 2015.

(d) The necessary instructions have been issued to fill up the vacancies in Postman/Mailguard and MTS cadre and circles are in the process of filling up these vacancies.

(e) Instructions already exists for filling up of vacant posts of GDS Mail Man.

Annexure 32

No. 66-50/2014-SPB-I

Government of India

Ministry of Communications & IT

Department of Posts

(Personnel Division), Dak Bhawan, Sansad Marg,
New Delhi 110 001.

Dated : 30th June, 2014

To

1. All Chief Postmasters General
2. Director, Rafi Ahmed Kidwai National Postal Academy
3. All Postmasters General

Sub : Policy in respect of Casual Labourers working in the Department in compliance of Hon'ble Supreme Court Judgement in Uma Devi case.

Sir/Madam,

I am directed to refer to above mentioned subject and to say that the Hon'ble Supreme Court of India in its judgement dated 10-04-2006 in case of Civil Appeal No. 3595-3612/1999 etc. Secretary State of Karnataka and Others Vs. Uma Devi and others has laid down that "appointments made without following the due process or the rules relating to appointment did not confer any right on the appointee and the Court cannot direct their absorption, regularizations nor make their service permanent. High Court in exercise of jurisdiction under article 226 of the Constitution should not ordinarily issue direction for absorption, regularization or permanent continuance unless the recruitment was itself done regularly and in terms of constitutional scheme. Courts must be careful in ensuring that they do not interfere unduly with the economic arrangement of its affair by the States or its instrumentalities or lend themselves to be instruments to facilitate the by-passing of the constitutional and statutory mandates. A temporary contractual, casual or daily wage employee does not have a legal right to be made permanent unless he has been appointed in terms of the relevant rules or in adherence of article 14 and 16 of the Constitution. However, where a duly qualified person has been irregularly appointed in a duly sanctioned vacant post and has been continued to work for 10 years or more but without the intervention of the order of the Court or of tribunal, the question of regularization of the service of such employees may have to be considered on merits".

2. Further, the Department of Personnel & Training (DOP & T) vide their O.M. No. 49019/1/2006-Estt(C) dated 11-12-2006 asked all the Ministries/ Departments to implement the Hon'ble Apex Court aforesaid judgement.

3. The issue was examined in detail in consultation with the Establishment Division and following guidelines are laid down for the Casual Labourers working in the Department of Posts in compliance with the directions of the Hon'ble Supreme Court and ibid DOP&T OM:

i. Regularization of all the Casual Labourers, who have been irregularly appointed, but are duly qualified persons in terms of statutory recruitment rules for the post and was engaged against a sanctioned post, shall be done if they have worked for 10 years or more but not under the covers of orders of courts or tribunals as on the date of Hon'ble Apex Court's ibid judgement i.e. 10-4-2006.

ii. A temporary, contractual, casual or daily wage worker shall not have a legal right to be made permanent unless he/she fulfills the above criteria.

iii. A Casual Labourer engaged without following the due process of the rules relating to appointment and does not meet the above criteria shall not be considered for their absorption, regularization, permanency in the Department.

iv. If a Casual Labourer was engaged in infraction of the rules or if his engagement is in violation of the provisions of the Constitution, the said illegal engagement shall not be regularized.

4. It is, therefore, requested to take further necessary action in respect of Casual Labourers working in the Circle in accordance with the aforesaid laid down guidelines. Any deviation from these guidelines shall not be permitted.

(N.T. Paite)
Director (SPN)

NOTES
