

NOTICE

Ref : 1/AIC/2013

Date : 11-2-2013

It is hereby notified that the 19th All India Conference of National Union of RMS & MMS Employees Group 'C' will be held from 3rd May to 5th May 2013 at Ramnath Bhavan, Raipur, Chatishgarh.

The following shall be the agenda :

1. Adoption of report on activities for the period from 1-2-2011 to 31-3-2013.
2. Adoption of audited accounts for the year 2010-2011, 2011-2012 and 2012-2013.
3. Organisational review.
4. Financial Review
5. Negotiating Machinery

COMMON PROBLEMS

1. Common demands of CG Employees
2. MNOP and its implications
3. Creation of AMPCs
4. Cadre Re-structuring
5. PO & RMS Accountants
6. Non-finalisation of recruitment rules for HSG I
7. Franchising / Outsourcing

MMS PROBLEMS

1. Cadre Restructuring of MMS cadres
2. Drivers' issues
3. Artisans issues
4. Non-finalisation of Recruitment rules for Asst. Manager Post

5. Technical Postal Assistants
6. Outsourcing

POLICY AND PROGRAMMES

1. Resolutions
2. Election of beaerers
3. Venue of the next AIC

(D. THEAGARAJAN)
General-Secretary

A copy of this notice is issued to

1. All Branches / Divisions/ Circle Secretaries
2. The Secretarty (SR section) Dept. of Posts, New Delhi 110 001.
3. All Heads of Circles
4. Secretary-General, FNPO

(D. THEAGARAJAN)
General-Secretary



AGENDA

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1. Resolutions
2. Election of office-bearers
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FNPO

National Union of RMS & MMS Employees Group-C

19th ALL INDIA CONFERENCE, RAIPUR

03-05-2013 TO 05.05.2013

Central Working Committee of National Union of RMS & MMS Employees Group-C has pleasure in presenting the report on activities, functioning of the organization, major events and development, progress made in solving the problems of employees during the period.

INTRODUCTION

The Major events during the period include:-

1. Mail Network Optimization Project.
2. Strike Calls given by Postal JCA
3. National Strikes given by central trade unions.
4. National Anomaly Committee
5. Departmental Council
6. M.A.C.P. related issues
7. National Postal Policy
8. Cadre restructuring
9. Annual Recruitment plans
10. OTA non revision
11. OSA revision
12. DA
13. Non-finalisation of RR for HSG II & HSG I
14. Non-finalisation of PO & RMS Accountants' issues
15. Revised norms for CRC and Speed Post
16. Installation of AMPC in Kolkata and Delhi
17. Non-finalisation of RR for Asst. Manager, MMS
18. MMS Cadre Restructuring

HOMAGE

Many National and International personalities and active leaders of the unions passed away during the period. Notable among them were S/Shri. I.K.Gujral Ex-Prime Minister of India, Yadhunandan Singh, Ex-Circle Secretary Bihar, Pradeep Singh, Ex-Circle Secretary Bihar, K.Ganesan, Former Dvl.Secretary RMS T Division, O.P.Gupta, Former Secy.General NFPT, Vasant Sathe, Former Information Minister, Arjun Singh Ex-Chief Minister, Dorjee Khanjee, Ex-Chief Minister Arunachalpradesh, Vilas Rao Deshmukh, Ex-Chief Minister Maharashtra, Sidhartha Shankar Roy, Ex-Governor Punjab Circle & Ex. CM West Bengal State, Rabishankar, Ex-International Sitar Artist, Captain Lakshmi, Balasaheb Thakre Founder Leader Shivsena. Our A.I.C. pays respectable homage to all known and unknown persons died during the period in the earth quake, flood, cyclone and other natural calamities.

RETIREMENT

Many active office-bearers and members retired from service during the period. The list of names of retired members is very big. However we want to mention some colleagues. S/Shri. R.N.Sharma & B.M.Agarwal Ex-Finance Secretaries RMS CHQ, K.Unniyal, Former Vice President, CHQ New Delhi, Hari Singh, Asst. Circle Secretary, NUR-C Delhi, Kartar Singh Driver, MMS Delhi, Sethumadhavan, SA Shoranur RMS, Dharam Prakash, Carpenter, MMS, K.T.P.S.Nambhoodri, SRO, Tellicherry, T.S.Rajendra Pillai, Circle President A.P., B.Mohd.Ali, Circle Secy, A.P., Devi Ram, AGS, MMS Delhi, Bhagatram Seth, President Palam TMO, and Sri

Ramakant Prasad Ambast, Deputy General Secretary, We are unable to publish all the names who have retired during the period under review. However we wish all our retired colleagues, a happy, peaceful and useful retired life.

18TH ALL INDIA CONFERENCE:-

The 18th All India Conference was held in Puducherry from 10.3.2011 to 13.3.2011. 700 Delegates and equal number of visitors have participated in the above conference. The Hon'ble Chief Minister, Shri.V.Vaidhyalingam, formerly inaugurated and addressed the conference.

NEW OFFICE BEARERS FOR CHQ:

1. The President Sri Subarato Choudhry, WB Circle
2. Working President Sri Deepak Mukherjee, WB Circle
3. Vice-President Sri Subhash Singh Yadav, Bihar Circle
4. Vice-President Sri Manu Dev, Delhi Circle
5. General Secy. Sri D. Theagarajan, Tamilnadu Circle
6. Deputy General Secretary Sri Ramakant Prasad Ambast, Bihar Circle
7. Asst. General Secretary Sri P.G. Dutta Banik, West Bengal Circle
8. Asst. General Secretary Yogendra Yadav, U.P. Circle
9. Asst. General Secretary N.K. Tyagi, U.P. Circle
10. Asst. Gen. Secy. Devi Ram, Delhi Circle
11. Asst. Gen. Secy. A.A. Peer Mohamed, Maharashtra Circle
12. Asst. Gen. Secy. K.B. Desai, Gujarat Circle

13. Asst. Gen. Secy. Dharam Singh, Punjab Circle

14. Asst. Gen. Secy. P. Kumar, Tamilnadu Circle

15. Financial Secy. Pawan Kumar, Delhi Circle

The following have been unanimously elected as Members of the Federal Congress:-

1. Ashok Kumar Singh, Jharkhand

2. Devendra Kumar, Delhi

3. H.C. Dutta, Assam

4. R.K. Tripathi, U.P.

5. S.P. Pandey, U.P.

6. Umesh Narayan Choudhry, Jharkhand

7. D. Venkatesalu, Karnataka Circle

8. H.N. Thakur, Bihar

9. Avinash Kumar, Bihar

10. Amal Sarkar, W.B. Circle

11. D. Christu doss, Kerala Circle

12. B. Mohd Ali, A.P. Circle

13. P.B. Mhaske, Maharashtra

14. S.N. Ahwad, Maharashtra

15. M.K. Hazarika, Assam

Short Note on the eighteenth All India Conference is furnished as Annexure-I

FEDERATION

Shri. D.Theagarajan, the General Secretary NUR 'C' is functioning as Secretary-General of FNPO

The Federation is functioning well with the co-operation of all affiliated union General Secretaries. However the quota was not received from the affiliates regularly. To meet the Federation expenditure Shri.D.Theagarajan has so far given a sum of Rs.72000/- as loan during the period under review.

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, G.K.Padmanabhan, Former Secretary General, FNPO, V.V.Rathaneshwarao, Former General Secretary, NUGDS, P.S.Babu, Former General Secy, NAPEC, A.Somasundaram, Former Vice President NUR-C, S.Noor Ahmed, Former General Secretary NUR/IV 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.

S/Shri.T.N.Rahate, D.Theagarajan, Brij Mohan were re-elected as President, Secretary General and Finance Secretary respectively.

K.R'S BIRTH CENTENARY:

The Federal Working Committee 2011 was held in Chennai and decided to conduct

K.R's Birth Centenary in a grand manner. Based on the decision of FWC, K.R's Birth Centenary was celebrated in every State Headquarters. The details of the celebration are as under:

AP Circle : Sep-2011, Delhi Circle : Oct-2011, W.B/Bihar : Nov 2011, Orissa : Dec 2012, Karnataka : Feb-2012, Maharashtra : March 2012, Chattishgarh : April 2012, W.B : May 2012, Kerala : June 2012, Assam & Gujrat : July 2012.

As a part of the birth Centenary celebration, a colourful book was published.

On 8.8.2012, K.R. Birth Centenary was celebrated at Chennai. 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.

ANOTHER FEATHER IN THE CAP OF FNPO

Our stand vindicated AIPAOA (FNPO) has been recognized by the Dept. of Posts vide letter No. 13/01/2010/sr Dt. 18/5-2012.

CENTRAL WORKING COMMITTEE:

A special CWC was held in Chennai on 09.8.2011 under the Chairmanship of our CHQ President Sri.Subrato Choudhry and in the presence of Shri.Deepak Mukherjee, Working President.

i. The CHQ invited the Divisional Secretaries also in the CWC meeting as special invitees.

The following Circle Secretaries and Division representatives participated in the CWC Meeting.

AP, Assam, Bihar, Chhattisgarh, Delhi, Gujarat, Haryana, Karnataka, Kerala, M.P., Maharashtra, Orissa, Rajasthan, Tamilnadu, U.P. and West Bengal. Working president, Sri Deepak Mukherjee initiated the debate on MNOP.

The GS R III presented a note on MNOP for open discussion 15 Circle Secretaries, 35 Divisional Secretaries and 10 CHQ office-bearers participated in the open discussion.

The CWC resolved the following :

1. CWC resolves that General Secretary may discuss the issue with sister Union and take a decision to retain all RMS offices.
2. CWC resolves that all MMS issues may be discussed with Cadre Re-structuring Committee in regard to promotion of MMS Employees. If issues are not settled, the same may be taken up to Court of Law.
3. CWC resolves that the General Secretary may finalise cadre Re-structuring proposals after discussion with the Committee officers.
4. CWC resolves to file public litigation case in the court of Law if it is warranted.
5. CWC resolves that one MMS officer should be present while discussing cadre Re-structuring proposals in the Cadre Re-structuring Committee.

The CHQ followed all the Resolutions except filing public litigation petition due to non-availability of required documents.

ORGANISATIONAL REVIEW

During the period under review, many new members joined in our Union. Circle/ Divisional/Branch Secretaries and active office bearers made an excellent work and enrolled more members for our union.

The CHQ thanks everyone. New Circle Secretaries took charge in Circles.

CHQ

The CHQ continues to function at Delhi. General Secretary visits Delhi every month and some time he visited more than twice also in a month. During the period under review the G.S has visited Delhi 35 times and he spent 240 days in various places including Delhi. Further he has spent nearly 120 days in transit for the above purpose. The Details of the General Secretary's visit to Delhi and other places furnished as **ANNEXURE-2**.

S/Shri.Devendra Kumar, Circle Secretary, Delhi Circle accompanied General Secretary during the Delhi Visit, when GS met officers. Sathish Chandra, HQ Secetary taking care of the dispatch of the RMS Journals and other communications made by the CHQ. Shri.Deepak Mukherjee working president accompanied the General Secretary during his visit in other states. V.Manickavelu, Former Organising Secetary Tamilnadu Circle is assisting the General Secretary as and when required in Chennai. P.Mohan, Secretary R.Chakravarthi Memorial Trust Chennai took his own leave, stayed in Delhi for assisting the Finance Secretary to finalise the accounts.

CONFERENCES :

The General Secretary attended all the Circle Conferences during the period under review except Punjab. The General Secretary also visited various stations on the invitations of the respective Circle Secretaries.

CIRCLE-WISE REVIEW

ANDHRA PRADESH CIRCLE:

Shri. B.Mohd. Ali, Circle Secretary retired from service and Shri.Narasimhalu was elected as Circle Secretary. During the period, General Secretary visited Hyderabad for more than 10 times. General Secy has also visited Guntakkal twice.

AGITATION IN ANDHRA PRADESH :

The A.P. Circle RMS JCA conducted relay hunger Strike from 29.08.2012 to 05.09.2012 in front of the AG Divisional Office. The Agitation was inaugurated by General Secretary NUR'C' and also participated one day Hunger Strike. Subsequently the General Secretary met MP of Anantapur Constituency in Delhi. The MP has agreed to meet MOC with us. As promised the Anantapur MP, Shri.Anantha Venkatrama Reddy took us and discussed about the Guntakkal issue with MOC. He also met the Secy. Department of Posts. During the discussion, Our hon'ble MOC and the Secretary Department of Posts assured the MP that the Department will compile statistics in places of Kurnool and Guntakkal and decide the issue on merits of the statistics. As promised, the Department deputed Director Mail Management to Guntakkal and Kurnool. The Director Mail Management submitted a note against our demand. Our CHQ collected the statistics under RTI justifying our demands. The reply from the Department and suitable counter from the CHQ is still going on.

RMS V DIVISION ON STRIKE :

The PMG Visakapattinam Region converted night sets of Eluru RMS and Rajamundry RMS as day Sets. Opposing this decision, RMS V Division staff organized agitation. The matter was brought to the notice of Member (O) by the General Secretary and he also discussed with the Chief PMG, Smt. Shanthi Nair who was In charge of the AP Circle at that time. The Chief PMG has agreed to defer the decision of PMG Visagapattinam. The CHQ congratulated all the colleagues who have organized local strike during the period.

ASSAM CIRCLE

Sri.H.C.Dutta functions as Circle Secretary. He was promoted to HSG/I and consequent to this promotion, he was transferred from Guwahati. Our CHQ has taken up the issue with the authorities. Further in RMS GH Division Guwahati, the AIRMS and MMS Union complained against our Divisional Secretary Shri. M.K. Hazarika. CHQ has also taken up the issue with the Chief PMG Assam Circle. GS visited Assam once during this period.

BIHAR CIRCLE

Sri.S.Yedunandan Singh has passed away on 05.10.2011 due to massive cardiac arrest. His untimely demise has caused a thunder on us. Further Our former Circle Secretary Shri.Predeep Singh has also died during this period. In the absence of both incomparable Leaders, we have faced untold sufferings. CHQ nominated Shri.Amar Singh, Asst.Circle Secretary as Circle Secretary for the time being. Shri.Amar Singh conducted CWC meeting

on 07.2.2012 along with the Working President, Shri.Deepak Mukherjee. GS visited Gaya and attended CWC. During the CWC meeting the election was conducted for the post of Circle Secretary. Circle President declared that he wanted to be a neutral. This has resulted in both the contestants secured equal votes and we have pacified both the groups. GS requested Shri.Rahul Priyadarshi to be a Circle Secretary. One group wanted Shri.R.N.Singh to be elected as Circle Secretary for which majority members belong to C Division and PT Division were not willing. Hence the Group under the Leadership of Sri.R.N.Singh joined BPEF and this has resulted a set-back for our organization in Bihar. Now Shri. Avinash working as Officiating Circle Secy in Bihar. Let us hope that our Union will improve the membership and bring the old members to our fold shortly. During this period GS visited Bihar four times.

CHATISHGARH CIRCLE

Shri.Sunil Kumar Pandey, Circle Secretary is functioning well. No major problem was reported. GS visited twice to Raipur with Shri.Deepak Mukherjee, Working President.

DELHI CIRCLE

Shri.Devendra Kumar is continuing as Circle Secretary and he is functioning well. He accompanied GS during the Delhi visit and MMS cadre restructuring meeting. Divisional Secretaries Delhi Circle are functioning well. This has resulted that our Union became a number one in the Circle.

GUJARAT CIRCLE

Shri.K.B.Desai continuing as Circle Secy is functioning well. During the period, GS visited Ahmedabad thrice. The Major

report i.e. Vadadara Officials were transferred to Surat. Both Offices are identified as L-1 and therefore we are unable to cancel this order. However the issue is pending with the Directorate and let us hope that this issue will be settled shortly.

HIMACHAL PRADESH

We are unable to open the branch in the Circle till date.

HARYANA CIRCLE

Shri. Dinesh Singh Yadav is working as Circle Secretary. During identification of Mail Net work, the RMS D Division, Haryana was omitted. Immediately it was brought to the notice of the CHQ and the issue was settled smoothly. Revised CRC norms created unrest among the officials.

J & K CIRCLE

The Circle Union revived after a long gap. Smt. Neelam Manhas has taken charge of the Circle Secretary. During the period Shri. Deepak Mukherjee Working President visited Jammu and reported the problems of J&K to the CHQ. CHQ has in turn taken up the issue with the Chief PMG. Important issue of Messing allowance was taken up by us in the Departmental Council.

JHARKHAND CIRCLE

During the Last Circle Conference, Election was conducted by the Circle President under the supervision of Shri. Deepak Mukherjee Working President and General Secretary. Shri. Ashok Kumar Singh was elected as Circle Secretary by the members. Objecting this, Shri. Shambhu

Prasad has complained to the Chief PMG by raising some technical lacunae during the elections. The then Chief PMG Jharkhand Circle reported against the General Secy. to Member (P). But the Directorate directed Circle to call for the report from General Secretary before taking final decision in the election dispute. Based on the direction issued from the Directorate, the present Chief PMG called for report from the GS. We have sent report to the Chief PMG a couple of weeks before. We are not favouring anyone and we abide by the rule & regulations to uphold strict democracy. During the period under review, GS visited once to Jharkhand.

KARNATAKA CIRCLE

Shri. Venkateshwaralu is working as Circle Secretary. By his rich experience in the field he is managing administration as well as employees in a tremendous manner. The Membership was sizably increasing during this period. In MMS, the present Manager is creating troubles to the staff and we have taken up the issue with the Directorate. During the period GS has visited four times to Bangalore.

KERALA CIRCLE

Shri. D. Chritudas continuing as Circle Secretary. He enrolled a good number of young members to our union and he is working in a appreciable manner. During the period under review, GS has visited Trivandrum, twice. No major problem was reported to the CHQ

M.P. CIRCLE

C.M. Tiwari is working as Circle Secretary. No problem was reported to the CHQ during the period. GS has met the

members in Bhopal while he was in transit to Chatisgarh.

MAHARASHTRA CIRCLE

Shri. Nikhalje, is the newly elected Circle Secretary by replacing Shri.V.R.Deshpande who was a good worker. During the period, Maharashtra Circle administration has issued orders to abolish F-28 and L-26 sections. This has resulted in 'F' Dn. Nagpur and 'L' Dn. Bhushawal employees compelled to go on strike under the banner of JCA. This was informed to GS R III while he was attending R III Circle Conference in A.P. Circle. On hearing this, the GS discussed the matter with the officers in the Directorate. The Chief PMG Maharashtra Circle was not in Mumbai and he was in Ghaziabad (Postal Staff College) to attend a meeting. The Circle Unions have no alternative but they went on strike for restoring the sections. The strike went on for 7 days from 3- 11-2011 to 9-11-2011. The GS R III reached Delhi on 8-11-2011 and met the Secretary Posts and CGM, Mail Business with the RMS General Secretaries of FNPO and NFPE. Four rounds of discussion took place between CGM Mail Business and the RMS General Secretaries. Meanwhile Maharashtra Circle administration has taken following action against the striking employees:

- i. Invoking provisions of FR 17-A
- ii. Served show-cause notice to the temporary employees.
- iii. Threatening to close some more mail offices
- iv. Threatening transfer of RMS work to Postal Wing.

The employees stood strong like rock against the onslaught of the administration. On 9-11-2011, the Chief PMG called all the Circle Secretaries of R III and R IV and had detailed discussion. To avoid further conflict with administration, the Circle JCA decided to withdraw the strike. It was informed to the CHQ. On 9-11-2011 at NFPE R IV office in the late night, RMS General Secretaries met again and decided to go on hunger-strike in front of Dak Bhavan on 15-11-2011 and 16-11-2011 as token protest. Notice was served to the Dept. on 11-11-2011. The Department called RMS General Secretaries for meeting on 14-11-2011 at Fore-noon. After the meeting, the proposed hunger-strike was called off by RMS General Secretaries. The minutes of the meeting was got issued and the same is enclosed as **Annexure-3**. Our CHQ congratulates Maharashtra Colleagues for their unity to save the RMS in Maharashtra Circle. GS has visited Mumbai more than five times and once to Pune during the period under review.

ORISSA CIRCLE

Shri. Ravindranath Patnaik elected as Circle Secretary is functioning boldly with great enthusiasm. No major problem was reported to the CHQ during the period. GS visited Bhubaneshwar once.

PUNJAB CIRCLE

Shri.Gobind Singh is the Circle Secretary and Sri.Dharam Singh is the President. Both are functioning well. Divisional Secretary was transferred under LSG Promotion and it was stopped by the CHQ. One Lady official was harassed by the NFPE members and the CHQ took up the

matter with the Directorate. Directorate has inturn directed the Circle office to conduct de-nova enquiry. The GS unable to visit Punjab during this period.

RAJASTHAN CIRCLE

Shri. Nandu Singh Jadav is working well as Circle Secretary. Rotational transfer was not implemented in the Circle, This was brought to the notice of the CHQ and the CHQ took up the issue with the Directorate. Orders were issued to the Head of Circle to rotate the RMS Official as per the rules. The GS visited Rajasthan twice during the period under review.

TAMILNADU CIRCLE

Shri. P. Kumar he is continuing as Circle Secretary and is working well. DPS (MB) creating maximum troubles to the employees in the units under his control. Against DPS (MB), Circle JCA has organized 'Human-Chain Demonstration' demanding transfer of DPS(MB). GS addressed the demonstration . Recently in CRC, the DPS (MB) inflicted 'DIES NON' to the staff working in CCRC for non-giving the productivity. Against this inhuman activities by the DPS (MB), the Circle JCA organized 'HUNGER STRIKE'. Directorate directed the Chief PMG to drop the DIES NON orders immediately. Though the Directorate orders are very clear not to merge any office, some offices were merged against the directorate order under the guise of temporary suspension (Weak and leakage building).

U.P. CIRCLE

Shri.N.K.Tyagi was elected as New Circle Secretary. He has enrolled more members after his assumption. The problems which

were brought to the notice of CHQ were taken up with the appropriate authorities then & there. GS has visited thrice during the period.

WEST BENGAL CIRCLE

Shri.Dutta Banik is working as Circle Secretary and is functioning well. He is handling all the issues in effective manner. The problems given by the Circle union were sincerely attended by the CHQ.

FINANCIAL REVIEW:

The audited accounts for the 2010-11,2011-12 and 2012-13 are appended below:

	Rs.
Receipt of quota 01.04.2010-31.03.2011	2,91,061
Receipt of quota 01.04.2011-31.03.2012	1,42,900
Receipt of quota 01.04.2012-31.03.2013	2,99,890
Payment from 01.04.2010-31.03.2011	3,39,312
Payment from 01.04.2011-31.03.2012	3,01,414
Payment from 01.04.2012-31.03.2013	3,25,208

From the above, it is obvious that CHQ is not receiving quota as per the membership from the Divisions. It is also seen from the above that CHQ incurs more expenditure than income. This is because we have published RMS journal – 16 pages for the last 18 months. Further General

Secretary visited nearly 35 times to Delhi during the period. Therefore TA has increased. CHQ expenditure is roughly Rs. 1,10,000/- for the period under review. From the CHQ Expenditure, nearly 24 times tickets were purchased (Roughly $24 \times 2 = 48$ & $700 \times 48 = 33600$ /- Chennai to New Delhi and return). GS spent 360 days out of Chennai and his expenditure is roughly come about (Rs. 200×360 days = Rs.72000/- (i.e. Total amount is : $33600 + 72000 = 1,05,600$ /- (Rupees one lakh, five thousand and six hundred only). According to our Federation accounts, Our General Secretary has given loan of Rs.72000 to the Federation, It is visible that whatever the money received by our GS was transferred to Federation. The AIC may discuss the issue if feels necessary.

We have a Rs. 81,271 thousand Rupees cash in hand and we are unable to deposit this money in the joint name or in the Union's name as per the Nationalised Banking rules in force.

For the austerity measures, GS stopped part-time clerk, part-time typist and full time attender for the last 10 years in the CHQ. As of now our Financial position does not permit to offer foreign service to the General Secretary.

RMS SENTINEL

RMS Sentinel is published every month. From July 2011 to March 2013 we have printed RMS Sentinel in 16 pages. We spent more than one lakh rupees when compared to earlier expenditure during the period under review. The AIC may

decide whether we have to continue 16 pages or reduced to 8 pages.

INTERNATIONAL RELATIONSHIP/ SCENARIO:

According to the UNI Report, thousands of employees lost their jobs world-wide during this period. Much more expected Mr.Obama, President of USA, has not brought any fruitful development/achievement in his country. Recently he reduced 5% salary for him. Euro melt has affected the Mexico totally and Italy partially. In the united States where the crisis originated, 2.8 million properties with a mortgage received a foreclosure notice in 2009 alone. By the end of 2008, the Unites States also became the World's largest debtor country, registering US \$ 13.6 trillion total debt. It was followed by the United Kingdom, US \$ 9.4 trillion; Germany, US \$ 5.3 trillion, France US \$ 5 trillion; and Netherland US \$ 2.4 trillion. In a historic reversal of roles (Boquet, 2011) the biggest creditors to the United States are now China (US \$ 891.6 billion), Japan (US \$ 883.6 billion), UK (US \$ 541.3 Billion), Oil-exporting countries (US \$ 218 Billion), Brazil (US \$ 180.8 Billion), Caribbean Banking Centres of Bahamas and Cayman Islands (US \$155.6 Billion), Hongkong (US \$ 138.2 Billion), Canada (US \$ 134.6 Billion), Taiwan (US \$ 131.9 Billion) and Russia (US \$ 106.2 Billion).However the AIC does not want to analyse the economic condition of every country. Global economic crisis leads to a reduction in business activities and threatens, jobs and prosperity. The present problems may have begun in the finance of banking industry. But the downturn has

spread to other sectors of the economy. The Postal and Logistics sector will not escape untouched.

WALL STREET AGITATION

Newyork Stock Exchange is situated in Wall Street, Newyork. We are aware that American economy and trade are weakening day by day. This results in huge loss of jobs. The young job-seekers organised a demonstration in the Wall Street. Subsequently middle class people also joined the struggle. This has gradually spread to European countries also. The demands of the agitators are i. Multinational companies are paying good salary for officers but they are not paying reasonable salary for their employees; ii. MNCs are not allowing to organize unions in the industry; iii. MNCs are not appointing regular employees but they accomplish their work through outsourcing.

These are main demands of the wall street agitators. Above all, they strongly and forcibly plead that USA Govt. should tax heavily on rich people and the tax-revenue should be spent for the have-nots.

NATIONAL SCENARIO :

In the 22 years since the last major crisis, the economy is right back where it started. GDP growth has come down from around 9 per cent to well below 6 per cent in a scant three years. Investment is hugely down, from 38 to 26 per cent of GDP, and no amount of pulling on the corporate udder is getting it to yield milk. Inflation remains high, around 13 per cent. The current account deficit has just gone well above 6 percent which could lead to

foreign money withdrawing from India. The Indian Government claims global economic crisis does not affect the Indian economy but the statement of the Govt. is not true. While presenting the 2012-13 budget, our Finance Minister said that I have to be cruel to be kind. This was not a first budget for Shri. Pranab Mukherjee. It is the seventh budget and on all previous occasions, he would quote lines from Rabindranath Tagore and now he quotes from Shakesphere's Macbeth. This clearly shows how he has changed his mind from Indian to European. The Present Finance Minister is generally against to the workers community particularly he hates the Central Govt.employees. He is unable is to control rise in prices such as Wheat, rice, vegetables, Dhall, LPG and Petrol. The corruption has become rampant in all fields. Where it will end? We cannot predict now.

FDI IN RETAIL MARKET :

Both the Prime Minister and President of India are strongly advocating allowing FDI in Retail Market in India saying that alone will control the price-rise of the essential commodities. Moreover, it will create ten million jobs in India. But in reality, if the FDI is allowed in Retail Market, more than 20 million Indians will lose jobs and this will create a social unrest in the country. In the last three decades, retail business was not in vogue in America & Western Countries. The retail business was done by MNCs. In 1969, a small retail business firm was started in USA. Now that grew well and its income is Rs. 25 lakhs crores. viz., it is one fourth of our Country's total production. We do not know how our Govt. believes that Wall Mart is doing retail business. According to the researchers,

entry of wall mart into our country will be a disaster one. Wherever Wall Mart appears, native retail business people will get vanished. Fortunately in India four important Chief Ministers such as Ms. Mamta Banerji of West Bengal, Sri Naveen Patnaik of Odisha, Sri Nitish Kumar of Bihar and Ms. Jayalalithaa of Tamilnadu have strongly opposed the entry of Wall Mart in our country.

COMMON ISSUES OF CENTRAL GOVT. EMPLOYEES:

Though the 6th CPC granted a moderate changes in the allowances, they have not granted need-based minimum wages as per the 15th ILC conventions. The highest salary fixed by the 6th CPC was Rs. 90000/- and the lowest was Rs. 5740/-. The gap between the highest and the lowest is widening by every pay commissions. When we demand Pay commission, the General Public and Media are focusing that we are demanding more salary unnecessarily. They do not understand the fact that being a government servant one can witness a considerable pay hike at least twice or thrice of his/her entire service period. Because, other than promotion, only the pay commission recommendation will give them considerable pay hike. But it takes place once in ten years. Now a days a government employee can render service 20 or 30 years only due to non availability of employment opportunity in government service below the age of 25. So there is no need to be get annoyed by hearing the voice for pay commission from central government employees. Because constituting next pay commission is for nothing but to review the salary of the govt. servants with the current economical condition of the country.

How the pay of a govt. employee had been fixed at the beginning of the Independence India.

As on date there are six pay commission had been constituted to review and recommend pay structure of central government employees.

All the six pay commissions have taken many aspects into consideration to prescribe the pay structure for government servants.

In the first pay commission the concept of 'living wage' was adopted.

In second pay commission it had been reiterated that the pay structure and working condition to be crafted in a way so as to ensure the effective functioning of government mechanism.

The third pay commission adopted the concept of 'need based wage'

The Fourth CPC had recommended the government to constitute permanent machinery to undertake periodical review of pay and allowances of Central Government employees, but which got never implemented.

In Fifth pay commission all federations demanded that the pay scale should be at par with the public sector. But the pay commission didn't accept this and told that the demand for parity with the Public Sector was however difficult to concede as it felt that the Job content and condition of service in the government and public sector not necessarily the same. There were essential differences between the two sectors.

The Sixth Central Pay Commission, claimed that it had not only tried to evolve a proper pay package for the Government employees but also to make recommendations rationalizing the governmental structure with a view to improve the delivery mechanisms for providing better services to the common man

What about seventh pay commission?

Generally every pay commission, before recommending a pay structure, it used to analyze all the aspects including the economic situation of the country, financial resources of the government, comparison with the public sector, private sector and state government pay structure etc. So it is very much clear that Pay Determination is very complicated and sensitive task. The AIC may discuss the issue and find a strategy for VII Pay Commission.

NATIONAL ANOMALY COMMITTEE

Consequent on the implementation of the recommendations of the 6th CPC, National Anomaly Committee was constituted by the Government.

1. Major national anomalies are stepping up of pay of the promotee senior with direct recruited junior on or after 1.1.,2006. This was agreed to and Finance Ministry issued orders on 29.2.2010 and in turn our Dept. issued orders vide No. 1-9/2010-PCC dated 5.1.2011. However it is reported from many Circles that this was not implemented properly.

2. Uniform date of increment for all officials created another anomaly: Officials who were appointed between July and December are placed better due to

advancement of their increment date than those who were entered the Department between 2nd Jan and 30th June. This was agreed and arrears were paid.

The minutes of the National Anomaly Committee during the period is enclosed as **Annexure 4**.

INTRODUCTION OF MACP :

On the recommendations of the 6th CPC, the Govt. introduced MACP scheme from 1.9.2008. It replaced the ACP in the Central Govt. civilian employees. We are aware that senior leaders Sri.G.K.Padma nabhan and Sri. Adinarayana did not agree for the ACP scheme when it was offered to Central Govt. Employees at the time of 5th CPC. They took decision to continue the promotion under TBOP and BCR scheme. After seeing the MACP scheme, our Federation elicited opinion from all the Circle Secretaries. Almost all the Circle Secretaries welcomed the MACP scheme. The Federation pointed out some discrepancies in MACP scheme and it was circulated to all. After a long debate within our Federation, MACP scheme was accepted. Subsequently both Federations gave letter to the Department accepting the MACP scheme. Based on this, the promotion schemes under TBOP/BCR were withdrawn w.e.f.31.8.2008. However our NUR 'C' CHQ has given a letter to the Dept. stating that MACP scheme and usual promotion should run concurrently in respect of MMS Drivers. To this, the Department did not agree. Then, Driver categories were left out initially. Afterwards, Department of Personnel issued orders stating that staff car drivers are entitled to MACP scheme

along with usual promotion. After this, the Department extended this promotion to MMS drivers also. Our Department issued orders for grant of MACP vide O.M.No.4-7(MACPS)/2009/PCC dated 18.9.2009.

MACP ANOMALIES:

a. As regards TBOP/BCR, financial upgradation was granted based on the completion of 16/26 years of service in a cadre whereas in MACP personal promotion such as competitive examination is also taken into account and MACP is denied to such officials. This should be changed.

b. Bench mark should be removed upto PB-2.

c. Stepping up of pay should be allowed.

d. MACP scheme should be made effective from 1.1.2006 instead of 1.9.2008. These are the anomalies pointed by us to Sri.M.Raghaviah, Leader Staff Side (JCM). Our letter addressed to Sri M.Raghaviah is reproduced below.

To

Sri M. Raghaviah General Secretary NFIR
3, Chemsford Board New Delhi

110 055.

Sir,

Sub : MACP - Anomalies.

This is in continuation of our earlier discussion on the subject. In the Postal Department, we had two promotion schemes viz., TBOP and BCR. An official who has completed 16 years of service in basic cadre will be promoted to next higher grade of pay under TBOP Scheme. This scheme was introduced in the year 1984. In the year 1991, BCR Scheme was

introduced and in that an official who has completed 10 years of service in TBOP Scheme will be promoted to next higher grade under BCR Scheme. Both financial up gradation under TBOP and BCR schemes were granted to promotive officials as well as direct recruits without any disparity. Because it is a financial up gradation and not promotion. Further, in the recruitment rules of PA/SA Cadre, 50% of the posts were earmarked for departmental candidates and 50% for direct recruitment. Direct recruits are now chosen based on the results of the competitive examination conducted by the Department. Earlier i.e. before the year 2010, the direct recruits were selected based on the marks obtained in the school final examination among the applicants. For the remaining 50% of posts which are reserved for the departmental candidates, the Department will conduct the limited departmental competitive examination and candidates will be selected based on marks which they scored. The departmental candidates are not selected based on their seniority. It is very clear that the departmental candidates were promoted based on the results of the limited competitive Examination. The standard of the examination for the promotees is equal to that of Direct recruits. The examination comprises of papers in English, Maths and Postal Manual. Whatever the promotion granted to direct recruits, the same yardstick is applied to departmental candidates in granting promotion. Because the nature of duties are the same both to Direct recruits and promotees. Our argument is that any promotion obtained by limited competitive examination should not be

counted while granting promotion under MACP scheme. Further a great disparity in the VI pay commission is caused to promote candidates due to merger of scales. The following table will explain the disparity.

S. V Pay Corresponding VI Pay

No.	Commission Scale	Commission scale
1.	2750-70-3800-75-4400	4860-20200 with
2.	3050-75-3950-	80-45900 Various grade pay
3.	3200-85-49000	Rs. 1800, Rs. 1900, Rs. 2000
4.	4000-100-6000	Rs. 2400 & Rs. 2800
5.	4500-125-7000	

In the earlier scheme of TBOP & BCR, the officials who were promoted from Group 'D' cadre to Group 'C' cadre, their pay will be fixed in the scale of pay of Rs. 4000-100-6000. After 16 years of service, an official will be placed in the scale of pay of Rs. 4500-125-7000. After completion of 26 years of service, the official will be placed in the scale of pay of Rs. 5000-150-8000. The higher scale was granted both to direct recruits and

promotee officials on the term of financial upgradation and not on promotion.

It is not out of place to mention here that MACP scheme clearly states

that it is only a financial upgradation and not promotion. Therefore the financial

upgradation granted under TBOP & BCR scheme to promotee officials should be

continued in the MACP Scheme for the postal employees. Because they are

promoted only through examination and not based on the seniority. Moreso, after introduction of MACP Scheme, the departmental candidates are not interested to write departmental examination for further promotion. For instance if a

Postman/Mail Guard continued in the same cadre, after completion of 30 years, he will be placed in the grade pay of Rs. 4200/-. But if he is promoted as Group 'C'

based on the examination, he will be placed only in the Grade pay of Rs. 2800/-.

Our ultimate request is that under any circumstances, promotion got by promotee candidates through limited competitive examination should not be counted while granting financial upgradation under MACP Scheme as far as Postal Department is concerned. Further CAT, Jodhpur in its judgment dated 22-5-2012 has clearly pronounced that promotion to the Postal Assistant Cadre should not be counted as promotion and the official who was promoted from the limited competitive examination should get three promotions in the PA cadre after promotion into the cadre. Copy of the judgment is enclosed for favour of perusal. In view of the above, my Federation requests the staff side Leader, MACP Anomaly committee to get justice from the Govt. through your valuable argument for the sake of promotee candidates of Postal Department.

Thanking you,

Yours Sincerely,
(D. Theagarajan), Secretary General

The Govt. of India constituted a committee to exclusively deal with anomalies arising out of MACP scheme. First meeting was held on 25.2.2010 and second meeting on 15.9.2010 and third meeting on 17-7-2012.

MACP TO PROMOTEES - DEPARTMENT'S STAND - LATEST POSITION

Para - 9 of the Annexure - I to DOP&T OM dated 19.05.2009 provides in clearest terms that "regular service for the purpose of MACPS shall commence from the date of joining of the post in direct entry grade on a regular basis or on absorption/reemployment basis." The existing statutory Recruitment Rules of MTS/MG cadre provide for promotion quota to be filled up through LDCE (Limited Departmental Competitive Examination). Para - 5 of Annexure -1 of DOPT Order on MACPS provides for ignoring only the promotions/upgradations granted under the ACP scheme (old scheme) in the past to those grades which now carry the same grade pay due to merger of pay scales/up gradation of posts recommended by 6th CPC. Thus the promotions earned through LDCE are not provided to be ignored. As per the summary record of discussions of the meeting held on 27.07.2012 with the JCM National Council Staff side on issues relating to MACPS (Annexure III to DOP&T OM No 11/2/2008-JCA dated 13.09.2012) it was decided against item No. 4 that treatment of such cases would be on the lines as was under the ACP scheme (old scheme) and Ministry of Railways would examine the matter accordingly. Para 5.1 of Annexure-I to DOP&T OM dated 09.08.1999 relating to ACP Scheme (old scheme) provides for counting of regular promotions earned

through LDCE. So far as the common Judgment of the CAT Jodhpur in OA No. 382/2011, 353/2011 and 354/2011 dated 22.05.2012 is concerned, the CAT held that whenever an official appears in LDCE and gets selected to the post, then it starts new innings for him and for the purpose of counting his stagnation, if any, from the date of joining of the new post alone would be relevant and his previous career advancement cannot be called as promotion within the definition of the word "promotion" for consideration of his eligibility under MACP scheme. The judgment referred to above is in contradiction to the provisions of the MACPS as also against the decision of the Government against item No. 4 referred to in Annexure - III to DOP&T OM No. 11/2/2008-JCA dated 13.09.2012. MACP is the Scheme formulated by DOP&T, the nodal Ministry in this regard. Department of Posts cannot make any change in the scheme. The Department has accordingly referred the issue to the DOP&T and provided the required Recruitment Rules as called for by the DOP&T. Keeping in view of the existing provisions of the MACP Scheme as also the decision of the Government against item No. 4, Department has filed writ petition (Appeal) before the Hon'ble High court of Jodhpur.

RELAXATION APPOINTMENT:

The Govt. has taken a decision that compassionate appointment will be made to the extent of 5% of the vacancies per year. JCM standing committee discussed the issue several times with the Govt. But the Govt. replied that the decision taken was based on U.K.Nagpal's case by the Apex court. According to the staff side, the Supreme court in the above said judgment

has not stipulated any quota of 5 % for compassionate appointment. It was not agreed by the Official side. However the Staff side objected repeatedly to uphold the judgement of the Supreme Court for the particular case. It was agreed that they will discuss the case separately with Joint Secretary (Establishment). Nearly a decade is over. Till now discussion was not held with Staff side. However the Railway Board is granting liberal relaxation appointments for their deceased employees. We do not know how the Department of Railways can overlook the DO P&T orders and grant such liberal compassionate appointments.

NATIONAL POSTAL POLICY :

The government is planning to separate the functions of policy making, regulations and operations of the over 150 year-old Department of Post (DoP). Sources in Ministry of Communications and IT said Kapil Sibal has asked for setting up a body to oversee the unbundling (Split) of DoP's functions. An independent body named Postal Development Board (PDB) will be responsible for the overall development and governance of the postal sector. The PDB will also draw a road-map for unbundling of postal department functions."The idea is to develop Indian postal sector as a full-fledged market, bring in more service providers to enhance employment and contribution to nation's GDP."A recent review meeting of the entire sector, chaired by Sibal, found that in some European countries' the sector contributes between 0.6-0.9 per cent of their GDP.

However, the contribution of the estimated Rs 15,000-crore in Indian Postal sector is much lower. Private players have been demanding unbundling of the

department's functions for a level-playing field and growth of the sector.

At present, DoP - which has around 5 lakh employees - is the sole body responsible for policy making, regulations and providing postal service. The 100-year old Indian Post Office Act, which governs the sector, bars any individual or entity from delivering letter for commercial purpose. The business of private courier companies is built around delivering documents, parcels and other items which do not fall under the category of 'letter'. Sri Sibal has asked DoP to create a framework to support small and medium postal operators and new models to encourage entrepreneurship in the sector. The minister has also instructed DoP to constitute a Postal Advisory Board (PAB) which should have representation from government, industry players, academics and other stake holders. The role of PAB will be to provide inputs to PDB on policy matters. PDB will be set up under Secretary (Posts) and will include Secretaries of Department of Economic Affairs, Department of Electronics and Information Technology, Department of Commerce and two members from Postal Services Board.

Detailed comments on the Draft Nation Postal Policy is enclosed as **Annexure 5**.

IMPORTANT EVENTS/STRIKES THE PERIOD UNDER REVIEW:

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

AGREEMENT WITH TCS

India Post has decided to computerise counter operations in the post offices for which it has signed pact with TCS by giving Rs. 1400 crores. The project is divided into two parts. Two years for implementation and five years for maintenance.

POST BANK

The Govt. has approved Rs. 4909 crores for Phase II modernization of Post offices under which the Department is gearing up for providing real time core banking services.

STRIKE/MEETING:

1. JCA Meeting : On 30.3.2011, all the FNPO and NFPE General Secretaries met at NFPE office and decided to go on strike from 5th July 2011.
2. Lunch Hour Demonstration was conducted in front of the Directorate on 20.04.2011 . The SG FNPO and SG NFPE and General Secretaries of FNPO and affiliated unions addressed the Demonstrations. After the demonstrations, a memorandum was submitted to the Secretary Department of Posts. Details enclosed as **ANNEXURE 6**.
3. Mass Dharna : Mass Dharna in front of Dak Bhawan - New Delhi- 25.5.2011. Mass Dharna of Postal Workers/JCA was organized and nearly 700 employees participated. The National wide Dharna was organized on the day. The General Secretary R/III addressed the Dharna in Chennai.
4. State level Conventions : State level conventions were conducted on various dates throughout the Nation. Our leaders participated in the following states : Madhyapradesh, Bihar, Jharkhand, Punjab, A.P., Orissa, Chattisgarh.
5. Joint Conventions : FNPO and NFPE held joint conventions on 18.6.2011 in Chennai. R/III Circle Secretaries from Assam, Maharashtra and Tamilnadu participated.
6. Negotiations Started: Negotiations started on 27th June and ended on 1st July 2011. All the four days we have participated in the Negotiations and put forth our views vigorously. Settlement was reached on 01.7.2011. Details available in **Annexure 7**.
7. The Meeting of the Central JCA held on 03.12.2011 at New Delhi have reviewed the past 5th July deferred strike settlement situations and have come to unanimous conclusions sthat Postal Board has failed to implement the assurances given by the Secretary Posts on agreed demands even after lapse of four months. Therefore they decided to go on hunger strike in front of the Dak Bhawan on 26.12.2011. All the details enclosed in the **Annexure 8**.
8. The Chairperson Postal Board conducted a meeting on 10.1.2012. A Marathon discussion was taken place and the details available in the **Annexure 9**.

9. Meeting with the Hon'ble MOS : On 21.1.2012 the Postal JCA met the Hon'ble Minister of State for Communications, Sri.Sachin Pilot and discussed various issues. JCA submitted a memorandum to the Hon'ble MOS. The details are available in the **Annexure 10**.
10. National Strike : During the period under review, we have organised two National- Wide Strikes by the call of Central Trade Unions. Copy of the notice and reply of the Department is furnished as **Annexure 11**.
11. Test Letters : CHQ wants to prove that after MNOP, the letters were delivered only under D+3 or D+4. Therefore CHQ sent 30 Speed post letters to CHQ Office bearers and Circles secretaries and 400 ordinary letter to our Divisional and Branch Secretaries. The response was not so good as CHQ expectation. Therefore we are unable to place the record before the Department that the letters were delayed after MNOP. We spent considerable expenditure towards this trial.

COMMON ISSUES :

HSG/I RECRUITMENT RULES:

Now UPSC cleared HSG/I recruitment rules. Earlier UPSC questioned us as to how the number of posts increased from 250 to around 1700 now (as on 1976 Recruitment Rules we have only around 250 Posts). This has resulted in HSG/I Recruitment Rule has not been finalized for long time. Now HSG I RR issued.

HSG/II RECRUITMENT RULES:

The RR is pending in DOP & T.

APM (ACCOUNTS)/ACCOUNTANTS:

The Dept. has agreed to implement the LSG Accountant Rules 1976, and relocate the LSG/HSG-II posts proportionately to the accounts cadre. Instructions were issued on 09.3.11. However there is still problem in proportionate distribution of APM (Accounts) posts among the LSG/HSGII/HSG/I. This is being protracted on one pretext or other. The issue of taking special allowance into accounts for the pay fixation benefits to the PO & RMS Accountants: The Karnataka High Court upheld the orders of the CAT and order to take the special allowance for pay fixation benefits. The Dept. has sought opinions from the Head of Circle for filing of SLP against the decision in the Supreme Court. Based on the Ministry of Finance's Advice, the Department directed the Chief PMG Karnataka to file the case against the High Court decision (SLP). The Apex court dismissed the petition of the Department. But the case was not settled as per our wish. Further based on the revised LSG rules for APM (Accounts) 2011, the Seniority in the entry cadre, i.e. PA/SA has been taken for grant of promotion to LSG instead of date of passing the PO & RMS Accounts examination. This issue was rejected by the Department based on the DOPT instructions. The AIC may discuss the issue.

CADRE RE-STRUCTURING :

The Member (P) Postal Services Board convened a meeting on 16.8.2008, 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 Re-Structuring. Further FNPO wanted paper on Cadre Restructuring from the Department. It was not agreed by the Department. After this, the FNPO circulated a paper among the FWC members based on the suggestions received from the various sources and finally FNPO submitted a paper on Cadre Restructuring to the Department. For this there was no response from the Department. Thereafter Dept. has constituted a Committee with 3 staff side members. FNPO demanded four members instead of 3. It was also not agreed by the Department. But Dept. has agreed to give one Observer from the FNPO side. It was agreed by the Federation and FNPO nominated, Sri.D.Kishen Rao as member and Sri.T.N.Rahate as Observer. From NFPE side, staff side Leader Sri. K.V.Sridhar and Giriraj Singh were represented. The Committee was headed by Sri. A.K.Sharma. Sri.A.K. Sharma conducted three meetings, re-structuring was discussed at length and he has submitted a proposal to the Member (P). But it was not discussed with the staff side thereafter. Again staff side demanded the Dept. to know about the recommendations of Sri.A.K.Sharma committee. This was not disclosed. After a prolonged discussion in the strike negotiation meetings, the Dept agreed to appoint new committee for Cadre Restructuring. This time Dept. did not call for the nominations from the Federations, On the their own they nominated, Sri.D.Theagarajan and Sri.D. Kishen Rao from FNPO and Sri K.V.Sridhar and Giriraj Singh from NFPE.FNPO Once again opposed the proposal and demanded representatives from P/4 union

should be included in the Committee. After a long discussion Dept agreed to include 2 representatives of P/4 Union. Sri.T.N.Rahate and Sri. IShwar Dabas were included in the Committee. The Committee met thrice. In the last meeting held on 29.5.2012, the following broad understanding was reached.

1. POSTAL ASSISTANT

(i) The proposal of the Staff side to upgrade 11395 single handed post offices and 6719 Double handed post offices to the status of LSG will be considered.

(ii) The present Post Masters in 3732 triple handed post offices and also the present LSG POs to the extent of 6989 will be upgraded to the status of HSG II.

(iii) The present HSG II and HSG I posts to the extent of 3352 Posts will be amalgamated.

(iv) A separate identification to the extent of 30% of HSG I posts as nonfunctional Group 'B' posts with grade pay of Rs. 4800/- will be formed.

(v) 1/3rd of the total LSG, HSG II, HSG I will be carved out as Postmaster Grade-I, Grade-II, and Grade-III respectively.

(vi) The posts of System Administrators will be made as LSG.

(vii) PO & RMS Accountant will be made as a separate channel of promotion by identifying the Posts of LSG, HSG-II and HSG I posts. The RMS, Circle office and SBCO staff will be considered as per the ratio finalized in respect of the Postal Assistant cadre. The Official Side accepted the above proposal and assured to consider the above and come out with the final decision shortly. As requested by

them a common proposal of the Staff side has been submitted on 29.5.2012. Till date no fruitful decision was arrived. The AIC may discuss this issue.

SHORTAGE OF STAFF

Shortage of staff is a menace to our Department We have taken a maximum steps which yielded results. We are able to fill up all the posts which remained vacant from 2009. But we are unable to get clearance from the Min.of Finance to fill up the vacant posts pertaining to earlier years. The Government issued orders to abolish the posts. The AIC may discuss the issue in depth.

FILLING UP THE RESIDUAL VACANCIES

The issue of non-filling of residual vacancies was discussed by the staff side with the various forums. This yielded results but in RMS only a very few MTS were promoted to the cadre of SA. In many RMS divisions the result was NIL. This is most unfortunate.

OUTSOURCING

Though both the Postal Federations oppose the outsourcing, the Postal operations in BPCs and Speed post hubs are now outsourced to the extent of 90%. This is really a sorry state of affairs. The AIC may discuss the issues seriously.

OUT-SOURCING RECRUITMENT PROCESS

The Department of Posts has decided to entrust its recruitment work to the private firm by way of out-sourcing. Orders to this effect have been issued by the Directorate.

OSA

OSA was revised during the period under review according to our demand.

DA

Percentage of DA granted to Central Govt. employees is furnished below :

01.01.2011 : 51 %

01.07.2011 : 58 %

01.01.2012 : 65 %

01.07.2012 : 72 %

01.01.2013 : 80 %

BONUS

During the period under review, 60 days bonus were granted. As per the existing formula as PLB, we are entitled upto 65 days bonus. But the Ministry of Finance has taken arbitrary decision and cap was fixed as 60 days. FNPO has taken up the issue with the Ministry of Finance but no fruitful results have emanated. Further the Ministry of Finance has directed our Department for creation of new bonus formula. But no new formula has yet been finalized.

PFRDA BILL

Our Federation recorded a strong protest against the PFRDA Bill. We organized 'March to Raj Bhavan' on 24-8-2011. In some places it was organized in different dates. A memorandum against the PFRDA bill was submitted to the Prime Minister through the Governor. Copy of the Memorandum sent to Prime Minister through Governor is enclosed as **Annexure 12.**

CGHS AND P & T DISPENSARIES :

The Standard of Services in the CGHS and P&T Dispensaries has come down. The

New Health Insurance Policy was informed in the Parliament by the Health Minister. But the Govt. has not yet informed as to when they are going to be implemented. The details of new Health Insurance Scheme for the CG Employees is furnished as **Annexure 21**.

RELATIONSHIP :

With UNI : Cordial
With INTUC : Cordial
With NFPE : Cordial

LONG PENDING ISSUES

COUNTING OF PAST SERVICE OF RTPs :

The Department has rejected our repeated plea. AIC may discuss the issue.

Non Settlement of Medical and T/A Bills :

The Directorate is ready to allocate sufficient funds to the Heads of Circle. But some Circle do not furnish their actual requirement to the Directorate in time. Therefore the Medical and TA bills are being kept pending at some Circles.

NON REVISION OF OTA :

The Last OTA rate was revised after implementation of the 4th CPC. Nearly 3 decades have elapsed and the issue was discussed during the strike negotiations. The former Secretary was in favour to revise the OTA rates. The matter was taken up with Group of Secretaries, but the Finance Ministry is not in favour of revising the OTA rates.

BAG NUMBERING SYSTEM :

Our continued efforts on the above subject yielded good results eventhough all the

Heads of Circles sent report in favour of Bag Numbering System. The Department is unable to convince us with any valid records. Finally orders were issued to drop the Bag Numbering System vide DG (P) No.18-7/APS-D dated 22.3.2012. This was a victory to our CHQ.

CABINET APPROVED PROJECTS :

The IT modernisation Project approved by the Cabinet was divided into three parts. PILOT, Phase I and Phase II.

In Phase I the DOP has to roll out modern IT solutions in Six circles namely, Assam, Karnataka, Maharashtra, Rajasthan, Tamilnadu and UP. The Project included computerisation of all post offices, Core banking solutions including installation of 1000 ATMs, mail tracking, customer service, call centre and introducing e commerce solution, hand-held devices for Postmasters for update on services like mails, money orders etc. some activities like installation of ATM under Phase I are yet to be completed by the Department. Under Phase II of the IT Project, DOC has plan to roll out modern IT solutions in rest of the country.

AGREEMENT WITH INFOSYS :

India Post signed Rs. 700 crores Project with Infosys. This project would help India Post transform its banking and insurance operations cross 1,50,000 post offices in the country.

MEETINGS :

Departmental Council

Meeting was held on 10.02.2012. Many RMS and MMS issues were discussed and found solutions. The details of the meeting are furnished as **Annexure 13**.

Standing Committee

Meeting was held on 02.02.2012.

Staff Welfare Board Meeting

Meeting was conducted on 16.05.2012 under the Chairmanship of Hon'ble MOS. Minutes of the Meeting are furnished as **Annexure 14.**

Sports Board Meeting

Meeting was conducted on 5th June 2012 at Hyderabad. The Minutes of the meeting are furnished as **Annexure 15.**

MAILNET WORK OPTIMISATION PROJECET

The department wanted to re-design our mail network operation (RMS) in respect of 1st class ,2nd class Mails & speed posts. In this connection Department appointed Mckinsey & Co by paying Rs 12.66 crores. Our federation sought all information under RTI and challenged Terms of reference and other issues. This was discussed in the last AIC in depth. After our AIC, on 6.6.2011, the Secretary Posts called meeting with staff side and informed that the department wanted to re-design Mail net work as L1& L2 .

The staff side did not agree with this and decided to go on indefinite strike from 05.07.2012, after conducting state level convention & National convention . This has already been discussed in Pre- Paras. 5 days marathan discussions were taken place and finally agreed to defer the introduction of L1 & L2 and a committee was constituted under the Chairperson of Smt Manjula Parasher consisting of 4 members, viz 2 from staff side and 2 from official side. S/shri D.Theagarajan and M.Krishnan have represented from staff

side. Smt Shanthi Nair & Rishikesh from official side to discuss the re-design of Mail network.

OUR UNION ROLE.

After constitution of committee we sought the following information under RTI.

The details of information is Furnished below

No. 31-03/2009-D Dated : 08-2011

To

Sri D. Theagarajan Secy. General, FNPO 10/11, Nellai Appar Street Bharathipuram Chennai 600 044.

Sub : Information under RTI Act 2005

This has reference to your application dated 5th July 2011 received from Chief Postmaster, Anna Road HO, vide letter No. AR/RT/144-47 dated 6th July 2011 on the subject mentioned above seeking nformation under Right of information Act 2005.

2. The requisite information with respect to Mail Business Division of Department of Posts is furnished as under (Point 1 to 14):

Point 1 : Whether Mail Network Optimization Project discussed with Postal Board Members, if so a copy of the Board Meeting minutes may kindly be supplied. Answer : The details of the Project were discussed during Heads of Circles conference in April 2010 where all Board Members were also present.

Point 2 : Whether MNOP discussed with Heads of Circles, if so what is their opinion, opinion of each Circle may be supplied.

Answer : Details of the Project were discussed with Heads of Circles during Heads of Circles Conference in April 2010. Issues related to the project are also discussed during fortnightly video conference. The aspects related to network optimization of First Class Mail were discussed during Heads of Circles Workshop held in April & May 2011. Minutes of the meetings are enclosed.

Point 3 : Whether MNOP discussed with Minister of Communication and with Standing Committee members, a copy of their opinion may be supplied.

Answer : A presentation on the Project was made to Consultative Committee attached to Ministry of Communications & IT on 13th June 2011. Draft minutes of the Consultative Committee have been sent to Hon'ble MOC for approval, which is yet to be received.

Point 4 : Whether re-structuring of Speed Post processing centre project was discussed with the Postal Board members. If so a copy of the Board Meeting minutes may be supplied.

Answer : The concept relating to optimization of Speed Post Network was discussed during HOC Conference in April 2010, where all Board members were present.

Point 5 : Whether re-structuring of Speed Post processing centre project was discussed with the Heads of Circles, if so what is their opinion, opinion of each circle may be supplied.

Answer : Details of the network optimization of speed post was

discussed with Heads of Circles during HOC conference in September 2010. All Circles agreed with the concept. Information relating to opinion of each circle not available.

Point 6 : What is the operational cost of each Speed Post article before re-structuring and what is the present operational cost of Speed Post article. Details may be supplied.

Answer : The information is to be provided by "Costing & Rates Section".

Point 7 : Total number of mail offices in the country as on date.

Answer : List enclosed as Annexure – III.

Point 8 : After re-structuring how many mail offices will be closed, the name of the mail offices may be supplied.

Answer : The list of mail offices proposed as of now, to be retained after network optimization is annexed as Annexure – 1.

Point 9 : What is the present statistic of L1 & L2 offices?

Answer : The same is given in Annexure –II.

Point 10 : Supply details of profile in L1 & L2 offices.

Answer : The existing mail offices have been classified into Level-1 and Level-2 mail offices. For consideration of L-1 offices, factors such as volume of mail handled by a mail office and air/ rail connectivity of the place/city (where such office is located), distance from post offices in the area have

been taken into account. Other mail offices have been classified into L-2 offices.

Point 11 : What is the operational cost of 1st class mail and Registered mail at present? What will be the future operational cost of the same?

Answer : The information is to be provided by "Costing & Rates section."

Point 12 : Out of 89 Speed Post Processing Centers, how many are under the control of SSP/SP and how many centers are headed by SSRM/SRM, furnish details.

Answer : The information is to be provided by Heads of Circles.

Point 13 : Furnish the details of number of out-sourcing official/number of companies working in Speed Post Processing Centers, such as in Chennai, Mumbai & Bangalore.

Answer : The information is to be provided by CPMG, Tamil Nadu, Maharashtra & Karnataka Circles.

Point 14 : Furnish the details

- (i) Number of Speed Post articles booked for the last three months through counter
- (ii) Number of Speed Post articles booked for the last three months under BNPL

Answer : The information is to be provided by Heads of Circles.

2. If you are not satisfied with this reply, you may submit an appeal before Ms. Kalpana Tiwari, Sr. DDG & CGM (Mail Business),

Department of Posts, Room No. 403, Dak Bhavan, Sansad Marg, New Delhi 110 001.

(RISHIKESH)

Director (Mail Management) All Enclosures mentioned above is enclosed as **Annexure 16.**

APPEAL AGAINST THE ABOVE R.T.I INFORMATION GIVEN BY DIRECTOR MAIL MANAGEMENT

Sub : Appeal against the reply of the Director (Mail Management)

letter No. 31-03/2009-D Dated 3-8-2011.

This has reference to your appeal dated 16th August 2011 against the reply given by the Director, Mail Management vide this Division letter No. 31-03/2009-D dated 3rd August 2011 on the subject mentioned above.

2. The reply against to your appeal mentioned in Para 1 above is as under :

Point 1 : Whether Mail Network Optimization Project discussed with Postal Board Members, if so a copy of the Board Meeting minutes may kindly be supplied.

Reply : The reply is correct. Yes, the details of the Project were discussed with all members of Postal Services Board during HOC Conference in April 2010. But it was not placed separately before the Board.

Point 2 : Whether MNOP discussed with Heads of Circles, if so what their opinion is, opinion of each Circle may be supplied.

The reply given is correct. Mail Network Optimization Project was discussed with the Heads of Circles in HOC Conference held in April 2010. Another workshop with CPMGs was held in September 2010. The aspects relating to First Class Mail Network

redesign was discussed during HOC Conference held in April & May 2011. All Circles agreed with the project. No individual opinion is available, nor has any HOC addressed the Directorate stating a contrary opinion.

Point 3 : Whether MNOP discussed with Minister of Communication and with Standing Committee members, a copy of their opinion may be supplied.

Reply : Mail Network Optimization Project is a part of "Setting up of Mail Business Centers" which is a plan scheme of Department of Posts in the 11th Plan. The Scheme stands approved by the then Minister of Communications & IT in January 2009. Hiring of the Consultant and implementation of the Project was approved as a part of the plan Scheme.

Point 4 : Whether re-structuring of Speed Post processing centre project was discussed with the Postal Board Members. If so a copy of the Board Meeting minutes may be supplied.

Reply " The reply given is correct. Details of the network optimization for Speed Post were discussed with Members of Postal Services Board in April 2010. It was not discussed in the Board meeting as a separate subject.

Point 5 : Whether re-structuring of Speed Post processing centre Project was discussed with the Heads of Circles, if so what is their opinion, opinion of each circle may be supplied.

Reply : The reply given is correct Details of the Speed Post network

redesign was discussed during the Heads of Circles Conference in April 2010 and September 2010. All Circles agreed with the plan. No individual opinion is available.

Point 6 : What is the operations cost of each Speed Post article before re-structuring and what is the present operational cost of Speed Post articles Details may be supplied.

Reply : The information has been provided by Costing & Rates Section. As far as project implementation without working out the cost not being fair, is an opinion expressed by the information seeker and is outside the purview of RTI Act.

Point 10 : Supply details of profile in L1 & L2 offices.

Reply : Mail profile of mail offices is enclosed as Annexure - I.

Point 11 : What is the operations cost of 1st Class mail and Registered mail at present? What will be the future operational cost of the same?

Reply : The information has already been provided by Costing & Rates Section.

3. The appeal is disposed of. In case you are dissatisfied with the reply a further appeal lies with Central Information Commission, August Kranti Bhawan, Bhikaji Cama Place, New Delhi 110 066.

(KALPANA TEWARI), Sr. DDG & CGM (MB) & 1st Appellate Authority. All enclosures mentioned above Annexed as **Annexure 17.**

We placed all the above documents during the MNOP meeting and discussed issues with detail statistics of each mail office in

the country. The Chairperson of the committee was unable to convince us but explained policy of the Govt. cut-throat competition in the Postal Sector and changes taking place in other countries and hence the MNOP is essential for the Department.

MINUTES OF THE MEETING ON THE ISSUES RELATING TO MAIL NETWORK OPTIMIZATION, PROJECT (MNOP)

No. 28-4/2011-D Date : 29-9-2011

Shri D. Theagarajan, Secretary General, FNPO, Chambri no. 17-1-18,

Atul Grove Road, New Delhi-110 001.

In accordance with the instructions issued vide Directorate memo No. 08/9/2011-SR dated 12.7.11, the Committee constituted to look into issues relating to Mail Network Optimization Project met on 27.09.11. The meeting was attended by the following:

- (i) Ms. Manjula Prasher, Member (Operations)
- (ii) Ms. Shanthi Nair, CPMG, TN Circle
- (iii) Shri Rishikesh Director (Mail Management)
- (iv) Shri M. Krishnan, Secretary General (NFPE)
- (v) Shri D. Theagarajan, Secretary General (FNPO)

2. The terms of reference of the Committee were as follows:-

“The Committee will review the mail arrangement made as sequel to creation of Speed Post Hubs which, as represented

by Staff Side, are causing delay as compared to the position prevailing earlier. The committee will also review the formation of L-1 and L-II in regard to First Class Mail”.

3. Member (Operations) apprised the representatives of the staff side on the initiatives taken as part of Mail Network Optimization Project to Improve the quality of Speed Post operations. She also stated that improvement in quality of mail related services was the key objective of the project, and hence ,the staff side should fully co-operate with the administration in this endeavor. She further informed that cases relating to delay and back routing of mail in certain areas have been reviewed and necessary action is being taken. For this purpose, mail arrangements have already been revised in case of HP, Haryana, Punjab, UP, Uttarakhand, and AP Circles. Cases relating to other Circles are also being examined.

4. It was informed that instances of delay and back-routing of mail relating to Speed Post operations brought to the notice by the staff side are being looked into and necessary action is being taken for revision in existing mail arrangements wherever necessary. The staff side was also requested to give concrete suggestions on any particular area where improvement is needed. These suggestions would be sent by the staff side within a week. The staff side also agreed with the concept of new sorting hubs for Speed Post operations and opined that at best, a few more intra-Circle Speed Post hubs might be required to strengthen the operational network.

5. The features of performance monitoring tool such as Key Performance Indicators (KPIs) website and analysis of performance of the Circles through video conference were explained in detail to the staff side. The staff side appreciated the efforts made in this area.

6. Member (Operations) informed that implementation of the network redesign concept for First and second Class mail was equally crucial. The proposed network redesign seeks to minimize fragmentation in the processing of mail across the existing network, streamline processes followed in the mail offices, provide new tools and equipments for use in mail offices and put in place a technology-enabled environment for mail operations.

7. The staff side demanded copies of the reports submitted by the Consultants on restructuring of Speed Post and First Class mail network. It was agreed that relevant sections of the reports pertaining to operational restructuring would be provided to the staff Side.

8. The staff side agreed and appreciated the concept for network redesign for First Class mail. However, they expressed their apprehensions about transfers of the staff concerned in near future. They requested that an assurance may be given that the staff concerned will not be transferred for a specific period.

9. It was decided that the Committee would again meet on 10.10.11 to discuss issues relating to improvement in Speed Post operations based on the suggestions received from the staff side and the Heads of Circles, if any, and implementation of the network re-design concept for First and Second class mail. The meeting ended

with a vote of thanks to the Chair. Our reply to the above minutes is reproduced below :

Ref: No. MNOP/GENL/2011 Dated – 11.10.2011

To

Mrs. Manjula Parashar Member (Operations)
Postal Service Board Dak Bhawan, New Delhi – 110001

Madam,

Sub: - MNOP Committee Meeting

Kindly recall the discussion we had with you in the MNOP Committee meeting held on 10.10.2011. As already pointed out by us the minutes of the last meeting do not correctly reflect the view points expressed by the staff side representatives. We have neither agreed with the concept of new sorting hubs for speed post operations nor appreciated the concept for network redesign for first class mails. Our request for change of administrative control of all speed post hubs to RMS Superintendents and also our apprehension regarding closure/merger of sorting offices, especially in the metro/big cities in the wake of implementation of L1, L2 concept was also not included in the minutes. We are rather disappointed to note that in spite of our repeated request the McKinsey consultancy's full recommendations are not made available to us. Regarding the discussion held on 10.10.2011, we had examined in detail all the pros and cons of the suggestions and assurances given by the administration in the meeting. We did not find any reason to change the stand taken by us as regards to implementation of first

class mails hub i.e., L1 & L2. We have unanimously decided to oppose the implementation of the L1,L2 on the following counts.

1. It will definitely cause delay to the public mails as compared to the position prevailing now. We are not against improving the quality of the mail operations but it should not be at the cost of efficiency of the Postal Services.

2. Whatever may be the assurances given by the administration, the implementation of L1, L2 concept will result in closure/merger of sorting offices and divisions in the metros in the near future and at other stations at later date.

3. There will be large scale dislocation of staff and their career prospects will be adversely affected.

4. We further strongly feel that the international experience in the postal sector, after implementation of such recommendations, have proved disastrous and we don't want that to happen in India Post by implementing the Mail Network Optimisation Project recommended by Mckinsey. Finally we once again request you to desist from implementing the MNOP for first class mails i.e. L1, L2.

Yours faithfully,
Sd/- Sd/-

M.Krishnan D.Theagarajan
Secretary General, Secretary General,
NFPE FNPO

FOURTH SITTING OF MNOP COMMITTEE MEETING :

The fourth sitting of the MNOP Committee meeting held on 21-10-2011 at 3 P.M under the chairman ship of Mrs Manjula

Prasher, Member (Operations). Com. M. Krishnan secretary General, NFPE and Shri D. Theagarajan Secretary General FNPO attended. The staff-side categorically made it clear that they are totally against implementation of First Class mails hub (L1,L2) as it will adversely affect the efficiency of the mails sector and will lead to large scale closure/merger of offices in addition to dislocation of staff. The official side argued that the MNOP is for the best interest of department and employees. As no consensus could be arrived, the meeting ended in disagreement.

D.THEAGARAJAN
Secretary General
FNPO

M.KRISHNAN
Secretary General
NFPE

In accordance with the instructions issued vide Directorate memo No.08/9/2011-SR dated 12.7.11, and in continuation of the meeting held on 27.09.11, 10.10.11 and 11.10.11, the Committee constituted to look into issues relating to Mail Network Optimization Project again met on 02.12.11.

The meeting was attended by the following:

(i) Shri Santosh Gauriar, Member (Operations)

(ii) Ms. Kalpana Tewari, CGM (MB)

(iii) Ms. Shanthi S. Nair, CPMG, TN Circle

(iv) Shri Rishikesh, Director (Mail Management)

(v) Shri Subhash Chander, Director (SR& Legal)

(vi) Shri M. Krishnan, Secretary General (NFPE)

(vii) Shri D. Theagarajan, Secretary General (FNPO)

2. Member (Operations) welcomed the participants and apprised the representatives of the staff side on the initiatives taken as part of Mail Network Optimization Project and the plan for implementation of network redesign of first class mail. He further informed that optimization and streamlining of the existing network for first class mail was the need of the hour. The proposed network redesign seeks to minimize fragmentation in the processing of mail across the existing network, streamline processes followed in the mail offices, provide new tools and equipments for use in mail offices and put in place a technology-enabled environment for mail operations.

3. The staff side expressed their apprehensions about the proposed implementation of the network re-design for first class mail stating that: (i) The new sorting arrangement and routing pattern envisaged as part of the proposed redesign would lead to closure of many mail offices classified as L-2, (ii) The closure of these mail offices would lead to transfer of officials concerned from their current place of posting, (iii) The promotional aspects of officials working in these mail offices, especially in the metro cities, would be affected due to likely merger of RMS Divisions

4. The staff side was informed that closure of mail offices is not envisaged under the proposed network redesign even though as per the agreement with the staff side a number of mail offices are justified for immediate closure.

However, consolidation of mail offices in the metro cities was being done to the extent feasible (given the space constraints) either in the wake of plan to set up AMPCs or to streamline mail processing. It was further informed that since mail offices are not being closed, the transfer of officials is also not likely to happen. If at all, some mail offices are required to be closed in future, the matter will be discussed with the staff side in advance. In such cases, concerns relating to transfer etc., if any, will be suitably addressed. The concerns relating to promotional aspects would also be addressed appropriately.

5. It was also informed that there would be no delay in delivery of mail on account of changes envisaged in the routing pattern as Circles would be given sufficient flexibility in terms of routing of mail.

6. Member (Operations) also informed the staff side that the administration was also open to the suggestions for reviving some of the mail offices closed in the past if there was enough justification. He requested the staff side to cooperate in the implementation of the network redesign plan for first class mail and assured them that their concerns during the implementation, if any, would be resolved through constant dialogue.

OUR REPLY TO THE ABOVE MINUTES

We have gone through the minutes. In that it has been mentioned that three meetings were conducted in accordance with the instructions issued vide Directorate Memo No 08/9/2011-SRdt. 12-7-2011. Accordingly three meetings were conducted on 27-9-2011, 10-10-2011 and 11-10-2011 for which minutes

were issued only for one meeting which was held on 27-9-2011 vide letter No. 28-4/2011-D dt. 29-9-2011 without showing draft minutes to the staff side. The same was informed to the Chairperson of the MNOP Committee by the staff side on 10-11-2011. Further staff side submitted a letter also stating that the staff side view has been wrongly quoted in the minutes as if we have accepted the concept of Speed post hubs and also L 1, L2. We have never accepted the concept of speed post hub and L 1, L2. Even though it was assured that more intra-circle hubs will be opened in each circle, it has not been implemented in full, especially in Maharashtra Circle. Further, the change of administrative jurisdiction of speed post hubs from postal side to RMS side is yet to take place in some circles. eg. Kerala Circle. During the four meetings, the staff side raised many apprehensions about L 1 and L2 concept. Only some of the apprehensions were recorded in the draft minutes. Therefore we want to clear the following doubts raised during the meeting. Doubts and clarifications may be recorded in the draft minutes.

1. The quality of mail processing requires following parameters:

- i. Less number of handling.
- ii. Fast Forward movement
- iii. Mails should not be detained anywhere.'

But above parameters have not been kept in mind while creating L 1 and L2 concept.

2. Any project introduced by the Department should be based on the following principles:

- i. It should be beneficial to Customers.
- ii. It should be less operative cost, compared to earlier.
- iii. It should not affect the employees.

The assurances recorded in the minutes cannot be implemented practically for the following reasons:

It is impossible to retain all the mail offices if the Department implements L 1 and L2 concept in its true spirit. For example, L2 office such as Tindivanam, Tirupapuliyur, Thiruvannamalai, Chidambaram and Vridachalam are linked with Villupuram (L-1). Total volume of mails of L-2 offices mentioned above is 72698. The present volume of mail of Villupuram is 53005. If the re-design takes place (L-1 and L-2), Villupuram will get more than one lakh mails, while other L-2 offices will get reduced mails i.e. maximum 36000 instead of 72000. This will lead to closure of some L-2 offices mentioned above in the near future. But it is not possible because 50% of L-2 office mails will go to L-1 office and thus it will lead to surplus of staff in L-2 offices and they have to be redeployed in L-1 office because all the L-2 offices are situated in the same Division. Department may interpret that no transfer of officials out of the Division. We have a bitter experience in the case of relocation of Headquarters of RO 'C' Divn. And RO 'PT' Divn. in Bihar Circle. In the minutes, it has been mentioned that the concerns relating to promotional aspects would also be addressed appropriately. This is also not possible. The Staff side has bitter experience when AMPC was installed in Chennai and Mumbai. Many promotional posts were abolished in the name of

functional justification by the Audit party. In the minutes, it has been recorded that there would be no delay in delivery of mail on account of changes envisaged in the routing pattern as circles would be given sufficient flexibility in terms of routing of mail.

This is also not possible if the Department wants to re-design L-1 and L2 concept in its true spirit. Once L 1 and L2 concept is implemented, the delay cannot be avoided under any circumstances, as we have already explained during discussion. Above all in the past, we have entered into many agreements/gentlemanly understanding with the department on many issues. The minutes of the meeting were interpreted by the Heads of Circles in their favour and blatant violation have taken place. Unfortunately the Directorate was also reluctant to intervene effectively when such violations took place at field level by CPMGs/PMGs. The latest is the case of Maharashtra circle, which resulted in nine days strike. Missing points in the minutes which were raised by staff side during the meetings:

1. How long the department will not transfer the officials?
2. How long the present mail offices will be retained.?
3. Cost of mail operation before re-designing and after re-designing.
4. Will there be any improvement in the delivery of mails?
5. Details of mail profile in respect of L-1 and L-2 offices.
6. Non-supply of full report of Mackenzie & Co. to the staff side in spite of repeated request.

7. Failure of the pilot project in Hyderabad. Concludingly, it may be stated that in the minutes itself it is admitted that - "Consolidation of mail offices (i.e. closure of some mail offices) in the metro cities was being done either in the wake of plan to setup AMPCs or to streamline mail processing." Thus it is an admitted fact that in the metros large scale dislocation of staff is to take place consequent on merger of mail offices and also Divisions which will result in abolition of existing promotional posts adversely affecting the promotional prospects of the employees. Further many posts, especially MTS/Group 'D'/Mail guard posts, will become surplus. The concerns expressed by the staff side in this regard has not been properly addressed in the minutes.

M. KRISHNAN
Secretary General,
NFPE

D. THEAGARAJAN
Secretary General,
FNPO

After 4 rounds meeting dissent note on MNOP was submitted the details of dissent note is reproduced.

The agreement was reached with two Federations on 30-11-2010 wherein it has been clearly mentioned that one of the representatives from staff side would be included so as to contribute his ideas/ views towards the restructuring of mail net-work. As promised, while appointing Mckinsey consultant, the Department did not include staff representative.

2. Department constituted a committee viz., Mckinsey to look into the issues relating to Mail Network Optimization project. The consultant submitted a report on MNOP. Staff Side demanded copy of the report. But the Department refused to give full report stating flimsy reasons.

Further we came to know through RTI that the project was not discussed by the Postal Services Board separately. More so, opinion of the Heads of Circles was not called for on the report. Only two power-point presentations were made to the Board Members and Heads of Circles. This is not enough for re-designing mail network which was well-established throughout the country for the past 150 years.

3. On 27-9-2011 in the MNOP meeting staff-side pointed out the following lapses:

i. After restructuring, there is no significant improvement in the Speed Post delivery.

ii. The number of missent articles are more from the BNPL customer articles. The Speed post revenue which we receive from the BNPL customers is lesser than our operating cost.

iii. The above two points were not incorporated in the minutes properly

iv. In regard to redesigning of first class mail network, we strongly opposed and we raised many apprehensions during discussion. But it was not recorded.

v. Normally before circulating the minutes, the minutes should be approved by the staff side as per Customs. But it was not followed.

4. Any project introduced by the Department, it should be based on the following Principles :

i. It should be beneficial to the public.

ii. It should be less operative cost compared to earlier.

iii. It should not affect the employees in big level.

iv. In reality, this project did not bring any significant improvement in Speed post Delivery, and cost of operation. It also affects the employees in big level. In regard to redesigning of first class mails. If the redesign is implemented according to the proposal, it will affect the staff. The Tamil nadu circle has been taken into study and details are furnished below.

5. There was no assurance from the official side that norms for Speed Post, registered mails and first class mails will not be increased without work-study.

After this a notice was issued to go on hunger strike before the Dak Bhawan and further decided to go on indefinite strike from 07/01/2012. The No 1 demand is

(a) Drop the Mail Network Optimisation Project (MNOP) and reject the Mckinsey Consultancy's disastrous recommendations. In spite of the opposition and disagreement expressed by the staff side in the MNOP Committee, the Department is going ahead with the implementation of L1, L2 (hub system for first class mails). Further the request for additional intra-circle speed post hubs proposed by the staff-side is not yet fully implemented. Change of administrative jurisdiction of speed post hubs from Postal side to RMS side is also not considered favourably.

The Department called unions and disused the MNOP issues exact discussion and reply of the departments is reproduced below

1(a) Mail network optimization project Following issues were discussed in the meeting:

(i) Member (O) as Chairman explained that we need to constantly develop and improve our services. Staff side also supported and said that they are not against modernization of the department.

(ii) The Chairman agreed with the staff side that Heads of circles should honour the decision taken at apex level. He reiterated that the department doesn't want to close or change the public interface and sorting will be done by RMS staff.

(iii) Staff Side raised a number of issues of Maharashtra Circle. Since it was not possible to discuss the issues related to only one circle, it was decided to hold a separate meeting on the issues pertaining to Maharashtra Circle, some time later.

(iv) The Staff side expressed their apprehension about the implementation of network redesign for first class mail saying the L-2 mail offices will have very little mail to process and may lead to closure of these offices in future. They also expressed their apprehension that in urban areas and especially metro cities the merger may lead to closure of RMS Divisions. It was explained to the staff side that the Department would like to implement the new network design for first class mail with further assurance that no L-2 mail office will be closed till the completion of the MNOP Projects It was further assured that no staff will be transferred from one city to another unless some officials are themselves willing to move to bigger stations. It was also assured to staff side that the merger of mail offices will be put on hold in Mumbai and Chennai till the new sorting machines are in place.

(v) It was also informed that for the mail offices under the revised network, the

Department is going to train the officials of the RMS to handle the new business . Training will also be given in areas of investigation of frauds and monitoring of frauds. It was also assured that in case the new network leads to any back routing of mail, the Department would be open to reassess the arrangements based on the volume of mail that is being back routed.

(vi) The Staff side pointed out that the orders issued by the Directorate vide No. 6-5/2011-Ddated 20.10.2011 regarding the administrative control over speed post centres/sorting Hubs have not been implemented by the Circles.

vii) The Chairman assured that Heads of Circles would be reminded to submit their compliance report on Directorate O.M. dated 20.10.2011 within a week's time. The same will also be monitored through Video Conference. It was decided to discuss this issue with Heads of Circles in the VC scheduled to be held on 12.01.2012.

(viii) Instructions regarding putting in complete address of the addressee in the system at the booking point have already been issued , but the same are not being followed in many circles. It was assured to reiterate the instructions.

(ix) The Chairman agreed for providing department transportation for the staff deployed at AMPC, Delhi to and from Dhaula Kuan. Suitable instructions have already been issued. to CPMG Delhi Circle.

After the above arguments and counter arguments, finally we agreed with the Department and in turn orders were issued

to all heads of circle to implement new operation of net work AIC may discuss the issue if feel necessary. (copy is enclosed annexure (March 2012 5th page). Similarly after having lot of discussions on the issue of L1 & L2 the Department has modified and issued revised instructions vide letter No, 30-19/2012-D dated 09.05.2012. This has to some extent diluted the earlier conditions. Further on 2.11 .2012 there was a meeting with Member (O) on the L1&L2 creation and more L1 offices discussed

(Minutes of the meeting enclose as **Annexure 18)**

AUTOMATIC MAIL PROCESSING CENTERS

In accordance with terms of reference the Department wants to set up 14 AMPCs throughout India . We opposed the move of the Department. A detailed discussion was taken place. Department disagreed with us and it has intimated that approval was given by Ministry Finance to install AMPC Delhi and Kolkata 10 years back, building constructions were finished long back. At this stage stopping the proposal is impossible, In this connection we sent a letter to the Department (letter is enclosed as **Annexure 19)** AIC may discuss the issue if feel necessary. The information received under RTI is furnished below:

RTI INFORMATION

Expenditure incurred towards electrical installation for AMPCs in Kolkata
Rs. 1,84,40,774

Monthly expenditure towards maintenance of AMPCs in Kolkata
Rs. 1,72,500

Construction of infrastructural works SH:1 : Temporary shed Rs. 12, 27,201

Construction of infrastructural works SH: II: Permanent additional accommodation
Rs. 22,60,966

Construction of infrastructural works SH:III :
Renovation, addition and alteration in existing structure Rs. 1,04,56,029

Construction of infrastructural Works SH IV: Renovation of canteen
Rs. 5,01,287

The above expenditure is only for construction of building and maintenance of AMPC. This excludes AMPC machine in Kolkata.

Mails handled in AMPC, Delhi

	Letter Mail	Speed Post
Oct 2012	1,26,58,768	20,42,949
Nov 2012	1,14,53,800	16,17,737
Dec 2012	1,19,49,500	25,96,602

From the above information it is visible AMPC is dealing with only 400000 approximately first class mails per day.

Further from the above-information, it is visible AMPC deals with 66000 approximately Speed Post mails for which AMPC is required or not. It requires a big debate in Parliament.

The General Secretary met about 42 MPs belonging to various political parties during the period and submitted

Memorandum about MNOP and AMPC. Except M.P. of Anantapur (A.P.) who belongs to Congress party, no one is coming forward to send our letter to the Hon'ble Minister for communication.

CRC / SPEED POST NORMS

On 17.1.2013, suo moto orders were issued on the revised norms for CRC and Speed Post by the Directorate. GS sent a protest letter against the revised norms pointing out all the lapses. The General Secretaries also met Member (O) and CGM and discussed as to why our CHQ opposed the new norms. In this connection, we have submitted a detailed note comprising 5 pages, analyzing all the revised time factors for every operations. Due to page constraints, we are unable to reproduce here. However all details enclosed in the **Annexure 20**.

MAIL MOTOR SERVICE

The Mail Motor Staff are having grievances for the past ten years that the CHQ is taking care of only RMS and not MMS. But CHQ has put an end to the illusion. We discussed many issues during the period under review. Due to our continued efforts, cadre re-structuring committee was constituted by the Department. The Committee met four times in Hyderabad and all the meetings were attended by the GS accompanied by Shri.Devendrakumar, MMS Delhi twice and Shri.Saraiah, MMS Chennai twice.

Our proposal is reproduced below.

To
Ms. T.K. Sandhya Rani Chairperson
Cadre Restructuring Committee of MMS
Staff

O/o. Chief PMG A.P. Circle,
Hyderabad 500 001.

Madam,

Sub : Proposal for Cadre Restructuring
for MMS Staff.

Ref : i. DG Posts letter No. 08/15/2011-
SR dated 16-1-2012.

ii. DG Posts letter No. 01/01/
2011-SR Dated 20-1-2012.

iii. Your letter No. PMG/BD/Misc/
MMS/112 Dated 30-1-2012.

Sixth CPC has recommended Cadre Restructuring for Central Govt. employees in order to ensure a healthy balance between the functional requirement of an organisation and legitimate career aspirations of its employees. Based on the above principle, Defence Dept. and Railway Department have completed Cadre Restructuring for their employees and orders thereof have already been issued. Under the circumstances, we submit the proposal for your consideration.

P & T Motor Service came into existence in the year 1944 in Kolkata. It was expanded gradually from the year 1947 and it started functioning at Mumbai, Chennai, Delhi and Nagpur. The motor service was made a departmental wing in the year 1948. After bifurcation of the P & T Dept. in the year 1986, the P & T Motor Service has been renamed as Mail Motor Service. We have 1223 Mail Motor Vehicles and 486 Staff cars in 98 stations. 226 CNG Vehicles (environment friendly) are plying in Delhi, Mumbai and Ahmedabad. Main function of MMS and names of the stations

where we have the MMS units are enclosed.

The following units are controlled by the senior Manager – Chennai, Mumbai, Delhi and Kolkata. The units controlled by the Managers are –

Ahmedabad, Bangalore, Ernakulam, Guwahati, Hyderabad, Kanpur, Nagpur, Pune, Madurai, Coimbatore, Chandigarh and Bhopal.

The remaining MMS units are under the control of respective SSPOs/SPs of the Divisions where MMS units are located. In the Mail Motor Services, the following categories of staff are working.

1. Cleaner
2. Semi-skilled (Gr.D.)
3. Skilled Artisan Gr. III
4. Skilled Artisan Gr. II
5. Skilled Artisan Gr. I
6. Chargehand (Supervisory)
7. Technical Supervisor
8. Inspector
9. Asstt. Manager
10. Driver Gr. III
11. Driver Gr. II
12. Driver Gr. I
13. Special Grade
14. Despatch Rider
15. Office Asstt.
16. Stores Officer
17. Group 'D'
18. Group 'D'

ADMINISTRATIVE STAFF

As far as clerical and allied staff are concerned, they are akin to PA/SA. the

standing committee directed the chairperson to review the grant of promotion in the Cadre of HSG II and HSG I in MMS. In this connection we suggest that the following posts of MMS units may be earmarked for the purpose of granting promotion in LSG/HSG II/HSG I cadres.

The Recruitment Rules may be amended accordingly.

PRESENT & PROPOSED (See RMS Sentinel March 2013)

Record Clerk (PA)	No changes
Accounts (PA)	- do -
Traffic (PA)	- do -
Establishment (PA)	- do -
Store Officer (PA)	HSG/I
Store keeper (PA)	HSG/II
Record Officer (PA) LSG	
Control Room Clerk (PA) LSG	
Establishment (PA) LSG	
Accident (PA) LSG	

Number of posts in LSG/HSG II/HSG I cadres may be decided by the committee as per the functional requirement of the units.

WORKSHOP STAFF

This is one of the most important cadres in MMS units. Recruitment Rules of this cadre prescribe a pass in VIII std. with ITI certificate and possession of Heavy Vehicle Driving Licence. Workshop staff are recruited based on the Trade test before appointment. The feeder cadre for workshop staff is cleaner/MTS. The names of the Artisans are Mechanic Electrician, Welder, blacksmith, Carpenter, Painter, tyre-man and upholsters.

No. Category Scale of pay Existing

1. Skilled Artisan Grade pay (Gr.III) Rs. 1900/- PB I 70%
2. Skilled Artisan Grade pay (Gr. II) Rs. 2000/- PB I 15%
3. Skilled Artisan Grade pay (Gr. I) Rs. 2800/- PB I 15%

IV CPC Pay Scale for skilled Artisan Grade

It was Rs. 1200-1800 and grade I payscale was Rs. 1320-2040. The V CPC clubbed both the scales of pay of Artisan Grade I and Grade II into one pay scale of Rs. 4000-6000. Since it was a promotional posts for Artisan staff, amalgamation of both the scales of pay was not justified.

After implementation of V pay commission, the Department did not discuss this subject in the Anomaly committee meeting. Because the Anomaly committee met only once to discuss the scale of pay of Printing press staff (Bhubaneshwar) due to CAT direction and other subjects have not been discussed. After implementation of VI CPC recommendations, the item was discussed in the Departmental Anomaly committee meeting. The Committee rejected the Anomaly stating this Anomaly rose after implementing V CPC recommendation and hence VI CPC Anomaly committee cannot discuss the subject. After this, item was discussed again during the cadre structuring committee meeting under the chairmanship of Sri A.K. Sharma, then DDG (Est) and present Chief PMG Orissa Circle.

The chairman informally agreed to place the Artisan staff on par with Railway/

Defence Artisan. But the committee has not completed their process. Hence new committee was formed. In Mail Motor services, there are no well defined and regulated promotional avenues with

the result the large number of officials are stagnating at the maximum, Therefore many employees retired without getting any promotion in their career. Hence the service unions urged the Chairperson to extend promotions to all the Artisans of MMS, if need be by changing nomenclature and recruitment rules.

OUR PROPOSAL

No. Category Scale of pay Proposed

1. Skilled Artisan (Gr.III) Grade pay Rs. 2400/- PB I 45%
2. Skilled Artisan (Gr. II) Grade pay Rs. 2800/- PB I 21%
3. Skilled Artisan (Gr. I) Grade pay Rs. 4200/- PB II 20%
4. Master Craftsman Grade pay Rs. 4600/- PB II 14%

The present recruitment rule enclosed as Annexure II.

CHARGEHAND

At present the chargehand's pay is fixed in PB I with Grade pay of Rs. 2800/-. This issue was discussed with VI CPC Anomaly committee and the committee accepted the views of the staff side and forwarded the proposal favourably to the Finance Ministry. But it was turned down by the Finance Ministry. The staff side came to know that Recruitment Rules have not been amended properly. Hence the service

unions requested the committee to recommend the new recruitment rules for the chargehand with the enhanced grade pay in PB II.

TECHNICAL SUPERVISOR

In workshop, there is no officer-in-charge. The chargehands are supervisory officials, in-charge of their sections. Instead of Technical Supervisors, the nomenclature may be changed as Foreman. New Recruitment Rules may be got changed according to the requirements.

CLEANER AND MTS

MTS Staff are now recruited nearby RMS Divisions/Postal Divisions from among the GDS/ TSCL. The Recruitment Rules of the cleaner/MTS posts may be got changed as follows.

1. 50% promotion from GDS/TSCL with ITI Certificate.
2. 50%- direct recruitment.

The promotional avenue for cleaners/MTS may be arrived at based on the Defence/ Railway model.

DRIVERS

MMS Drivers should not be brought under common cadre because in other Departments the nature of work of the Drivers is entirely different from that of MMS Drivers. An MMS driver is driving vehicle on an average 100 kilometres per day carrying heavy load of mails in the busy traffic throughout his working-hours. The drivers of other Central Govt. Departments drive the vehicles only for two hours or so, while the MMS Drivers have to drive vehicles almost 7½ hours per day. In major

cities and towns, drivers have to complete their schedule by driving 10 to 11 hours.

NOW THE DEPARTMENT INTRODUCED LOGISTIC SERVICE AND LONG DISTANCE SERVICE.

Therefore, promotional avenue for MMS drivers and present scale of pay should be changed according to the functional requirement and responsibility. Upto the IV pay Commission, the scale of pay of MMS Drivers was on par with LDC staff of Central Govt. Departments. In V Pay Commission, it was equated with the scale of pay of Postman/Mail Guard. It is a great blow to them. Further, VI CPC has placed them in the lesser pay which is lower than the Postmen's scale. The Departmental Anomaly committee also agrees with the grievance of the staff side and recommended higher grade pay to the Finance ministry. This matter was taken up with the National Anomaly committee based on the court direction. Service unions request the Committee that parity maintained upto IV Pay Commission with LDC may be restored to MMS Drivers.

Further percentage of promotions may be changed as follows:-

- 15% Special Grade G.P. 4600/- PB II
- 30% Grade I G.P. 4200/- PB II
- 30% Grade II G.P. 2800/- PB I
- 25% Grade III G.P. 2400/- PB I

Present Cadre of Despatch Riders which is available in Delhi, Nagpur and Ahmedabad may be merged with the Cadre of MMS Drivers.

IMM

IMM cadre is now merged with Asst. Manager cadre. Recruitment Rules for Asst. Manager cadre have not been finalised by the Department as on date. The Chairman, Postal Board directed the DDG (P) to finalise Recruitment Rules within 3 months. The committee may discuss the Memorandum which was submitted by the Asst. Managers of Mumbai MMS. Because the Memorandum submitted by the Asst. Managers seems to be reasonable. In regard to Deputy Manager and Manager the staff side will discuss and submit the proposals in the next meeting.

Other subjects request to be discussed in the next meeting.

1. Revised recruitment Rules for MMS Cadres.
2. Special increment for Drivers (Logistics, Speed Post, Mail exchange).

After our effective arguments, Committee recommended the following :

1. Consolidated Technical Cadre Specific Recommendations

1. Multi Tasking Staff (TECHNICAL)

Recommendations relating to MTS (Technical)

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Middle School Pass	10 + ITI PASS
Age	18 - 25 Years for DR50 Years for GDS & TSCL	21 - 30 Years for DR40 Years for GDS & TSCL
Scale of pay & GP (Rs.)	Rs.5200-20200 & Rs.1800	Rs.5200-20200 & Rs.1800 100% Under DR
Quota under DP & DR	As per the Gazette of India extraordinary Part-II Section-3 Sub section (i) dated 01-12-2010 and Directorate letter no 45-2/011 SPB-I dated 27 th Jan 2011.	
Mode of recruitment	By Selection	By Selection

2. ARTISANS: QUOTA

The following are the recommendations of the Committee in case of Recruitment to Artisan Cadre:

Artisans: Departmental Quota

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Qualify the test Equal to Middle School Standard.	10 + ITI in respective trade
Age	No age limit	No age limit for DP candidates
Scale of Pay & GP (Rs.)	Rs.5200-20200 (PB-I) & Rs.1900	Rs.5200-20200 (PB-I) & Rs.1900
Departmental Quota	100% recruitment under DP failing which by DR.	50% for DP Quota.
Experience	4 years experience as Cleaner or 1 Year as Semi-Skilled.	Minimum 3 Years experience as MTS (Technical)
For Mechanics additional requirement	Possession of Heavy Motor Vehicle (HMY) Licence	Possession of Heavy Motor Vehicle (HMY) Licence

Artisans : Direct Recruitment

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	A Certificate in the respective Trade from any Technical institution, recognized by the Govt. or 8 th Std.	10 + ITI Pass recognized by Govt.
Age	18-30 Years as on 1 ST July of the Recruiting year.	21-30 Years as on the Recruiting year.
Scale of Pay & GP(RS)	Rs.5200-20200(PB-I) & Rs.1900/-	Rs.5200-20200(PB-I) & Rs.1900/-
Experience	One year experience in the respective trade in a reputed organization if does not possess ITI.	Min. 3 years experience in the respective trade in a reputed organization.
For Mechanic Trade additional requirement.	Possession of Heavy Motor Vehicle (HMY) License	Possession of Heavy Motor Vehicle (HMY) Licence

Recommended Promotional avenues in the Artisans Cadre

Sl.No.	Category	Existing PB & GP	Recommended PB & GP	Percentage	
				Existing	Proposed
1.	Skilled Artisan Grade-III	PB-1 with GP Rs1900/-	PB-1 with GP Rs 1900/-	70%	30%
2.	Skilled Artisan Grade-II	PB-1 with GP Rs.2400/-	PB-1 with GP RS.2400/-	15%	30%
3.	Skilled Artisan Grade-I	PB-1 with GP Rs.2800/-	PB-1 with GP Rs.2800/-	15%	25%
4.	Master Craftsman	PB-2 with GP Rs.4200/-	PB-2 with GP Rs.4200/-	—	15%

Eligibility Criteria for Promotions

- i. Skilled Artisan Grade – III should have completed minimum 9 years of regular Service in the Ordinary grade to get the eligibility for Skilled Artisan Grade-II.
- ii. Skilled Artisan Grade-II should have completed minimum 6 years of regular Service in the Grade II or a combined service of 15 years in Grade II and ordinary grade put together to get the eligibility for Skilled Artisan Grade-I.
- iii. Skilled Artisan Grade-I should have completed minimum 3 years of regular Service to get the eligibility for Master Craftsman or 20 years regular service in ordinary grade.
- iv. Promotions for Grade-III, II and I will be on the basis of prescribed test and for Master Craftsman on the basis of Seniority cum fitness.

Artisans may be allowed to appear for PA/SA examination subject to fulfilment of eligible criteria as per Recruitment rule

The Committee also recommends amendment to the existing Recruitment rules for Artisans in line with the above recommendations.

3. CHARGEHAND: RECOMMENDATIONS

Recommendations – Charge-Hand: Department Quota

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Pass in Middle School	The Charge-Hand Post is proposed to be upgraded to Master Craftsman post with matching savings
Age	No age limit	
Departmental quota (DP)	100% under DP*	
PB & GP (Rs)	PB1 Rs.5200-20200 & GP Rs.2800/-	

*33.33% by seniority cum fitness amongst Skilled Tradesmen who have put in not less than five years service in the grade on the 1st of July of the year of recruitment in the unit concerned. 66.67 % by selection from skilled Tradesmen of the unit concerned who possess the requisite qualification failing which by direct recruitment. If no suitable candidate is available then recruitment should be made directly.

Charge-Hand Direct Recruitment Quota

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Pass in matriculation or an equivalent examination.	The Charge hand Post is proposed to be upgraded to Master Craftsman post with matching savings

Age	18 - 30 Years as on 1 st July of the Recruiting year.
DR Quota	If no suitable candidate available then only recruitment should be made under DR Quota.
PB & GP (Rs)	PB1 Rs.5200-20200 & GP Rs.2800/-
Experience	One year experience in the grade

The Committee recommends surrender of 39 Charge-Hand posts in lieu of creating some Technical Supervisor posts in the MMS Units. The basis for creation of the Technical Supervisor post is one Technical Supervisor for every 15-30 Vehicles in the Unit in accordance with the Directorate letter no 50-10/82-PE.I dtd 19-08-1985. The creation of Technical Supervisor Posts is further subject to matching savings through surrendered Charge Hand posts.

In view of the recommendations of Committee on promotional avenues in the cadre of Artisans the additional expenditure involved to revise existing percentage proposed by the Committee works out to Rs.48,14,220/-. This is neutralized by surrendering Seventy Six (76) of the 474 Artisans posts and managing the Work-shops with the remaining 398 posts. Alternately the scope of matching savings through surrendering of other Cadres may be examined at appropriate time.

4. TECHNICAL SUPERVISOR : QUOTA

RECOMMENDATIONS OF THE COMMITTEE IN CASE OF RECRUITMENT

RECOMMENDATION - Technical Supervisor: QUOTA

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Matriculation Pass.	10+ITI.
Age	No age limit for Departmental candidates.	No age limit for Departmental candidates.
Scale of pay & GP (RS)	Rs.9300-34800(PB-II) &4200.	Rs.9300-34800(PB-II) &4600.
Quota	33%	33% DP Quota.
Experience	5 years al service.	At least 5 years experience in HSA-I or 7 years of experience in HSA-II or 20 Years of experience in HAS Grade III for Master Craftsman.

Mode of Recruitment By Selection By Selection

Technical Supervisor: DIRECT QUOTA.

RECOMMENDATION - Technical Supervisor: DIRECT QUOTA

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	A Degree or Diploma in Mechanical, Automobile Engineering from any recognized institution or Passed Matriculation with practical experience of at least 5 years.	A Degree or Diploma in Mechanical, Automobile Engineering from any recognized institution.
Age	22-30 Years	21-30 years
Scale of pay & GP(RS)	9300-34800 &4200	9300-34800 &4600
DR quota	100%	67%
Experience	At least 2 years experience in an automobile firm or reputed Govt. workshop	At least 2 years experience in an automobile firm or reputed Govt. workshop

Mode of Recruitment By Selection. By Selection.

RECOMMENDATION OF THE COMMITTEE IN CASE OF PROMOTIONS:

Technical Supervisor may be granted one promotion in PB-2 with GP. 4800/-after completion of 6 years service and in PB-2 with GP RS.5400/- after completion of 4 years regular of service.

Technical Supervisor: Departmental Quota Recruitment

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	Matriculation Pass	10 + ITI.
Age	No age limit for Departmental candidates	No age limit for Departmental candidates.
PB & GP (Rs)	Rs.9300-34800 & GP Rs.4200/-	Rs.9300-34800 & GP Rs.4600/-
Departmental Quota	33% DP Quota	50% DP Quota.
Experience	5 years al service.	At least 5 yearsexperience in HSA-I or 7 years of experience in HSA-II or 2 Years of experience in Master Craftsman.

Mode of recruitment Selection Selection

Technical Supervisor: Direct Recruitment Quota

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	A Degree or Diploma in Mechanical, Automobile Engineering from any recognized institution or Passed Matriculation with practical experience of at least 5 years.	A Degree or Diploma in Mechanical, Automobile Engineering from any recognized institution.
Age	22-30 Years	21-30 years
Scale of pay & GP(Rs)	Rs.9300-34800 & GP Rs.4200/-	Rs 9300-34800 & Rs.4600/-
DR quota	67%	50%
Experience	At least 2 years experience in an automobile firm or reputed or Govt. workshop	At least 2 years experience in an automobile firm or reputed or Govt. workshop
Mode of recruitment		By selection. By selection.

1. Recommendations of the Committee in case of promotions:

Technical Supervisor may be granted one promotion in PB-2 with GP Rs.4800/- after completion of 6 years service and in PB-2 with GP RS.5400/- after completion of four (4) years of service.

The detailed calculation for up gradation of posts of Technical Supervisor as per committee recommendation is appended below:

Table No.10 – Matching Savings calculations in case of Technical Supervisor

Category	Existing no. of posts	Total Existing Expenditure @ GP. 4200/-	Total No. of Posts proposed	Total Expenditure @ GP. 4600/- X 18	Additional expenditure upgradation of proposed 18posts	Matching saving after surrender of 76 posts
Technical supervisor	13	54600	18	82800	28200	29000

5. Technical Postal Assistants (TPA) :

Committee recommends merging TPA posts in PA Cadre of MMS.

2. Consolidated Recommendations relating to Non Technical Cadres

4.2.1 MTS (Non-Technical):

MTS non technical may be allowed to appear for the recruitment of PA, Driver and Artisan posts under DP quota. All the above issues and grievances raised by the staff

side may be forwarded by MV Section of Postal Directorate to the CRC for further examination.

4.2.2 Dispatch Riders:

The Committee recommends merger of Dispatch Riders cadre with the Driver cadre. There is no additional expenditure involved in such merger.

4.2.3 Drivers:

After a thorough examination of various issues and grievances, the Committee makes the following recommendations relating to recruitment, promotion and allowances.

vi. Specific recommendations relating to recruitment for and DR quota etc. are noted in the Table below –

Drivers: Departmental Quota - Recommendations

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	VIII Std pass desirable	10 th class Pass as per MV Act.
Age	No age limit	50 Years
DP Quota	50%	50%
Experience	3 Years experience for Group D	Min 3 Years experience as MTS
Driving license	Should possess light and Heavy Motor Vehicle license.	Should possess Heavy Motor Vehicle driving license.
Mode of selection	By Selection	By Selection.

Drivers: Direct Recruitment

CATEGORY	EXISTING RULES	RECOMMENDED RULES
Education	VIII Std Pass desirable	10 th Pass mandatory.
Age	21-28 Years as on 1 st July of Recruiting year	21-30 Years as on 1 st July of Recruiting year
DR Quota	50%	50%
Experience	At least 4 Years in driving light and heavy vehicles provided they should have at least one year experience of driving heavy vehicle and must possess valid driving license to that effect.	At least 4 Years in driving light and heavy vehicles provided they should have at least one year experience of driving heavy vehicle and must possess valid driving license to that effect
Mode of Recruitment	By selection	By selection.

vii. MMS Drivers may be allowed to appear for PAs examination subject to fulfilment of eligible criteria as per Recruitment rule.

viii. Regarding enhancing and rationalizing promotional avenues the Committee's recommendations are indicated in the Table below

Recommendations for Promotions: Drivers

Sl.No.	Category	Existing PB & GP	Recommended PB & GP	Percentage	
				Existing	Proposed
1.	Driver Grade-III	PB-1 with GPRs.1900/-	PB-1 with GP Rs.1900/-	30%	30%
2.	Driver Grade-II	PB-1 with GPRs.2400/-	PB-1 with GP Rs.2400/-	30%	30%
3.	Driver Grade-I	PB-1 with GPRs.2800/-	PB-1 with GP Rs.2800	35%	25%
4.	Special Grade	PB-2 with GPRs.4200/-	PB-2 with GP Rs.4200/-	5%	15%

The ratio for promotion may be changed to 30:30:25:15 for Grade III, II, I and Special Grade. The financial burden that may arise out of this rationalization may be offset by enhancing the working hours of the Drivers from the current 7 hours and 30 minutes to 8 hours.

The existing eligibility conditions as listed below may be continued for providing inter-grade promotions in the Drivers' cadre.

- ◆ Driver in Grade-III should have completed 9 years of regular service in Ordinary Grade to get the eligibility for Grade-II.
- ◆ Driver in Grade-II should have completed 6 years of regular service in Grade-II or a combined service of 15 years in Grade II or Ordinary Grade put together to get the eligibility for Grade-I.
- ◆ Driver in Grade-I should have completed 3 years of Service in Grade-I to get the eligibility for Special Grade.

The method of Promotion to Grade-II and Grade-I will be by promotion on Non-Selection (Seniority -cum-fitness) basis and will be further subject to passing of a Trade Test of appropriate Standard and to Special Grade will be on the basis of Seniority-cum- fitness.

ix. Considering the hard nature of their duties the Committee recommends granting of special monetary incentive to MMS Drivers performing duties relating to Logistic Post and EPP on similar lines as in Speed Post (where driver takes care of mail exchange - loading & unloading).

x. The drivers of Mail Motor Service are operative one entrusted with the tough, hard duties as compared to Staff car drivers; they need more attention particularly at the stage of their superannuation retirement. There are total 1573 operative

drivers' posts. It is proposed to create 1% of total posts of operative drivers i.e. total 16 no additional post of "Traffic controller" in all MMS units having fleet of more than 20 vehicles in PB-2 with GP of Rs. 4200/- + special allowance of Rs.1000/ month. The method of Promotion to the post of 'Traffic controller' will be by promotion on (Seniority-cum-fitness basis amongst available Special Grade driver.)

4. Postal Assistants in Mail Motor Services:

i. The Committee recommends forwarding the request for giving fast track promotion and upgrading to higher GP for MMS PAs to the Cadre Restructuring Committee of Directorate by the MV Section. The issue of creation of HSG-I and HSG-II posts may also be forwarded to the CRC.

ii. The Committee strongly recommends that the MMS PAs should be allowed to appear for eligible for IPO and PSS Group B.

Recommendations for MMS PAs

Sl.No.	Category	Existing PB & GP	Recommended PB & GP	Recommend No. of years service required.
1.	Postal Asst.(MMS)	PB-1 with GPRs.2400/-	PB-1 with GP. Rs.2400/-	-
2.	Postal Asst(MMS)	NIL	PB-1 with GPRs.2800/-	8 years service as PA in GP Rs.2400
3.	Postal Asst.(MMS)	NIL	PB-2 with GPRs.4200/-	7 years service as PA in GP Rs.2800

5. Assistant Managers:

Keeping the above discussion in view the Committee makes the following recommendations:

i. Assistant Manager may be granted promotion in PB-2 with GP Rs.4800/- after completion of 9 years service. As per Para 7.6.14 of VI CPC Recommendations Assistant Manager drawing GP Rs.4800/- in PB-2 on completion of 4 years of Service should be placed in the same pay band with GP Rs.5400/-. The committee recommends the same (Para 7.6.14) in this case.

Recommendations of the Committee in case of Recruitment:

Assistant Manager under Departmental quota.

Criteria	Existing rules	Recommended rules
Education	Not applicable	10+2 or equivalent.
Age	Not applicable	45 years.
Scale of pay & GP (RS)	Rs.9300-34800/-(PB-2) With GP.4600/-	Rs.9300-34800/-(PB-2) With GP.4600/-

Quota under DP & DR	100% DP	100% Under DP.
Mode of recruitment	By Seniority cum fitness from Inspectors/Head Clerk of MMS having not less than 3 years in the Grade.	By Selection/ Competitive examination equivalent to Inspector of Post Offices.

Assistant Manager may be granted one promotion in PB-2 with GP. 4800/-after completion of 9 years service. As per Para 7.6.14 of VI CPC Recommendations Assistant Manager drawing GP 4800/- in PB-2 on completion of 4 years of Service should be placed in the same pay band with GP RS.5400/-. The committee recommends the same (Para 7.6.14) in this case.

6. Store Officer:

i. The feeder cadre to the Store Officer should be limited to Postal Assistants having GP of Rs.2800/- on selection basis with six years experience in store keeping in MMS.

ii. Modifications to the recruitment of Store Officer are recommended as given in Table below:

Recommendations for Store Officer

Criteria	Existing rules	Recommended rules
Education	Not Available	10+2 or equivalent.
Age	Not Available	45 years.
Scale of Pay & GP(Rs)	Rs.9300-34800/- (PB-2) With GP Rs.4200/-	Rs.9300-34800/-(PB-2) With GP Rs.4200/-
Quota under DP & DR	100% DP.	100% Under DP
Mode of recruitment	By Seniority cum fitness from Inspectors/Head Clerk of MMS having not less than 3 years in the Grade.	Permanent employees of MMS in the Pay Band '5200-20200 GP '2800 having rendered six years regular service in the grade as on 1 st July on the year in which recruitment is made. Preference will be given to those officials who have experience for at least five years in Store keeping, in identifying the automobile spares for various types, makes and knowledge of

procedure for procurement of spare parts through DGS & D on Rate Contract and locally after observing formal procedure. By promotion, transfer on deputation (period on deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization / of Central Govt. shall ordinarily not exceed three years).

Draft recruitment rules of Artisans, Drivers, Store Officer, Assistant Manager are also enclosed as Annexure-9,10,11,12 respectively.

3. Other related Recommendations:

The Committee suggested that the structures of promotions to all cadres should be made effective from 01.01.2006 as in the case of Ministries/Departments of Railways and Defence.

Public mail is contributing about 40% revenue for the Department. To sustain its position as the largest postal network in the world touching lives of every citizen in the country, it is necessary to strengthen MMS for future growth of mail and logistics to provide mail, parcel, logistics post with speed and reliability.

Mail movement in the many cities of the country suffers heavily due to poor connectivity and unreliable out source transport system. There are serious constraints in terms of transport in the many regions. Because of transport bottleneck, mail transmission (collection and delivery) has always concern; speed, punctuality, and reliability are solely dependent on the means of transport.

The mail volumes in the Department are stagnating or going down; efforts are on to take a multi pronged action to revive mail business. One of the main activities in this regard is ensuring reliability in the mail services. The major weakness in this regards is the unreliable transport system, which suffers from the fact that the transmission vehicles (Buses, Train and passenger aircraft) move according to the convenience of passengers and not to the requirement of expeditious transmission of mails.

To provide basic facilities i.e. collection and delivery of mails within easy reach (1.5 Kms.) of all people and business, it is necessary to increase growth in traffic of mail volume and logistics. The major source of revenue in the coming years are expected from parcels and logistics posts. To achieve future growth of mail and logistic, it is

necessary for the Department to develop its own transport network, apart from outsourcing where it is financially viable. It is therefore necessary to strengthen the Departmental MMS units by cadre restructuring of staff of MMS.

¹ Directorate letter no. 01/01/2011-SR dated 20-01-2012 on constituting the Committee for Cadre Restructuring of MMS

² Terms of Reference to the Cadre Restructuring Committee, letter no. 01/01/2012 – SR, dated 26.4. 2012

³ Committee meeting dates are 12 & 13.3.12, 03 & 04.4.12, 11&12th .6.12, 13-14.8.12 and 11.9.12.

Since all the MMS issues were discussed in the pre-paras, there is no need to explain more. However the following vital issues were discussed in the Department Council meeting held on 10.02.2012 :

1. Long Distance Schedules;
2. Diversion of MMS Vehicles
3. Holding of Examination for filling up of the Post of Asst Manager in MMS;
4. Holding of DPC for filling up of the post of Deputy Manager in MMS
5. Change of Nomenclature of Cleaners in MMS;
6. Payment of OSA and other benefits to MMS staff on par with other RMS staff;
7. Rotation of Senior Manager in MMS;
8. Filling up of the post of time scale Drivers in MMS.

OUR GAINS & ORDERS PERIOD UNDER REVIEW

1. Formation of cadre restructuring committee for providing more promotional avenues.
2. Filling up of all vacant posts upto 2010 including pending residual vacancies in PA /SA Cadre. Recruitment process for 2011 & 2012 also initiated. About 5000 LGOs were also promoted as PAs. In total, about 30000 posts in the PA cadre are filled by direct recruitment and promotion. But SA results are comparatively not good.
3. Deleting the confirmation examination in case of direct recruitment.
4. Introduction of the OMR system in Departmental examination paved ways to fill up all the pending vacancies in Group 'B', IPOs and also in LGO examination.
5. Holding of Department Council meetings and standing committee.
6. Grant of one advance increment to those whose increment fell in between Feb 2006 to June 2006 (through the JCM National Council).
7. Split duty allowance, SB allowance have been revised during this period.
8. Honorarium for invigilators/ examinations has been revised.
9. Inter Circle transfer of Inspectors of Posts under Rule 38 of P & T Manual Vol.IV (DG (P) No. 141-177/209-SPB-II Dated 14-12-2010)
10. New examination System – conducting limited Departmental Competitive Exam. for the year 2011.

(DG (P) No. A-34020/08/2010-SPB-II Dated 30-05-2011)

11. Promotion in LSG Accounts

(DG (P) No. 9-15/2008-SPB-II Dated 7-3-2011)

12. Filling up of the post of LSG in Accounts line in post offices and Railway Mail Service offices.

13. Stepping up of the promotee senior with Direct recruited Junior appointed on or after 1-1-2006.]

(DG (P) No. 1-9/2010-PCC Dated 5-1-2011)

14. Continuation of Adhoc promotion made in the HSG I

(DG (P) No. 4-16/2002-SPB-II Dated 3-1-2011)

15. Applicability of various kind of Travelling allowances in case of system Administrators, Marketing Executives, PRI (P) etc. – reg.

(DG (P) No. 17-01/2011 PAP Dated 23-6-2011)

16. Out Station Allowance for RMS staff – revision of rates thereof.

(DG (P) No. 28-2/2010 D Dated 19-7-2011)

17. Imposing of statutory punishments for non performance of OT Duty – reg.

(DG (P) No. 8-9/2011-SR Dated 21-7-2011)

18. Increase in the number of Chances to appear in the Limited Departmental Competitive Examination (LGO examination) to fill up the posts of Postal Assistants / Sorting Assistants.

(DG (P) No. 66-10/2011-SPB-I Dated 26-7-2011)

19. Constitution of Committee for Organisational restructuring in Departmental of Posts

(DG (P) No. 33-1/2011-PE-II Dated 17-1-2012)

20. Non performance of OT Duty – instructions regarding

(DG (P) No. 8-15/2011-SR Dated 9-1-2012)

21. Enhancement of various Allowances by 25% from 1-1-2011 owing to over 50% increase of Dearness Allowance – reg.

(DG (P) No. 5-06/2011-PAP-II Dated 24-1-2012)

22. Notice of Meeting of the Departmental Council (JCM) scheduled for 10-2-2012 at 11.00 hrs. (Minor penalty proceedings cannot establish the grave misconduct or negligence leading to the withdrawal/with holding/necessary of pension/gratuity.

(DG (P) No. 14013/03/2010-VP Dated 10-02-2012)

23. Clarification in respect of Recruitment Rules of PA/SA (Confirmation examination)

(DG (P) No. 37-47/20102-SPB-I (Pt.) Dated 27-3-2012)

24. Child Cared leave (CCL) in case of Central Govt. Employees.

(DG (P) No. 51-3/2011-SPB-II Dated 10-5-2012)

25. Implementation of Modified Assured Career Progression Scheme (MACPS) – completion of one time exercise of review of ACRs by the scrutiny committee constituted for the purpose & communication of advance entries/deciding representations.

(DG (P) No. 4-7/(MACPs) 2009-PCC (Part) Dated 15-5-2012)

26. Clarification on station tenure.

(DG (P) No. 14-91/2012-SPB-II Dated 28-5-2012)

27. Administrative control over speed post centres/sorting hubs

(DG (P) No. 6-5/2011-D Dated 20-10-2011)

28. Discounting the Bag numbering system

(DG (P) No. 18-7/APS-D Dated 22-3-2012)

29. Revised procedure, scheme and syllabus for filling up of the post of Postal Assistant/Sorting Assistant.

(DG (P) No. 51-3/2011-SPB-II Dated 10-5-2012)

30. Grant of provisional pension to the retired officials against whom the disciplinary proceedings under Rule 9 are pending.

(DG (P) No. C-11011/014/2005-UP Dated 27-6-2012)

31. Recommendations of the Santhosh Gaurior committee on special Allowances acceptance of regarding.

(DG (P) No. 1-02/2011-PAP Dated 28-8-2012)

32. Meeting of DPC for LSG/HSG II.

(DG (P) No. 6-16/2012-SPB-II Dated 18-12-2012)

CONCLUSION

The Period under review was hectic, crucial and challenging. But our CHQ played a vital role in dealing with RMS and MMS issues. The biggest achievement during the period is that the RMS Training which was stopped ten years ago has again started now. We have stopped closure of mail offices for three years. We have also stopped mass transfers during the period under review. Our Long pending issues in MMS found favourable solution on paper and we have to work hard to materialize the same in future. The present Secretary Department of Post and the Members of Postal Board are honest Officers and they are sincerely working for the improvement of the Department. Many Chief Postmaster Generals of Circles are responding to our correspondences sincerely. Let us proceed further with sheer determination to work hard and serve the members still better.

Thanks

We conclude the report with hearty vote of Thanks:

1. To our Members for their continued support;

2. To Branch/Division/Circle Secretaries for their dedication and selfless work;
3. To Heads of Circles, Heads of Regions and Heads of Divisions for their Co-operation with our Union office bearers;
4. To FNPO and affiliated union for their co-operation and co-ordination;
5. To UNI for their deep concern in the development of FNPO, support and assistance;
6. To all those who guided and assisted in the functioning of the union;
7. Our Special thanks to Sri.G.K.Padmanabhan, Advisor Federation for helping and extending the unstinted co-operation to CHQ;

The AIC conveys heartfelt thanks to Sri.G.K.Padmanabhan.

BY Order
Central Working Committee

New Delhi
Dated:03.05.2013

D.Theagarajan
General Secretary

NUR 'C' ZINDABAD
FNPO ZINDABAD
INTUC ZINDABAD
UNI ZINDABAD



REPORT ON 18TH ALL INDIA CONFERENCE

18th All India Conference was held in Puducherry from 10-3-2011 to 13-3-2011. 120 delegates and 700 visitors participated in the Conference.

On 9th March 2011, the CWC met at Prithi Mahal, Puducherry and approved Biennial Report and Audited Accounts.

RALLY

A grand rally was organized by the Reception Committee on 10-3-2011 from Kotakuppam Township office to the venue of the Conference.

HOMAGE TO MARTYRS

The bust of our late leader Sri K. Ramamurthi was erected in front of the venue by Sri M. Munussamy, GDS Divisional Secretary, Puducherry. All the General Secretaries of FNPO affiliated unions, Circle Secretaries of Tamilnadu Circle and all the Circle Secretaries of NUR 'C' paid their homage to the statue of K.R. with flowers.

OPEN SESSION

The Open Session was presided over by Sri Subarato Choudhry in the presence of Sri Siva Kozhundu, Chairman Reception Committee. The GS R III welcomed the gathering. Bro. Neil Anderson, Chairperson, Post and Logistics, Union Network International inaugurated the Conference through video. The honourable Chief Minister, Sri V. Vaithialingam formerly inaugurated the conference and addressed in the open session. During his address, he requested the Govt. of India and Postal officers not to close the Post offices in the villages as the

villages are relying on the post offices only. Further he requested the Dept. of Posts not to abolish RMS offices, as it will ultimately pave way for flourishing of private couriers.

Smt. Shanthi Nair, Chief PMG addressed the conference. During her address, she stressed the need of the optimization of mail network and greeted the conference.

Sri Subarato Choudhry, President NUR 'C' requested the officers that consultation is necessary with the unions before taking decision while introducing new schemes.

Sri D. Kishan Rao, GS NUPE 'C' expressed his greetings to the conference.

Sri T.N. Rahate, GS NUPE PM & Gr. 'D' solicited not to retrench the staff under any circumstances.

Sri A.H. Siddiqui, GS NUR IV greeted the conference.

Sri P.U. Muralidharan, GS NUGDS explained loopholes in Check-off system and requested to remove the loopholes.

Sri O.P. Khanna, GS AIPAOA (FNPO) greeted the Conference.

Sri Parta Pratim Ghorai, GS Civil and Electrical wing union greeted the conference.

Sri H.L. Ramtek, GS AIPAOA (Accts) has also greeted the conference.

Sri S. Sambandam, GS SBCO expressed his happiness in participating the conference and greeted the conference.

Sri G.K. Padmanabhan, Secretary (Head quarters) attended the Conference

despite his ill-health. He conveyed that he was proud and happy in attending this conference as founder of NUR 'C'.

The team under the stewardship of S/Sri R. Muthu and his followers, D.G. Paul Pandian, P. Sukumaran, S. Deivanayagam, M. Amavasai, A. Rajendran, N. Karuna karan, Munusamy, P. Kothandaraman, L. Rangana than, M. Sundaramurthy have organized the conference extremely well.

The following dignitaries addressed the open session and greeted the conference :

Sri P.S. Babu and Sri P.V. Subramaniam former GS P III and P IV, Sri A. Soma sundaram, former Vice-President NUR 'C', Sri R.B. Ghosh, former President, Sri S.N. Sarkar, former Circle Secretary West Bengal Circle, Sri S. Noor Ahmed, former GS NUR IV.

With the vote of thanks of Sri P. Kumar, Secretary Reception Committee the open session ended with National Anthem.

SUBJECT COMMITTEE

Subject Committee meeting was held on 11-3-2011 and 12-3-2011. The GS and Finance Secretary presented the Biennial Report and Accounts in the house. A long debate was held on the subject of MACP Scheme and the Report and Accounts were adopted by the house.

Sri P.G. Datta Banik CS WB Circle initiated the debate on the following issues:

MACP anomalies, closure of RMS offices, downgradation of Division, needs to change the recruitment rules of MMS Drivers and Artisans and harassment of officers.

Sri H.C. Dutta, CS Assam Circle spoke on the issue of compassionate appointment to the dependents of the deceased

officials.

Sri D. Christudoss suggested a constitution amendment and grant of 10 days as marriage leave to the employees. He also stated that postal tariff should be revised.

Sri Dharam Singh, Offg. CS Punjab Circle stated about the goondalism of NFPE in Punjab Circle and demanded the CHQ to intervene in the matter.

Sri B. Mohd. Ali, CS AP Circle spoke on the following issues : MACP anomalies, Special allowance to Accountants and RTP Service.

Sri R.K. Tripathi, CS U.P. Circle expressed the need of new building for Haridwar RMS and also spoke on following subjects ; RTP Service and Special Allowance to LSG Supervisors.

Sri Primitava Ghosh criticized attitude of the higher officers in favouring NFPE and need of the implementation of judgment of CAT KOLKATA the appointment of SA and PA during the year 2006-2008.

Sri Dinesh Yadav, CS Haryana Circle criticised the officers for not conducting union meetings between regular intervals.

Sri Srinivasalu, CS Karnataka Circle addressed on the following issues : MACP, OTA and OSA.

Sri Nagarajan, MMS Bangalore spoke about the harassment of Managers MMS and need of revised scales for artisans.

Sri Devendra Kumar, CS Delhi Circle criticised the Dept. on the following issues : Scale of pay of MMS Drivers and Artisans, non-filling of posts of Sr. Manager/Managers in MMS units, delay in finalizing the new recruitment rules for Asst. Manager.

Sri Nikhalji, MMS Mumbai criticised CHQ for not taking up proper action on getting

scales of pay for Drivers on par with SA/PA. Sri Manu Dev of Delhi Circle opposed the outsourcing and privatization.

Sri Yogendra Yadav has said that the Dept. should necessary steps to deliver the mails within a stipulated times.

A cultural programme was organized by our Puducherry Postal Colleagues. The delegates enjoyed the programme very much.

On 12-3-2011, Subject Committee reassembled and debated 11 items and passed resolutions. The following are the resolutions:-

1. Grant financial upgradation under MACP Scheme to promotee officials on par with direct recruit officials.
2. Remove the cap on bonus.
3. Revise OTA rates in accordance with the Sixth Pay Commission salary.
4. Withdraw unrealistic norms imposed on CRC/EPP/Speed Post/Logistics.
5. Count RTP Service for the purpose of promotion and pension.
6. Grant promotion to Artisans on par with the Drivers.
7. Grant OSA to the MMS Drivers on par with RMS Employees.
8. Stop closure of RMS offices.
9. Abolish bag numbering system.
10. Include staff side representative before finalizing Mail Net-work optimization project.
11. Request to introduce new medical claim policy exclusively for Postal Employees.

The need of compassionate appointment was seriously discussed by the West Bengal Colleagues. Sri Deepak Mukherjee initiated the debate and it was supported by all West Bengal delegates. Sri Amal Sarkar, West Bengal MMS Divisional Secretary emotionally demanded that the relaxation appointment should be given to dependent of deceased officials as regular measure by the Dept. without fixing any percentage limit.

Sri Yadav Nandan Singh CS Bihar Circle insisted that RMS offices should not be closed or merged.

Sri Ashok Kumar Singh, CS Jharkhand criticised the present Speed Post net-work.

The house decided to send telegram to the Secretary, Dept. of Posts on the subject that officials who have been recruited in the vacancies of 2006-2008 should be absorbed as per the judgment of CAT, Kolkata.

THANKS TO RECEPTION COMMITTEE

The Reception Committee has made a elaborate arrangements for conducting the Conference in a grand manner. Unprece dented crowd in the Conference made a mess on issues such as accommodation and transport arrangement. Despite this lacuna, the Conference was conducted in excellent manner. Our sincere thanks to the Reception Committee.

POLICY AND PROGRAMME

After the election, new office-bearers and important leaders drafted a policy and it was approved. Details of the policy and programme are published as editorial.

DETAILS OF GENERAL SECRETARY'S VISITS DURING THE PERIODS**Annexure - II**

	MONTH	DATE	PLACE
1.	MAR 2011	29-3-2011 to 31-3-2011 (3 days)	Delhi
2.	APRIL 2011	1-4-2011 18-4-2011 to 21-4-2011 (4 days) 23-4-2011 to 25-4-2011 (3 days) 26-4-2011	Rajasthan Delhi Assam Calcutta
3.	MAY 2011	1-5-2011 & 2-5-2011 (2 days) 15-5-2011 to 17-5-2011 (3 days)	Delhi Karnataka
4.	JUNE 2011	6-6-2011 to 8-6-2011 (3 days) 15-6-2011 to 16-6-2011 (2 days) 27-6-2011 to 1-7-2011 (5 days)	Delhi Delhi Delhi
5.	JULY 2011	25-7-2011 26-7-2011 & 27-7-2011 (2 days) 28-7-2011 to 30-7-2011 (3 days)	Calcutta Bihar Delhi

6.	AUG. 2011 CWC MEETING	8-8-2011 (1 day) 25-8-2011 & 26-8-2011 (2 days) 27-8-2011 & 28-8-2011 (2 days)	Lucknow Delhi
7.	SEPT. 2011	11-9-2011 to 13-9-2011 (3 days) 22-9-2011 to 24-9-2011 (3 days) 27-9-2011 & 28-9-2011	Andhra Kolkatta Delhi
8.	OCT. 2011	10-10-2011 to 12-10-2011 (3 days) 20-10-2011 to 22-10-2011 (2 days)	Delhi Delhi
9.	NOV. 2011	3-11-2011 to 5-11-2011 (3 days) 8-11-2011 to 10-11-2011 (3 days) 21-11-2011 (1 day) 22-11-2011 26-11-2011 (5 days) 29-11-2011 to 30-11-2011 (2 days)	Hyderabad Delhi Pune Mumbai Delhi
10.	DEC. 2011	1-12-2011 (1 day)	U.P.

		2-12-2011 to 4-12-2011 (3 days)	Delhi
		21-12-2011 to 22-12-2011 (2 days)	Trichy
		24-12-2011 to 25-12-2011 (2 days)	Orissa
11.	JAN. 2012	4-1-2012 to 6-1-2012 (3 days)	Pudukottai
		10-1-2012 17-1-2012 (8 days)	Delhi
		21-1-2012 to 25-1-2012 (5 days)	Delhi
12.	FEB. 2012	2-2-2012 6-2-2012 (6 days)	Delhi
		7-2-2012 8-2-2012 to 12-2-2012 (5 days)	Gaya Delhi
13.	MAR 2012	3-3-2012 to 4-3-2012 (2 days)	Patna
		5-3-2012 to 8-3-2012 (4 days)	Delhi
		12-3-2012 13-3-2012 (2 days)	Hyderabad
		18-3-2012 to 19-3-2012 (2 days)	Maharashtra
		20-3-2012 to 24-3-2012 (5 days)	Delhi

14.	APRIL 2012	3-4-2012 4-4-2012 (2 days) 9-4-2012 to 10-4-2012 (2 days) 11-4-2012 to 14-4-2012 (4 days) 15-4-2012 (1 day) 23-4-2012 to 26-4-2012 (4 days) 29-4-2012 to 2-5-2012 (5 days)	Hyderabad Lucknow Delhi Tirupathi Delhi Gujarat
15.	MAY 2012	6-5-2012 to 9-5-2012 (4 days) 16-5-2012 to 21-5-2012 (5 days) 25-5-2012 to 28-5-2012	Kerala Delhi Mumbai
16.	JUNE 2012	5-6-2012 (1 day) 25-6-2012 to 26-6-2012 (2 days)	Hyderabad Geneva
17.	JULY 2012	2-7-2012 to 4-7-2012 (3 days) 5-7-2012 to 6-7-2012 (2 days) 9-7-2012 to 10-7-2012 (2 days)	Delhi Vadodara Delhi

		12-7-2012 15-7-2012 to 16-7-2012 (2 days) 28-7-2012 to 29-7-2012 (2 days)	Coimbatore Andhra Pradesh Mumbai
18.	AUGUST 2012	8-8-2012 to 11-8-2012 (4 days) 13-8-2012 to 14-8-2012 (2 days) 29-8-2012	Hyderabad Guntakkal
19.	SEPT. 2012	3-9-2012 4-9-2012 to 6-9-2012 (3 days)	Mumbai Delhi
20.	OCT. 2012	1-10-2012 to 5-10-2012 (5 days) 7-10-2012 to 8-10-2012 (2 days) 9-10-2012 30-10-2012	Delhi Jharkhand Kolkatta Tiruvananthapuram
21.	NOV. 2012	2-11-2012 to 4-11-2012 (2 days) 13-11-2012 to 14-11-2012 (2 days) 21-11-2012 22-11-2012 to 23-11-2012 (2 days)	Delhi Geneava Rajasthan Delhi
22.	DEC. 2012	1-12-2012 to 3-12-2012 (3 days)	Delhi

		4-12-2012 to 5-12-2012 (2 days) 12-12-2012 to 16-12-2012 (4 days) 18-12-2012 (1 day) 19-12-2012 to 20-12-2012 (2 days) 23-12-2012 to 25-12-2012 (3 days) 28-12-2012 to 30-12-2012 (3 days)	Bangalore Bangkok Delhi Mumbai Kolkatta Delhi
23.	JAN 2013	7-1-2013 10-1-2013 to 12-1-2013 (3 days) 22-1-2013 to 24-1-2013 (3 days)	Tirupathi Andhra Pradesh Ahmedabad
24.	FEB 2013	2-2-2013 (one day) 3-2-2013 (one day) 4-2-2013 to 7-2-2013 (4 days) 8-2-2013 (one day)	Kolkatta Gaya Delhi Raipur
25.	MAR 2013	2-3-2013 to 6-3-2013 (5 days) 7-3-2013 to 8-3-2013 (2 days) 9-3-2013 (one day)	Delhi Kolkatta Raipur

**MINUTES OF THE MEETING TAKEN BY MEMBER(OPERATIONS) WITH STAFF
SIDE REPRESENTING NFPE AND FNPO, ON 14.11.2011**

As a protest against closure of F-28 and L-26 sections in Maharashtra circle with effect from 31.10.2011. the staff of RMS in the circle remained on strike till 09.11.2011. As a fall out of the above, the unions representing NFPE and FNPO gave a notice of observing hunger fast in front of Oak Bhawan on 15 and 16th November. 2011. On receipt of the above notice, it was decided to discuss the matter with the staff side in the forenoon of 14.11.2011.

2. The meeting took place as per schedule in the chamber of Member (Operations) which was attended by the following:-

Official Side	Staff Side 1
Member (Operations)	Shri R.N. Parashar, ASG, NFPE
2. CGM (Mail Business)	Shri Giri Raj Singh, AIRMS GS, Gr. C
3. Director	Shri P. Suresh, (Mail Management) GS, AIRMS Gr. IV
4. Director (SR)	Shri Devender Kumar, CS NUR C

The meeting started with Member (Operations) welcoming the staff side, thereafter the staff side raised the issues of : (i) restoration of F-28 and L-26 Sections; (ii) regularisation of period of strike by granting leave; (iii) withdrawal of application of FR-17 A in case of employees absenting during that period; (iv) Withdrawal of notices issued in terms of Temporary Govt. Service Rules; and (v) placement of Staff dislocated by closure of sections, as per choice stations given by them;

3. The above issues were examined in details based on which the following decisions were taken.

Restoration of F-28 and L-26 Sections was ruled out especially in view of the closure already having taken place and surrender of premises to the Railways. Regarding regularisation of strike period, the staff side was apprised that in such a case, the principle of no work, no pay applies. which is in the form of direction of the Cabinet and any deviation In the matter lies within the competence of the Cabinet only. However the staff side was assured that in future, before taking any decision in regard to closure of sections, staff side would be consulted and the Circle Office referring a proposal to this office would be required to indicate the process of consultation with staff representatives. As regards break-in service envisaged under FR - 17 A, Departmental instructions inter alia provide for applicability of the aforesaid rules only in case of employees who are involved in incitement, violence/sabotage etc. In the instant case, no such incident has been reported. However the Circle office may be advised to consider these cases as per the standing instructions of the Department. The Circle office has already agreed to withdraw notices issued under Temporary Govt. Service Rules

Member (Operations) assured the Staff side against victimization of the officials as also placement of the dislocated staff if any as far as possible. to the nearest office, for which they will be required to give their request.

The meeting ended with a vote of thanks to the Chair.

**NATIONAL ANOMALY COMMITTEE MEETING HELD AT ROOM NO. 119, NORTH
BLOCK, NEW DELHI UNDER THE CHAIRMANSHIP OF SECRETARY
(PERSONNEL), GOVERNMENT OF INDIA ON 17TH JULY, 2012**

<p>OUTCOME OF DISCUSSION ON IMPORTANT ISSUES</p> <p>Special Allowance & Qualification Pay :- The demand for taking special allowance and qualification pay for fixation purposes on promotion w.e.f. 1.1.2006 is agreed to be considered and finalized within one month.</p> <p>Rule 8 of Revised Pay Rules :- It was agreed that taking into consideration, Recruitment Rules the Senior promotee's pay will be allowed to be fixed at the same stage (especially at the minimum of pay) thus the seniors will get the entry stage pay fixed for direct recruits.</p> <p>Transport Allowance :- Since CCA got subsumed in the Transport Allowance resulting denial of Overtime, action will be taken to review this particular aspect to mitigate the hardship.</p> <p>Revision of Existing Allowances :- Agreed to process the doubling the allowances (Hospital Patient Care Allowance etc.) Cabinet's approval will be sought. Target date for finalization is one month.</p> <p>Commutation of Additional Pension or Revision of Pension in respect of post 31.12.2005 retirees :- Department of Pension to make calculation for knowing the difference of amount between pre 1.1.2006 and post 1.1.2006. Thereafter a view will be taken.</p> <p>Commutation of Revised Pension :- Will be examined further. Copy of Supreme</p>	<p>Court Judgement will be given to Staff Side.</p> <p>Revision of Base Index for Dearness Allowance :- Calculation sheet will be sent to Staff Side for comments.</p> <p>Fixation of pay on promotion (shouldering higher responsibility) to a post carrying same Grade pay:- Agreed to grant additional increment erstwhile FR-22-C.</p> <p>Anomaly in the Pay Scale, Pay Band and Grade Pay - Library Information Assistant :- Will be referred to Department of Culture for comments for considering allotment of Grade Pay of Rs. 4600/- in PB-2.</p> <p>MACPS Anomalies:- Secretary (Personnel) while appreciating the points raised by Staff Side has decided that a separate meeting will be held shortly (tentative date 27th July, 2012).</p> <p>15 Years Period fixed for Commutation is Arbitrary/unjustified :- Official Side stated that the issue will be examined further.</p> <p>Anomalies in the Pay Scale of Official Language Staff - Grant of parity to Rajbhasha Sahayaks :- Rly. Ministry's proposal for granting parity is under active consideration. Favourable decision is expected.</p> <p>Grant of parity in the case of Indian Railways Stenographers :- Staff Side insisted that in the light of Cabinet's approval for granting parity, the Railway Ministry should issue orders without referring to Ministry of Finance. It was however stated by the</p>
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Official Side that this being a common category, Ministry of Finance will have to be approached by Rly. Ministry. After discussion it was agreed to expedite decision.

Eleven Additional Items given by Staff Side in the last meeting will be prioritized for further examination and discussion.

Replacement of Grade Pay of Rs.4600/- with Rs.4800/- in the Railways :- Official Side stated that Railway Ministry's proposal will be considered and a decision given.

Transport Allowance at Delhi rates for employees of Faridabad, Gurgaon, Ghaziabad and Noida.

After discussion it was agreed to consider positively. Staff Side also pointed out that HRA at Delhi rates are already paid to staff

and hence Transport Allowance at Delhi rates should be allowed.

Grant of another option to the employees promoted in between 1.1.2006 & 2010.

Staff Side pointed out that the Field staff who were promoted after 1.1.2006 were unaware of the advantage of option as they were in the 5th CPC Pay Structure till the implementation of 6th CPC Revised Pay Structure and hence another option should be granted in such situations. After lengthy discussion, Secretary (Personnel) has agreed that there is hardship involved and assured to decide favourably.

S/Shri M. Raghavaiah, JCM Staff Side leader, Guman Singh, NFIR President and R.P. Bhatnagar, Working President, NFIR have participated in the meeting.



DETAILED COMMENTS ON “THE DRAFT NATIONAL POSTAL POLICY 2012”

(i) What does the “Legal” Indian Postal Service Stand for :

The draft National Postal Policy 2012 has to be first read and understood in the context of what the “Legal” Postal Service of India stands for and what it does over more than 155 years of its existence. Without understanding this context, it will not be possible to fully appreciate the plus and minus points of the proposed policy in this draft. Hence, a brief mention of what the “legal” Indian Postal Service is, what it does and its contribution to the National economy is attempted below, shorn of jargons and heavy statistics :

(i) Indian Postal service started in 1854 had served as the only means of communication for decades, even after telegraph and telephones emerged. Even today, in the internet-age also, it is the only major, cost effective and easy-to-access medium of communication to all in India - poorest rural/urban folks, business community, Government or industry - as the growing volume of Business Post indicates and the continued patronage to Postcards is indicating. In short, it is the most important effective communication system India fortunately has, meeting the universal service obligations as propounded by UN body UPU .

(ii) With its spread of vast network of Post offices, 1,54,000 plus – all over the Country, from the snow clad Ladhak, Arunachal Pradesh, Himachal Pradesh etc to the sea-coast states (in the North-South dimen-

sions) and from the sandy Rajasthan to green hills of North eastern states (in the West-East dimension), it is the only institution of the Union of India which effectively represents the Nation-hood of India. In short, it is a symbol of National Integrity.

(iii) As a Government –Institution, it employs 5.5 Lakhs plus people who run the machinery with clockwork precision, every day, 365 days, day and night with no let or closure for the common man and economy of India. As a civil employer, it is next only to Railways in number. More than 60% of its work force are from rural areas, poor and the middle class, with just 10th class or 10+2 class qualification but it has never come in the way of their skillful running of this communication system uninterrupted, with loyalty and dedication and at the least cost; In short, it is an organisation of people of extraordinary calibre.

(iv) India Post is much more than a mere Postal Service. It is managing in a way effective resource mobilization to the receipt area of our Capital budget. It’s role in mobilizing National Savings is unparalleled in the history of banking and finance. It is their silent effects, which has been the main stay of consistent nature for financial mobilization – both for Centre and States. If fiscal deficit is to be kept at bay, its role cannot be underestimated. In the last fiscal year, the small savings outstanding’s were Rs. 582833 crores which means the amount mobilized

thereby helping the Governments (Central & States) in their investment needs. It's collections (net) on an ongoing basis can be lost with only at Government's peril. It is a low cost fund constantly made available to Government by the Postal network and by its dedicated work force. The further point to note is Postal Savings network has rarely witnessed any financial hot-spots, unlike the Nationalized banks with growing NPAs. In short, India Post is a major economic instrumentation available to government of India as well as States, at the lowest cost;

(v) India Post owns the Nation's second largest Life Insurance Institution, namely Postal Life Insurance and rural Postal Life Insurance. It has consistently bet the LIC and the so called efficient private Life Insurance Companies, by charging lower premium and by giving higher bonus, every year. Thanks to Malhotra Committee recommendations, by entering into the rural postal life insurance area, India Post is the only and real life insurer to the rural population. It is the only Life Insurer which waives premia from rural folk when a calamity like draught or flood strikes them. Though it is outside IRDA,. The running of this institution is more than what IRDA stipulations call for. The fact that the annual accretions of postal and rural postal Insurance are invested in the market shows its dexterity, modernity and competence. The fact that it is highly computerised is another fact to be noted. In short, India Post through its Postal Life Insurance and Rural Postal Life Insurance is actually and effectively serving the People and particularly the rural poor and through its investments in the market is an economic force in the hands of the Government.

(vi) India Post, without much of fanfare, and the so-called elite consultants and economic and management expert advise, has been in the forefront in creating Brands and products of modern relevance is a truth no one can ignore:

SPEED POST : A Brand of international recognition, created and maintained with least advertisement serving the business as well as the public at lowest price beating All the couriers, in coverage and volume;

EXPRESS PARCEL POST: A brand, which has institutionalised the safe delivery of goods and merchandise, posing effective competition to all couriers;

LOGISTICS POST: A brand, which has effectively repositioned itself, in the Cargo segment, with least cost, taking the challenges of multi-national couriers, head on

RETAIL POST : A brand which leverages the network advantages of Department of Posts, serving as a means for retailing - a whole lot of products and services, magazines, books, tea, gold, aluvera products, prasads and you mention any;

MEDIA POST: A brand which leverages its stationery as a resource generator as well as a collector's item;

BUSINESS POST: A brand, which has effectively replaced the mail-processing units and costs of major business houses, while simultaneously generating thousands of jobs for the poor and semi-educated men and women all over the country.

In short, India Post has effectively modernised itself at least cost and without much hype, serving poor, business, industry and nation as a whole.

(vii) India Post, though its network has effectively carried out money transfer function even to the remote corners of this Nation, through money order, Speed post money order, International money transfer (in alliance), Postal Order etc at even the remote corners of the country reliably, at least cost unlike the banks, who have not reached the poor and rural sector even after 43 years after the Nationalisation.

In short, India Post has generated modern products/brands , with least cost.

(viii) In the ICT era, India Post has already recorded its preface effectively:

e-Post : A brand/Product which effectively brings the benefits of Information technology to the common man;

e-bill : A brand/Product which effectively has served the business and people through Information Technology. India Post has produced, soft wares of international quality and even is exposing some of them to other countries.

Maghdoot Software: An indigenously produced software meeting the Postal Counter needs;

V 2 Software : A banking reconciliation software produced at least cost (only three people developed it, which served for 15 years to the departmental needs).

CC Bridge Software: A banking reconciliation software for cash certificates produced at least cost [only one person developed it] which has effectively saved millions of man-hours;

Life Insurance record keeping software: An insurance software for retrieval and

safe keeping of policy documents, developed at least cost [only one person developed it].

Records Keeping software : Enabling management of old records, MIS software etc. etc.

The important point to note here is all of the software were developed, tested and implemented successfully by just ordinary clerks with no extra recommendations or incentive. A network of software development centers employing few people effectively is the department's achievement.

The Department of Posts is a pioneer in developing the concepts of multi-purpose Counter machine, saving the people their waiting time (Again the concept developed indigenously).

In short, India Post has been a pioneer in bringing to Indian People – Poor and rural - the benefits of ICT at least cost and with least fanfare.

(ix) India Post has been serving silently in many front line areas like giving identity certificate at least cost, helping poor self-help groups (Through micro-credit) etc.

In short, India Post, is the best vehicle available for Government of India in reaching the needs of poor and needy at least cost.

(x) India Post had been silently helping the defense needs of the Nation. Army Postal Service is fully manned by trained postal manpower and officers meeting the needs of the defense forces. The fact that most of the men and officers return to postal service, after active defense service, shows how the Department of Post is cross subsidising the defense establishment;

(xi) Last but not the least, India Post renders almost all services with highest quality. In fact, by six sigma yard stick, if its performance is measured, in every area, it is a six sigma institution, which most management pundits do not know or all ignorant of.

II. In spite of the cost escalations due to pay-commission implementations, in-put costs etc the subsidy which the government gives to Department of Posts gives is far lower than the subsidy which the Govt. of India doles out to other sectors like oil industry, health care. (with all the subsidy of crores to produce doctors they migrate and manage health care in UK, USA etc), education (With all the subsidy of crores to IIMS/IITS, largest contribution of these products are to migrate to Multinationals abroad) etc. By reinventing newer sources of income, India Post had always kept its cost low to Nation. By deploying its work force effectively and by training India Post had built itself into our Economic force multiplier at least cost. By skilfully deploying ICT technology it has served the business and people alike at least cost.

III. Therefore, There is a need to study the proposed postal policy-draft critically, lest it harms this finest socio-economic institution of government of India and thereby harms the nation and the poor and the needy.

IV. Another effect of utmost importance to take note is that the Department of Posts itself has started initiatives listed below (which this policy draft overlooks and fails to take note of) which if passed will serve all the intended benefits, this policy-draft suggest:-

(i) Post Office Act 1898 (Amendment) bill (unfortunately withdrawn) :

This bill takes into account almost all the suggestions/ areas for improvement touched by this policy – draft and goes much farther. That draft bill looked at the sector as a whole (As this policy-draft does). It tried to develop a level playing ground between the incumbent, India Post and the mushrooming couriers (With no control and responsibility, dominated by multi-Nationals. It envisaged a regulator for the sector as a whole, not necessarily from incumbent, India Post. It suggested an universal service obligation fund (USO fund) to which all will contribute and draw from it as per their performance to rural, poor and remote areas (As envisaged inter nationally). It clearly referred to ICT technologies and their use; it tried to bring accountability and responsibility into a sector where couriers violated account ability and were siphoning the creamy business and pushing India Post to carry the burden of USO and there by Government of India to carry the subsidy –burden,

Many of the ills, now alluded , in the policy draft could be avoided if that bill is enacted. This policy draft is half hearted, focus lacking and does not look at the real role of India Post in the Postal sector;

(ii) The Proposal to convert the 300 high yielding, sophisticated Postal finance marts into a Bank held by Department of Posts of Government of India;

300 Postal finance marts, created at the lowest cost using mostly the existing infrastructure, computerised and doing many financial transactions like banking

(Deposit taking), Insurance (Life by PLI and RPLI), General Insurance in alliance with Oriient Life Insurance, a Govt.undertaking Mutual Funds (UTI, SBI, ICICI Prudential etc) Govt.Bonds (in alliance with IDBI), Money transfer (Money order, international Money transfer etc) etc are envisaged to be converted into a fully owned Government Postal Bank using central server technology, core banking etc. The work is underway. A detailed tier-I, Tier-II capital structure etc were worked out and submitted in great detail by the Department Officers only (no great multinational consultant employed!). This bank in no way will affect the network's pre-occupation with small savings but will augment it. The old adage 'credit begets deposits' shows if the lending dimension is added, the result can be dramatic to the benefit of India.

This bank will be a great instrument, by which the subsidy given by government can be phased out. Government will actually get back its capital invested, when the bank is listed .These were the main features. This is in line with the model followed by Germany in creating Deuche Post Bank.

Can we not learn and implement it? By removing the government subsidy and placing India Post on level-playing-ground, the sought after purpose of this policy-draft can also be achieved.

(iii) Postal infrastructure corporation proposal :

Postal Department has prime lands in major cities/towns. By creating a special purpose vehicle in bringing public-private partnership, the Department will benefit,

without losing land-control and getting buildings with no investments, Private business will prosper along with Postal Department and public will benefit. This proposal, again prepared by Department officers themselves with no great consultant helping, is available. (When we say Private-Public partnership in Postal Sector, for land-use, 'Private' need not necessarily be confined to Couriers)

Can we not implement it? The Policy-draft refers to private-public partnership without even studying this proposal

(iv) This policy-draft talks about ICT initiatives repeatedly are we aware about the software/development centres, functioning successfully producing softwares already under use success fully? Why not strengthen them? Does it call for a separate policy?

(v) This-Draft talks about Postal Research work

Are we aware that the Postal Research centre was created as early as 1984, to become Asia's premier R & D Centre? Are we aware that it was not given adequate manpower? It was slowly merged with Postal Directorate? With all these limitations, that R & D Centre created the concept of Multipurpose Counter Machines (Now used all over the Country); created the proposal for computerized money order pairing and Accounting (Now used in all postal accounts organizations); suggested for re-vamping of statistics collection and processing; suggested introduction of GIRO BANK (as in Europe) etc. Can not the R & D centre be revived, at least cost and supported?

V These back ground information are required to be studied very carefully before the draft-policy, under discussion, is evaluated. By talking about Postal "Sector", the draft-policy appears to ignore the unique nature of the socio-economic role played by India post for the nation as a whole. In the name of in creating the competition, if this institution is weakened it will be an irreparable loss to the country. By taking a narrow view of the "Postal Sector", unique multi level contributions made by India Post should not be compromised, thereby making the common man and Indian business-competitiveness poster. A legislative frame work, as envisaged in the amendment bill (Refer supra) should come first. Policy should follow it and not vice-versa. By putting the policy-first and removing the legislation to back-benches, We are putting the cart before the horse. The Country will suffer.

VI ANALYSIS OF THE PROPOSED POLICY DRAFT:

(A) INTRODUCTION: Given the above background, the draft is discussed below. However, there are certain broad issues to be kept in view:-

(i) The Draft National Postal Policy, 2012 is seeking to cover the Postal sector, without looking at the special Indian context and the role of the exiting Principle player, viz India Post, as a socio- economic development institution and seeks to take an overly simplistic view. The special points discussed at pre-sections (I to V) are to facilitate to understand the reality.

(ii) The department of Posts is NOT only a Postal player, but also an economic institution, incomparable with the couriers,

While laying the rules of level-playing ground, one must not weaken Department of Posts;

(iii) The draft has some good points and many weak points. They are analyzed below para by para:

PARA ON COMMENTS

A. Postal services originated out of the need for conveying the written word. They evolved over the ages, and grew in scope, spread and complexity. The post, today, is a ubiquitous network which serves the world by connecting individuals and communities, promoting trade and commerce, and reaching financial services to the common man?

COMMENT (1) The first para itself makes a wrong assumption when it says".....and reaching financial services to the common man" · This is not factually correct. As the discussions at pre-para show, it reaches not only financial services but also lot other services. Department of Posts not only reaches financial services to common man, but also to business community (i MO, Financmats, mutual funds, International Money transfer etc), to the business community(Investment business), to affluent sectors(Government bonds etc).

B. The current postal environment is complex and dynamic. Based on international experience, the status and direction of the postal sector can be summarized as under: Declining letter mail volumes, increasing electronic substitution, and growing competition.

COMMENT (2) It abruptly jumps from National Context to International Context by

talking about “declining bulk mail volumes”. In Indian context, the situation is very complex. Letter mail volume has not gone down but is partly now taken over by Courier, though under Sec-4 of PO Act, they are prohibited to carry letters. The couriers call them ‘Documents’ and carry. We all know that even government banks/ insurance companies, PSUs are sending their mail through Couriers (for several reasons which need to be studied). Many of them are not even aware that they are violating the act. Prima facie there is no decline in the letter mail volume but only diversion to Couriers illegally. An illegal behavior of a player can not be legitimated by a policy. It calls for an amendment to Act. That was what was attempted in a well crafted Post Office Act. Amendment bill (Since withdrawn for no good reason). That bill suggests in consistent with the international practice weight slab of 500gms for monopoly of Department of Posts).

C. Though the principle of separation of regulator and operator is widely discussed, it is yet to find universal acceptance.

COMMENT (3) The Statement “Though the Principle of separation of regulator and operator is widely discussed, it is yet to find universal acceptance”. It is not known how the draft came to a conclusion ‘that it is yet to find the acceptance’. At least in the Indian context, it is already well accepted: Examples are IRDA, TRAI, SEBI etc. Precisely, This type of regulator was suggested in the now withdrawn, Post Office Act amendment bill. By passing that bill, the sectors reform can start.

D. Postal markets in emerging economies continue to be fragmented and unorganised

COMMENT (4) The draft assumes “Postal Markets in emerging economies continue to be fragmented and unorganized”. The author appears to be confused. There is a difference between ‘Market’ and ‘Player’ in the market. Postal Market is a sector. Indian Post is a principle player. Despite other players (Couriers) in that market before 30+ years, India Post is still the dominant player. There is no fragmentation of the market. This market in India is well organized, even though there are small marginal players here and there. But in the last few years, the numbers of couriers are also getting consolidated.

E. New business models are evolving from emerging economies, with increased level of resource sharing and cooperation among various service providers

COMMENT (5) The draft statement “over business models are evolving from emerging economics, with increased level of resource sharing and cooperation among various service providers”. This is a bland statement, with no evidence cited. In which emerging economy which new business model has emerged? – Let the draft clarify. Then only a fruitful and meaningful analysis of facts Possible! This policy draft when it says “With increased level of resource sharing and cooperation among various services providers appears to be confused”. The problem is there. The couriers, having failed to develop effective delivery mechanisms, want to capitalize the network advantage of India Post, without making any commitment to legality or to universal service obligations. This draft indirectly tries to achieve this goal. This will affect the economy of the country with no reciprocal benefits to the nation.(6)

The draft correctly recognizes opportunities in the Internet based Commerce. Let each player show the innovativeness on his own. The courier Industry much bolstered by multinationals, want to have the cake and eat it too. They are not sufficiently investing in proper delivery and booking models. They are not bringing in capital and resources innovatively. They do not serve the sector. But they want cleverly, without accepting any legal (act based) Control, in the name of " increased level of resource showing ",the delivery network from India Post. The policy draft does not show. What these resources which are supposed to be shared. Do all players have resources? If not, why?As far as taking advantage of Internet opportunities, India Post has already done its best (..) E-Post,E-Bills, iMO etc.

F. The environment, thus, poses overwhelming challenges to the postal sector. However, it has also thrown up many opportunities. Potential exists today for an overarching role for the postal sector in facilitating internet based commerce, as a trusted third party who provides a secured space for transactions. 'Cash on delivery services', fulfillment services for lightweight packets and just-in-time shipment of goods are some of the services for which demand is growing. The postal sector needs to be creative and innovative to capitalize on these opportunities.

COMMENT (7) The next para makes explicit that it is the country wide distribution system of Indian Post that is sought to be exploited by private countries, Why for the past 35 years, private couriers failed to create an effective distributive system? How much investment they have made in

infrastructure creation? Why they do not have stable work force? Why wage laws and employment laws are not strictly followed?It is the anti-labour policies of the private couriers that they do not have a wage policy, do not have a recruitment policy, do not have a reservation policy , do not have an investment policy etc. which has hampered their successful competition with the India Post on merit. The draft policy makes it to appear that it is the bounden duty of India Post to surrender its competitive advantage of distribution network to these couriers, who will slowly then kill India Post.

The National Postal Administration forms the core of the postal sector. A strong and self-sufficient National Postal Administration is essential for the survival of the sector, as this alone has a countrywide distribution network, which can be leveraged for profitable partnerships involving the private sector or other government agencies.

COMMENT (8) The point about the need for clearly saying what a 'Letter' is , necessity to have the authentic data regarding the number of operators and the volume of mails they handle etc are well taken. The passing of the proposed amendment Act will help.

COMMENT (9) The draft policy is using the high sounding terms like Governance, standardization and quality of service. But, Can a mere policy do it? What comes first – a legal frame work (which would have happened if post office Act amendment bill now withdrawn has been passed) or a policy which cannot be enforced? World over a proper legal basis is first put in place.

COMMENT (10) The draft policy is full of hyperboles (i) "Attention at the policy level is fragmented. ICT environment of the postal service, which is contributing to under utilization of resources on many fronts". Again it is a generalized statement .ICT environment for each player is different and will be structured to meet their business requirement. In a competitive environment ICT is a competitive advantage creating mechanization .Why should it be shared? If any courier in India has an ICT advantage over India Post, Why he is still hankering after the distribution network of India Post? If he does not have, what ICT advantage he can share with India Post? World over how many postal administrations, even in developed countries, share their ICT advantage with competitor?

(ii) Again the statement "..... the absence of organized efforts in HRD as planning and non-adoption modern practices" etc., made in the permeable are well taken. Department of Post is an organized Human resource organization. It has clearly laid down policies, practices etc. of training, recruitment and advancement, wages etc. It is the couriers who are anti-labor. They have not got clearly articulated HR policies and practices. Their investment in training is next to nothing. For whom, the draft is crying?

COMMENT 11. "The postal sector in India is in urgent need of legislative and institutional reforms". Well said. That is the purpose of the now withdrawn Post Office Act amendment bill? Why did we withdraw it even without a debate? Even now, It is not late. Let the bill be again debated and passed. All the evils now the policy- draft cries about can be corrected.

COMMENT 12. "The claim that National Postal Policy has been developed to address Systemic Challenges ... " etc. is erroneous in logic (a) A policy is no substitute to an Act. P.O Act amendment bill (now withdrawn) addressed this issue.(b) T h e policy draft does not talk about any concrete "'Systemic Challenges'. Every competitor – here, couriers-has his systemic challenge .Each has his customer audience. Let each face their challenge. Let the best win. However, well intentioned, Policy cannot replace the need for Act- amendment. Without accepting responsibility the couriers only want to take the advantages from India Post. This policy – draft attempts only that.

COMMENT 13 (a) Everyone will agree that there should be an organized and well governed postal sector. But, how there can be "well governed "postal sector, when there is no law to back it? Why then, the only attempt to do this in the form of Post Office Act Amendment bill was not followed up? (b) "Provision of universal Postal services country wide". The author of the policy appears to be confused! There cannot be a "universal postal services country wide", there is a UPU recognized "Universal (Postal) services obligation". Again the PO Act (Amendment) Bill (Now withdrawn) tried to do this? (c) Promotion of partnership between private and public sectors is a cliché. Partnership is possible and necessary when two partners bring to the table advantages by which both parties will be benefited. On the one side is India Post, with well established systems, man power, quality control, nationwide network, innovative product and kinds, ICT initiatives etc. The other side is the highly exploitative

couriers(private sector), led by Multi nationals like DHL, BlueDart etc., who have not invested in infrastructure building (Even in distribution network), in Human Resources (no stable work force, HRD etc.), in universal service obligation (serving the rural and remote areas etc)., What sort of partnership, this policy draft wants? It should first reform the couriers, make them accountable and then talk about partnership. (d) "Adoption of inclusive transparent processes for policy formulation, implementation and monitoring" Well said. India Post, the largest postal player, as a government institution follows all these. Who then lacks it? The couriers, Can we make them to follow these good points? .We cannot, because we have no legal machinery to do so!Couriers come under no law. They dodge any legal obligation, In fact, are doing illegal Act. of carrying letters under the garb of 'documents' Everyone knows it.The policy draft- preaches well. Let the policy say that the proposed P.O Act amendment bill should be passed to enable this. Then one can accept the neutrality of this policy- draft!

COMMENT 14. Leave aside the jargons like 'Vision', the 'mission' and the 'objectives' which in a sectoral context must be precise, let us analyze the objectives and strategies. (a) Developing an organized and well governed postal sector-Need is well recognized. India post fits this description fully. How do you make the other players viz couriers to be well governed? "Governance 'calls for ability to enforce. Can a policy enforce? Only an Act can. That was what was attempted by introducing 'Post office' Act (amendment bill) which has been withdrawn. Why? "The objective of providing efficient and effec-

tive basic postal services at affordable prices to all sections of Population over all geography"- well said India Post Does it. Can this postal policy enforce this on couriers? Will they carry letters for the farthest corner of the India, at the same rate? Do they have fixed rates for all parts of the nation? Who will tell them to have a universal pricing structure? Only an independent regulator can. The post office act (amendment) bill, Which provided for such a regulator, stands withdrawn! "Leverage the network..... for the growth the development of the postal sector" Which network or infrastructure or expertise, Can India post access from the couriers? The whole aim of the policy draft appears to be one way traffic for the benefit of couriers. "Develop postal statistical indicators and include relevant Postal indicators, among broader infrastructure development indicators" Well said, All players in the postal sector – India Post and all couriers – Should abide by this. How does one enforce it? , With a policy? No way. The emotional appeal "to provide holistic support to micro, small and medium postal service providers and encourage. Entrepreneurship in the sector" sounds well. But, it contradicts the preamble in this policy draft of not encouraging "fragmentation" What a micro postal service provider will do in respect of delivery? Let us assume, he specializes entrepreneurially in delivery work alone. Can he ever get a break – even amount? That means, he will have to work even at a wage lower than the market wage. That means,another poor employee (Extra departmental delivery agent of India Post) will lose job. It is anti-labor. It is indirect downsizing. The same logic applies to other categories. What does the Policy –

draft want? Downsizing of India Post? establish unfair wage practice? make the sector more unorganized? "Integrate progress of development of postal sector with national ITC policy network and national development plans"- India post does it. Planning commission ensures it. Then, how do we make couriers, micro, small, medium couriers, (for whom tears shed in the last para) to adhere to this? Can policy – draft do this? On achieving millennium goals, India Post side is clear: how does one make this courier to do this, Can a policy enforces this? Only a clear amendment Act can.

"Ensuring basic postal services at affordable prices" that is what India Post Does and incur loss. It tries to make up the loss in value added services like speed post, registration and parcel etc. But precisely in those businesses, the couriers enter and milk the cream business. How to make them to serve at affordable prices? No policy can. Universal services/obligations Fund can. But it's provision in the Post office Act amendment Bill died, when the bill was withdrawn, why? " Upgrade both capacities and capabilities of the weaker link in the Postal Network to improve their effectiveness" The draft policy, tacitly and indirectly acknowledged that the weak link for Couriers is their distribution network. They should upgrade this by investments both in funds and in personnel. They do not. Why? because they are not accountable to any. May be now, couriers will be doubly happy that this policy – draft will give them access to India Post's distribution network, without any investment! How will this policy prevent that? Rest of the points are well said, should be so.

Well said – Should be so – But who enforces these Quality standards? Only a neutral regulator can. Without the support of a legislation it is a pipe-dream. Bring back the P.O. Act amendment bill (Now withdrawn) and pass it.

Well said – To achieve these obligations two steps are necessary¹. Make by Law, Couriers also spend on infrastructure a portion of their earnings.² Make the access of Couriers to the National Postal administrations' legal repository of addresses a fee – based one.

Well said – Let us do so –For India Post , to take advantage of it, recreate "Postal R & D Center" with adequate manpower funds, infrastructure and mandate Let access to the "Postal, ICT and R&D fund" – be propositional to the total activity category wise and coverage wise – rural, urban and semi urban – Make it obligatory to all players to contribute a percentage of their revenue to this fund. Let the independent regulator control this fund and amend the act to this extent.

Well said – Let us do so – Good human resource development is not the first step – It follows good human resource – practice of recruitment, reservation, appointments, promotions, legal wages, redressal mechanism etc. Such good human resource practices are being followed by India Post. Couriers have no mandatory rule to follow – When they do not follow – good HR practices, how do you make them to do HR development and for which purpose?. The policy – draft is good in prescribing but good wishes alone are not good enough.

Joint Venture – For what? If it is international, India Post has UPU and the link is enough, What a Multinational courier can give to a Govt. organization like India Post? What are their track records? There are already established rules in Govt. on joint venture with private sector. They are equally applicable to Postal Sector.

The thin end of the wedge is in this para:
1. First of all a "Postal Dept. Board" is a wasteful exercise – Define the law clearly and enforce it. Let the competitive forces act. The best result will come. The replication of another tier of Govt. hierarchy is a waste and independent regulator can do that work. 2. The statement "Amend the India Post office Act 1898 to meet the objectives of National Postal Policy" is unrealistic. First prepare the ground rules by amending the PO Act and stipulate the rules of the game for the Govt.

Player, Couriers and Regulator. Let everyone become responsible. That was what was attempted in the last, now withdrawn, PO Act amendment bill.

VII CONCLUSION: In summary, the following actions are needed:

1. Bring back the well drafted equitable Post office act amendment Bill 2005-2006 (Now dropped);
2. Debate it in public first and in parliament next and pass it to give the postal sector for progress, creating ground rules for each player to behave responsibly, with a regulator and USO fund in place.
3. Govt should frame policies, thereafter, to enforce the act ;
4. Present attempt to put policy first and amend the act based on it, is wrong unacceptable.



CHARTER OF DEMANDS

1. Stop closure /merger of PO/RMS Offices including BOs. Review the orders implementing Speed Post Hubs and Delivery Hubs and restore status quo ante. Stop outsourcing the works of Postal, RMS & MMS functions.
2. Grant status as Central Civil Servant to GDS employees for all purposes including service matters, pay scale, increment, allowances, pension, promotion and other terminal benefits, leave, bonus and trade union facilities. Scrap new recruitment rules for appointment as postmen which curtails promotional avenues - restore previous rules and withdraw tighten norms assessing BPM's work. Drop reduction of allowances in case of reduction of workload.
3. Revise the wages of casual labourers and contingent employees w.e.f. 01.01.2006 based on the minimum pay recommended by 6th CPC. Stop outsourcing the work of casual labourers and contingent work. Grant temporary status to eligible full time casual labourers, Convert part time into full time absorb full time, part time contingent employees in vacant GDS posts.
4. Immediate revision of OTA & OSA rates.
5. Implement the assurances made on 12.07.2010 Strike Settlement and also the JCM Departmental Council Meeting held on 23.08.2010.(List enclosed) Ensure prompt holding of Departmental Council Meetings.
6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation.
7. Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save DPLI office, Kolkata and ensure job security to the staff, DPLI.
8. Expedite the process of filling of all vacant posts in all Wings including GDS.
9. Stop implementation of Postmaster Cadre till finalization of Cadre Restructuring. Ensure 100% filling up of LSG, HSG-II, HSG-I before implementation of Postmasters Cadre, remove the retrograde eligibility conditions for appearing the examination of Grade I and PSS Group B and allow account line officials also.
10. Drop the proposed move of ending the services of existing System Administrators by outsourcing the technology work to the outsider agencies. Create the System Administrators Posts as assured and specified norms and other works and make the cadre as a promotional cadre to PA/SA.
11. Stop combination of beats /double duty, stop harassment of staff insisting 100% impracticable condition for delivery under Project Arrow. Settle the demands raised in the Postmen Committee such as distance factor, number of articles, Grant of Cycle allowance without distance condition, cash payment for uniform and kit items, Supply of good quality uniforms, Revision of norms.
12. Fixing norms for new assigned works of MTS. Allow to decline postman promotion for MTS under seniority quota and

review the recruitment rules of MTS to Postmen / Mail Guards.

13. Grant promotions to Drivers / Artisans at par with other C.G. organizations like Railways/Defence. Higher Pay Scales to charge hand & Drivers. Revision of CRC EPP and Logistic norms.

14. Declare SBCO Staff as Divisional cadre , Stop harassment of SBCO officials under contributory factors. Complete the Ledger Agreement Work update the SBCO before launching Core Banking.

15. Fill up all Postal Civil Wing and Electrical Wing posts as per CPWD norms. Creation of Postal /Electrical and Architectural Division in every Circle. Expedite the Restructuring of Civil Wing Cadres.

16. Ensure full fledge functioning of newly formed Postal Accounts Offices by providing adequate staff strength and accommodation. Rectify the anomaly caused due to promotion of Group 'D' official to the cadre of LDC after 2006. Restore the residency period of three years in respect of JA to SA promotion retrospectively w.e.f. 13.12.2006. Grant MACP to those joined in Sorter cadre treating LDC as entry grade as the Sorter grade has been defunct since 2000.

17. Counting of past services rendered by erstwhile RTPs for promotions and MACP.

18. Implement Apex Court Judgement in case of RRR Candidates in true spirit and extend to all approved RRR Candidates awaiting for absorption.

19. Stop Harassing and victimization of innocent officials under contributory negligence factors. Implement the true spirit of Govt orders and Volumes and no recovery should be made if the concerned is

not directly responsible for the loss sustained to the department.

20. Stop discrimination towards PO & RMS Accounts Cadre, Create separate cadre and earmark % of posts for norm based promotions in the same cadre, Count Special Allowance for fixation on promotion, Withdraw the recovery imposed on Postman Pay fixation and drawal of bonus to GDS. Restore the date of passing the Acct examination for according LSG promotions instead date of entry in PA cadre.

21. Enhance the LR strength on all cadres to the extent of 20% and fill up all vacant LR posts.

22. Ensure prompt grant of Child Care Leave as per the liberalized orders, unnecessary hurdles put forth should be dropped.

23. Review the MACP clarifactory orders and rectify the issues like, non drawal of spl allowance on acquiring MACP, wrong interpretation of Illrd MACP to departmental promotes only after 30 years, Counting as double promotions as Group D & Postmen even in the case of promotion to Postman on GDS quota, non counting of training period for MACP, ignore promotions acquired on deptl exam for MACP, ignore all uncommunicated average bench marks for MACP as Judicial verdict.

24. Stop attack on Union office bearers by misusing Rule 37 transfers and Rule 9 of CCS (CCA) Rules. Dispose all Rule 9 (Pension rules) disciplinary cases pending at Directorate years together.

25. Denying the legitimate right of employees to avail holidays & Sundays by compelling them to attend frequent meetings/ Melas.

MINUTES OF THE MEETING ON STRIKE DEMANDS

Minutes of the meetings taken by Secretary (P)/Member (operations) with Postal Joint Council of Action comprising National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO) (along with their affiliated associations), All India Postal Extra Departmental Employees Union (AIPEDEU) and National Union of Gramin Dak Sevaks (NUGDS), on 27.06.2011, 29.06.2011, 30.06.2011 and 01.07.2011.

The 25 point Charter of Demands served by JCA was discussed in the meetings held under the Chairpersonship of Secretary on the dates indicated above. The gist of discussions is as follows:

Item No. 1 : The mail arrangement made in the wake of creation of Speed Post Hubs and which, as represented by Staff Side, are causing delay as compared to the position prevailing before, will be reviewed by a Committee including Secretary General of both NFPE and FNPO. As regards, first class mail, the question of forming L-1 and L-2 will be reviewed along with the Staff Side by forming a Committee. Regarding closure/merger of Post Offices, the Staff Side requested that whenever there is a closure of a Post Office, there should be a simultaneous relocation of PO in the new emerging areas etc. The view point of the Staff Side was agreed to. As regards change of designation of sorting Postman, it was agreed to issue a clarificatory order in consultation with Mails Division.

Item No.2 : On the issue of grant of civil servant status to Gramin Dak Sevaks, the Staff Side was apprised that it was not within the competence of the Department to take a view in the matter. As regards, scrapping of new recruitment rules for Postman Cadre, relaxation of norms for cash handling, stopping reduction of TRCA in case of reduction in work load, removal of ceiling in the matter of compassionate

appointment, adjustment of part time casual labourers and contingent workers against Gramin Dak Sevaks' posts, it was agreed to have a re-look by the Department. On the persistent demands of Staff Side, the Chairperson agreed to send a proposal to the Ministry of Finance for enhancement of ceiling of bonus to `3500 in case of Gramin Dak Sevaks.

Item No.3 : In regard to casual labourers engaged prior to 1993, it was agreed to settle their case for payment on pro rata basis within one month. Post 01/09/1993 cases will also be taken up with Ministry of Finance etc for settlement.

Item No.4 : The Staff Side was apprised that revision of OSA rates is under consideration in consultation with IFW and is being pursued closely. As regards OTA, the Staff Side was of the view that though it may not be within the competence of the Department to revise the OTA, but no official should be punished on the ground of non-performance of OTA. It was agreed to reiterate the earlier instructions issued on the subject.

Item No.5 : In the context of items agreed during the last meeting of the Departmental Council held on 23.08.2010 but on which follow up action was pending, the following decisions were taken:

- a) Order will be issued to grant officiating pay with all benefits to the staff officiating in HSG-II and HSG-I vacancies.
- b) Orders will be issued to increase the number of chances to appear for LGOs examination.
- c) Clarificatory order will be issued regarding eligibility to appear in LGO examination.
- d) Order will be issued to the effect of dropping of confirmation examination
- e) In the matter of tenure posting of officials in single and double handed offices, the Staff Side requested to withdraw the condition imposed vide letter No.8-4/

2005-INV dated 22.09.32005. The matter is under examination in consultation with Vigilance Branch.

f) Regarding removal of restriction in posting of SPM due to minor penalties/CR entries, the issue is under examination in consultation with Vigilance Branch.

g) As regards allowing physically handicapped officials for appearing in the Departmental Examination like IPOs, orders will be issued to this effect.

h) The issue regarding transfer of HSG-I posts to General Line is being addressed.

i) The issues regarding administrative power to grant leave to staff by HSG-I Postmasters will be finalized in consultation with Staff Side.

j) The issue regarding counting the training period for benefits of promotion under TBOP/BCR is under examination.

k) The issues relating to grant of cycle allowance without linking with distance is under examination in consultation with IFW. Meanwhile, during the discussions with CGM (MB) on 1/7/2011, the service union's representatives proposed to withdraw Cycle Allowance issue.

l) Payment of honorarium for drawal of arrears in respect to of pensioners will be considered.

m) In the matter of counting of Special Allowance for pay fixation cases of PO and RMS Accountants, it was informed that the issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Branch and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.

n) As regards non-drawal of HRA to officiating SPMs working at offices having attached quarter, instructions have been reiterated to Heads of Circles.

o) The protection of pay of defunct scale of PO and RMS Accountants is under examination in consultation with IFW.

p) The issue of anomaly in fixing of pay in respect of officials promoted on 1.1.1996 stands referred to Ministry of Finance.

q) Regarding admissibility of Conveyance Allowance to PRI(P)/System Administrators, clarificatory orders have been issued.

r) The issue of enhancement of financial powers of LSG, HSG-II and HSG-I Postmaster is under examination in consultation with IFW.

s) The issue regarding fixing of norms\time factors in case of Postal Stores Depots and Circle Store Depots will be taken on introduction of technology.

t) Clarificatory orders have been issued in the matter of grant of road mileage allowance to the staff entrusted with the work of clearance of cheques.

u) The issue regarding enhancement of honorarium for engaging officials in departmental examinations is under examination in consultation with IFW.

v) Clarificatory orders have already been issued for payment of fixed conveyance allowance to marketing executives.

w) The issue of revision of cash allowance to the SPMs handling cash in the absence of treasurer is under examination in consultation with IFW.

x) Grant of treasury allowance to all PAs irrespective of their status of grant of MACP is under examination in consultation with IFW.

y) The issue of arbitrary and forcible allotment of Staff Quarters will be relooked into.

Item No.6 : The demand of Staff Side regarding cadre restructuring was discussed and the Chairperson agreed to reconstitute a Committee under the Chairmanship of DDG (P). The Committee will formulate the proposal by 31.08.2011.

Item No.7 : In regard to decentralization of Postal Accounts work, the Staff Side was apprised that no decision has been taken in this regard as yet. However, Separate minutes will be issued in respect of Postal Accounts Wing. As regards PLI/RPLI issues of Circle Office staff, separate minutes will be issued.

Item No.8 : Department has already issued guidelines to fill up vacant Gramin Dak Sevaks posts. Suitable instructions

have also been issued in the matter of imparting training to newly recruited PA/SAs.

Item No.9 : The Chairperson agreed to reconsider the eligibility of officials opting for Postmasters Cadre to appear in IPOs and Group "B" examinations. The eligibility of PO/RMS Accounts officials for opting for Postmaster cadre will also be considered.

Item No.10 : The issue will be considered as a part of cadre restructuring as discussed against item No.6

Item No.11 : Separate minutes will be issued.

Item No.12 : The Staff Side was apprised that in view of the policy of the Government of India on the subject of refusal of grant of MACP benefit in the event of declining promotion, it would not be possible to meet this demand. As regards fixing of norms, the issue will be examined keeping in view the extant rules and duties notified for these staff.

Item No.13 : Staff Car Drivers and Artisans belong to a common category and have been allowed the prescribed pay scales applicable to them. The claim of the drivers for pay scale equal to Postal Assistants has not been agreed to by the National Anomaly Committee. The claim of the Charge Hand for pay scale equal to Master Craftsman stands already rejected by Ministry of Finance as the cadre is not in existence.

Item No.14 : The divisionalisation of SBCO will be looked into. Regarding ledger agreement before core banking and contributory negligence, instructions have already been issued.

Item No.15 : Separate minutes will be issued.

Item No.16 : Separate minutes will be issued.

Item No.17 : It was agreed to look into the matter.

Item No. 18 : The object of the Scheme for Compassionate Appointment is to render immediate assistance to the family of a Government servant, who dies in har-

ness or retires on invalidation on medical grounds leaving his/her family in financial crisis. Such appointments can be provided only to fill upto 5% of vacancies for direct recruitment. Appointment on compassionate grounds is made strictly in accordance with the guidelines laid down by the Department of Personnel & Training, which is the nodal Ministry in the matter. The Department of Posts is also following these guidelines while making compassionate appointments. As per the judgement of the Supreme Court of India referred here, 202 respondents, who were wait-listed candidates of Tamil Nadu Circle, were given compassionate appointment only on humanitarian ground. The Apex Court has also clearly held in the case that this judgement should not be treated as precedent for the purpose of any other case or cases. Therefore, this judgement of the Apex Court is not applicable in the other cases.

Item No.19 : In this regard, Department, vide letter no. 14013/03/2010-VP dated 22.6.2011, has issued instructions to all the Heads of Circles. (copy enclosed)

Item No.20 :

a. The issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Bench and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.

b. Will be discussed.

c. Will be discussed.

d. As regards restoration of the date of passing the Accountant examination for according LSG promotion instead of date of entry in PA cadre, it was agreed to look into it.

Item No.21 : Not discussed.

Item No.22 : Order already issued.

Item No.23 : Will be discussed.

Item No.24 : The Chairperson agreed to look into the matter and to take some steps for liquidating the arrears.

Item No.25 : Suitable instructions will be issued to all concerned.

The meeting ended with the vote of thanks to the Chair.

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION
NATIONAL UNION OF GRAMIN DAK SEVAKS
NEW DELHI**

No: JCA/AGTN/2011

Dated 05.12.2011

To
Ms. Manjula Prasher,
Secretary Department of Posts,
Dak Bhawan, New Delhi-110 001.

Subject: Non implementation of assurances and revival of postponed Indefinite Strike.

Respected Madam,

The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

During the discussion with the Secretary [Posts] on 5th July deferred strike demands, it was assured that there will be no closure/merger of Post Offices, other than simultaneous relocation. But orders in this regard are yet to be communicated to the Heads of the Circle. Orders on Sorting Postman need further modification.

On GDS issues no favourable orders are issued on any of the items till this date. Payment of Pro-rata wages and absorption of Casual labourers and Part Time contingent employees still remains unsettled, even though it was assured that

orders on payment of pro-rata wages to pre-1993 appointees will be issued within a month.

JCM Departmental Council meeting is indefinitely delayed. Cadre-restructuring Committee has not yet finalized its final proposals. Issues relating to Postmen, Mail guard and MTS are still in the negotiating stage and no settlement in sight. Demands of the Circle / Regional Offices administrative staff, Postal Accounts, SBCO and Civil Wing employees are not given serious consideration. In short, abnormal delay is taking place in settlement of the genuine demands raised in the Charter of Demands.

On contrary, even when most of the burning issues of the employees are totally neglected or remains unsettled, the Postal Board is going ahead with implementation of the retrograde recommendations of the McKinsey on Mail Network Optimization Project [MNOP]. In the Committee constituted under the Chairmanship of Member [Operations] for reviewing the issues arising out of the implementation of speed post Hubs and proposed L1, L2 in first class mails, the Staff Side representatives have vehemently opposed the implementation of L1, L2 in first class mails as it will adversely affect the efficiency of the services resulting in abnormal delay thereby leading to erosion of public faith on the postal services. Further it will also

result in large-scale dislocation / transfer of employees and will adversely affect their promotional prospects. In spite of our objection and disagreement, the Postal Board has made it clear that they are going ahead with the implementation of the MNOP Project.

In the above circumstances, the Staff Side is left with no alternative, but to revive the postponed strike decision and resort to the agitational path once again. The Central JCA after in depth analysis of the entire situation, have decided to go on indefinite strike from 17th January, 2012. It was also decided to serve the strike notice on 15.12.2011 and to conduct mass demonstrations / dharnas in front of all Chief PMG / PMG Offices and Divisional Offices on that day. As a second phase of the agitation, the Secretary Generals of NFPE and FNPO and the General Secretaries and CHQ Office Bearers of Federations /All India Unions / Associations of the JCA shall sit on hunger fast in front of Dak Bhawan on 26.12.2011.

We hope that the Postal Board shall come forward for a negotiated settlement on all the issues mentioned above.

Detailed charter of demands and strike notice will be served on 15-12.2011.

Yours faithfully,

M. Krishnan Secy. General, NFPE S. S. Mahadevaiah GS APEDEU	D. Theagarajan Secy. General, FNPO P.U. Muralidharan GS NUGDS
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CENTRAL JCA DECIDES TO SERVE STRIKE NOTICE

FOR ALL INDIA INDEFINITE STRIKE FROM 17.01.2012

STRIKE NOTICE WILL BE SERVED ON 15.12.2011

* Against Unilateral Move to Implement Mail Network Optimization Project [L1 and L2] in RMS;

* Against Violation of Assurances and Non-implementation of Agreed Demands of 5th July, 2011 Deferred Strike

* ORGANISE MASS DEMONSTRATIONS / DHARNAS IN FRONT OF ALL CIRCLE / REGIONAL / DIVISIONAL OFFICES ON 15.12.2011.

* ALL INDIA LEADERS OF CENTRAL JCA WILL SIT ON HUNGER FAST IN FRONT OF DAK BHAWAN ON 26.12.2011.

MAKE THE INDEFINITE STRIKE A GRAND SUCCESS

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The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

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On GDS issues no favourable orders are issued on any of the items till this date. Payment of Pro-rata wages and absorption of Casual labourers and Part Time contingent employees still remains unsettled, even though it was assured that

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On contrary, even when most of the burning issues of the employees are totally neglected or remains unsettled, the Postal Board is going ahead with implementation of the retrograde recommendations of the McKinsey on Mail Network Optimization Project [MNOP]. In the Committee constituted under the Chairmanship of Member [Operations] for reviewing the issues arising out of the implementation of speed post Hubs and proposed L1, L2 in first class mails, the Staff Side representatives have vehemently opposed the implementation of L1, L2 in first class mails as it will adversely affect the efficiency of the services resulting in abnormal delay thereby leading to erosion of public faith on the postal services. Further it will also result in large-scale dislocation / transfer of employees and will adversely affect their promotional prospects. In spite of our objection and disagreement, the Postal Board has made it clear that they are going ahead with the implementation of the MNOP Project.

In the above circumstances, the Staff Side is left with no alternative, but to revive the postponed strike decision and resort to the

agitational path once again. The Central JCA after in depth analysis of the entire situation, have decided to go on indefinite strike from 17th January, 2012. It was also decided to serve the strike notice on 15.12.2011 and to conduct mass demonstrations / dharnas in front of all Chief PMG / PMG Offices and Divisional Offices on that day. As a second phase of the agitation, the Secretary Generals of NFPE and FNPO and the General Secretaries and CHQ Office Bearers of Federations / All India Unions / Associations of the JCA shall sit on hunger fast in front of Dak Bhawan on 26.12.2011.

The Central JCA calls upon the entirety of the Postal and RMS employees to implement all the above agitational programmes in the true spirit and make the indefinite strike from 17th January, 2012 a grand success.

If the Postal Board is not ready to come for a result-oriented and time-bound negotiated settlement, the entire Postal and RMS Service should be paralyzed from 17.01.2012. All Circle Secretaries are requested to immediately circulate this circular to all the divisions and branches without any delay to facilitate effectively organizing the programmes and the strike.

It is again a struggle for our survival.

It is a struggle of life and death to lakhs of Postal Workers.

Let the Postal,, RMS, Administrative, Postal Accounts, GDS, SBCO and Civil Wing employees come together to stage another glorious indefinite strike.

Fraternally Yours,
-/Sd/

All General Secretaries affiliated with NFPE & FNPO

-/Sd/

Secretary General NFPE & FNPO

CHARTER OF DEMANDS

To

Ms. Manjula Prasher,
Secretary Department of Posts,
Dak Bhawan, New Delhi-110 001.

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proposals. Issues relating to Postmen, Mail guard and MTS are still in the negotiating stage and no settlement in sight. Demands of the Circle / Regional Offices administrative staff, Postal Accounts, SBCO and Civil Wing employees are not given serious consideration. In short, abnormal delay is taking place in settlement of the genuine demands raised in the Charter of Demands.

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We hope that the Postal Board shall come forward for a negotiated settlement on all the issues mentioned above.

Detailed charter of demands and strike notice will be served on 15-12.2011.

Yours faithfully,

M. Krishnan Secy. General, NFPE S. S. Mahadevaiah GS AIPEDU	D. Theagarajan Secy. General, FNPO P.U. Muralidharan GS NUGDS
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The Central JCA calls upon the entirety of the Postal and RMS employees to implement all the above agitational programmes in the true spirit and make the indefinite strike from 17th January, 2012 a grand success.

If the Postal Board is not ready to come for a result-oriented and time-bound negotiated settlement, the entire Postal and RMS Service should be paralyzed from 17.01.2012. All Circle Secretaries are requested to immediately circulate this circular to all the divisions and branches without any delay to facilitate effectively organizing the programmes and the strike.

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Fraternally Yours,

-/Sd/

All General Secretaries affiliated with NFPE & FNPO

-/Sd/

Secretary General NFPE & FNPO

To,

The Director General

Department of Posts

Dak Bhawan, New Delhi – 110001

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 indefinite strike from 17.01.2012. The demands for acceptance of which the employees em-

bark upon this indefinite strike are detailed in the Charter of Demands enclosed.

M. Krishnan SG, NFPE	D. Theagarajan SG, FNPO
K. V. Sridharan GS, AIP EU Gr. 'C'	D. Kishan Rao GS, NAPE Group 'C'
Ishwar Singh Dabas GS PM, MTS & Gr. 'D'	T. N. Rahate GS NAPE PM, MTS & Gr. 'D'
Giriraj Singh GS, AIRMS & MMS EU Gr. 'C'	D. Theagarajan GS NUR 'C'
P. Suresh GS, AIRMS & MMS EU Gr. 'D'	A. H. Siddique GS NUR 'D'
Pranab Bhattacharjee GS, AIPAOEU Gr. 'C' & 'D'	O.P.Khanna GS AIPAOA
S. S. Mahadevaiah GS AIPEDU	P.U. Muralidharan GS NUGDS
T. Satyanarayana GS AIPAEA	H.L. Ramteke GS AIPAOA
S. Appanraj GS AIPSBCEA	N. Sivakumar GS NASBCO
S. A. Raheem GS AIPCWEA	Pratha Pratim Ghorai GS NUCWE

1. (a) Drop the Mail Network Optimisation Project (MNOP) and reject the Mckinsey Consultancy's disastrous recommendations. In spite of the opposition and disagreement expressed by the staff side in the MNOP Committee, the Department is going ahead with the implementation of L1, L2 (hub system for first class mails). Further the request for additional intra-circle speed post hubs proposed by the staff side is not yet fully implemented. Change of administrative jurisdiction of speed post hubs from Postal side to RMS side is also not considered favourably.

(b) Stop closure/merger of Post offices including Branch Post offices. Even though it was assured by the Secretary (Posts) in the minutes of the discussion held on 01.07.2011, that there will be no closure/merger of Post offices, except simultaneous relocation, instructions in this regard are yet to be communicated to the Circle/Re-

gional heads. Even now some Regional heads are closing Post offices indiscriminately.

(c) Drop the proposed move to introduce delivery hubs for delivery of articles by withdrawing delivery from all town sub post offices in the urban areas. Orders for rotation of the Sorting Postmen work among Beat Postman may be withdrawn.

(d) Review CRC, EPP and logistics norms.

2. Grant status as Central Government Civil Servants to Gramin Dak Sevaks employees for all purposes including service matters, pay scale, increment, allowances, pension, promotion, leave, bonus, trade unions rights and other terminal benefits. Scrap the new Recruitment rules for appointment of postmen by 25% outside recruitment which curtails the promotional avenues of GDS and restore the previous Recruitment rules. Enhance the bonus ceiling of GDS to 3500/- at par with regular employees. Withdraw the tightened norms for cash handling, stamp sale, and other norms for assessing the workload of BPMs, stop reduction of TRCA in case of reduction in workload. Modify the orders restricting compassionate appointment of GDS. Scrap the newly notified "GDS Conduct & Engagement Rules" and restore the previous "GDS Conduct and Employment Rules". Fill up all GDS Mailmen Posts in RMS. Providing norms for NREGS and till that time the higher rate of incentive may be paid. In spite of assurances to reconsider the orders, no favourable orders have been issued so far.

3. Revise the wages of casual labourers including part-time and contingent employees w.e.f. 1.1.2006 as per Supreme Court orders based on the minimum pay implemented as per Sixth CPC recommen-

dations. Stop outsourcing the work of casual labourers and contingent employees. Grant temporary Status to all full time casual labourers. Convert part-time into full-time by combination of duties. Absorb all part-time casual and contingent employees creating GDS posts. In spite of favourable assurances during discussion no orders have been issued so far.

4. Immediate revision of OTA rates and stop recovery of OTA paid to officials who are engaged compulsorily on OTA overlooking the pay-ceiling.

5. Implement the assurances made on 12.07.2010 strike settlement and also in the JCM Departmental Council Meeting held on 23.08.2010. Ensure prompt holding of Departmental Council Meetings. In spite of assurance that next JCM meeting will be held within one month, no meeting has been notified so far.

6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation. In spite of the assurance that the proposals will be finalized within one month, the process is still in the initial stage.

7. Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save DPLI office, Kolkata and ensure job security to the staff of DPLI. Certain items of work relating to PLI has been decentralized unilaterally.

8. Expedite the process of filling of all vacant posts in all wings including GDS. Create additional new post wherever workload is heavy. 2/3 posts for the period up to 2008 kept in skeleton may be redeployed to offices where additional post is justified.

9. Ensure 100% filling up of LSG, HSG-II, HSG-I promotional posts before imple-

mentation of Postmasters Cadre, remove the retrograde eligibility conditions for appearing the examination of Grade I and PSS Group B and allow Account line officials also.

10. Create the System Administrators posts as assured with specified norms and other works and make it a separate cadre as a promotional cadre to PA/SA.

11. Stop combination of beats /double duty, stop harassment of staff insisting 100% impracticable condition for delivery under Project Arrow. Settle the demands raised in the Postmen Committee such as distance factor, number of articles, Grant of Cycle allowance without distance condition, cash payment for uniform and kit items, Supply of good quality uniforms, Revision of norms. Stop imposing unmanageable workload on staff in the name of verification of applications and delivery of Adhar cards to public. Settle the items already submitted by Postmen Unions.

12. Fixing norms for newly assigned works of Multi Tasking Staff. Allow to decline postman promotion for MTS under seniority quota without losing MACP promotions and review the recruitment rules of MTS to Postmen / Mail Guards.

13. Grant promotions to Drivers / Artisans at par with other C.G. organizations like Railways/Defence. Higher Pay Scales to charge hand & Drivers.

14. Declare SBCO Staff as Divisional cadre, Stop harassment of SBCO officials under contributory factors. Complete the Ledger Agreement Work and update the SBCO before launching Core Banking.

15. Fill up all Postal Civil Wing and Electrical Wing posts as per CPWD norms. Creation of one Civil Circle and Electrical and Architectural Division in every Circle. Ex-

pedite the Restructuring of Civil Wing Cadres. Restrict the transfer of non-gazetted staff within the concerned Postal Circle only. Retain Head clerk designation instead of Assistant and declare Head clerk as supervisory posts.

16. Ensure full fledged functioning of newly formed Postal Accounts Offices by providing adequate staff strength and accommodation. Rectify the anomaly caused due to promotion of Group 'D' official to the cadre of LDC after 2006. Restore the residency period of three years in respect of JA to SA promotion retrospectively w.e.f. 13.12.2006. Grant MACP to those joined in Sorter cadre treating LDC as entry grade as the Sorter grade has been defunct since 2000. Expedite the process of filling up of vacant posts in the Postal Accounts Wing.

17. Counting of past services rendered by erstwhile RTPs for promotions and MACP.

18. Implement Apex Court Judgment in case of RRR Candidates in true spirit and extend to all approved RRR Candidates awaiting for absorption.

19. Stop Harassing and victimization of innocent officials under contributory negligence factors. Implement the true spirit of Govt. orders and Volumes and no recovery should be made if the concerned is not directly responsible for the loss sustained to the department.

20. Stop discrimination towards PO & RMS Accounts Cadre, Create separate cadre and earmark percentage of posts for norm based promotions in the same cadre, Count Special Allowance for fixation on promotion, Withdraw the recovery imposed on Postman Pay fixation and drawal of bonus to GDS. Restore the date of pass-

ing the Accountant examination for according LSG promotions instead date of entry in PA cadre.

21. Enhance the LR strength on all cadres to the extent of 20% and fill up all vacant LR posts.

22. Ensure prompt grant of Child Care Leave as per the liberalized orders, unnecessary hurdles put forth should be dropped.

23. Review the MACP clarificatory orders and rectify the issues like, non drawal of special allowance on acquiring MACP, wrong interpretation of Illrd MACP to departmental promotes only after 30 years, Counting as double promotions as Group D & Postmen even in the case of promotion to Postman on GDS quota, non counting of training period for MACP, ignore promotions acquired on deptl. exam for MACP, ignore all uncommunicated average bench marks for MACP as per Judicial verdict. Ensure prompt holding of DPCs at Circle and Divisional level as per DOP&T latest instructions. Grant of Grad pay 1900, 2000 with effect from 01.01.2006 to those Group D (MTS) who were given TBOP/BCR before 1.01.2006.

24. Stop attack on Union office bearers by misusing Rule 37 transfers and Rule 9 of CCS (CCA) Rules. Dispose all Rule 9 (Pension rules) disciplinary cases and review petition cases pending at Directorate years together.

25. Denying the legitimate right of employees to avail holidays & Sundays by compelling them to attend frequent meetings/Melas arranged by the department. In spite of the instructions issued by Directorate, some of the lower authorities are still compelling the staff to attend melas and meetings on Sundays and holidays.

**MINUTES OF THE MEETINGS TAKEN BY RESPECTIVE MEMBERS OF
POSTAL SERVICES BOARD WITH POSTAL JOINT COUNCIL OF ACTION ON
THE CHARTER OF DEMANDS SERVED WITH NOTICE OF INDEFINITE
STRIKE WITH EFFECT FROM 17.01.2012**

As per decision taken at the level of Secretary (Posts), the issues raised in the charter of demands were discussed in detail with the Postal Joint Council of Action under the Chairpersonship of respective Members of the Postal Services Board. The first meeting started at 10.00 hrs. under the Chairpersonship of Member (Operations) (also holding additional charge of Member (Technology)). Followed by meetings taken by Member (Personnel), Member (PLI) and Member (Planning). A list of officers and office bearers/members of the Postal Joint Council of action who attended the meeting may be seen at Annexure-I. The meeting started with welcome address of Member (Operations) and thereafter the issues raised in the charter of demands were taken up and the gist of discussions held during the course of the meetings is as follows:-

1 (a) Mail network optimization project

Following issues were discussed in the meeting:

(i) Member (O) as Chairman explained that we need to constantly develop and improve our services. Staff side also supported and said that they are not against modernization of the department.

(ii) The Chairman agreed with the staff side that Heads of circles should honour the decision taken at apex level. He reiterated that the department doesn't want to close or change the public interface and sorting will be done by RMS staff.

(iii) Staff Side raised a number of issues of Maharashtra Circle. Since it was not possible to discuss the issues related to only one circle, it was decided to hold a separate meeting on the issues pertaining to Maharashtra Circle, some time later.

(iv) The Staff side expressed their apprehension about the implementation of network redesign for first class mail saying the L-2 mail offices will have very little mail to process and may lead to closure of these offices in future. They also expressed their apprehension that in urban areas and especially metro cities the merger may lead to closure of RMS Divisions. It was explained to the staff side that the Department would like to implement the new network design for first class mail with further assurance that no L-2 mail office will be closed till the completion of the MNOP Project. It was further assured that no staff will be transferred from one city to another unless some officials are themselves willing to move to bigger stations. It was also assured to staff side that the merger of mail offices will be put on hold in Mumbai and Chennai till the new sorting machines are in place.

(v) It was also informed that for the mail offices under the revised network, the Department is going to train the officials of the RMS to handle the new business. Training will also be given in areas of investigation of frauds and monitoring of frauds. It was also assured that in case the new network leads to any back routing of

mail, the Department would be open to reassess the arrangements based on the volume of mail that is being back routed.

(vi) The Staff side pointed out that the orders issued by the Directorate vide No. 6-5/2011-D dated 20.10.2011 regarding the administrative control over speed post centres/sorting Hubs have not been implemented by the Circles.

(vii) The Chairman assured that Heads of Circles would be reminded to submit their compliance report on Directorate O.M. dated 20.10.2011 within a week's time. The same will also be monitored through Video Conference. It was decided to discuss this issue with Heads of Circles in the VC scheduled to be held on 12.01.2012.

(viii) Instructions regarding putting in complete address of the addressee in the system at the booking point have already been issued, but the same are not being followed in many circles. It was assured to reiterate the instructions.

(ix) The Chairman agreed for providing department transportation for the staff deployed at AMPC, Delhi to and from Dhaula Kuan. Suitable instructions have already been issued. to CPMG Delhi Circle.

1(b) Closure/merger of post offices

The staff side was apprised of the instructions issued by the Department vide letter No. 14-16-2011-Planning (Pt) dated 25.8.2011 based on the decision taken in the meeting held on 1.7.2011. However the aforesaid letter was found not to have been endorsed to the staff side and a copy of it was ordered to be made available to them immediately. On the point of financial viability in the context of simultaneous relocation of Post Offices in new emerging areas in lieu of closure of Post Offices,

the staff side wanted modification of the said instructions to which Member(Planning) as Chairperson agreed for further examination in consultation with Secretary (Posts).

2(a) Grant of Central Government Civil Service Status to Gramin Dak Sevaks.

The staff side was apprised of the background of instruction of EDA/GDS system in the Department of Posts, especially in the context of their conditions of engagement which are totally different from regular Government employees. Special mention was made about their part time nature of work and the additional source of income which were the basic conditions for their engagement. While commending the role of Garmin Dak Sevaks in the functioning of Department of Posts, Member (Personnel) as Chairperson of the committee explained to the staff side the improvements which have taken place in their engagement conditions over the years.

2(b) Scrapping of new recruitment rules for appointment of Postmen which curtails promotional avenues of the GDSs.

The staff side was explained the rationale behind amending the rules of recruitment which was to infuse young blood into the system so as to make it more efficient. On the persistent demand of the staff side to bring back the old system, the Chairperson, citing the example of quality improvement by the intake of direct recruit IPOs, requested the staff side to let the first recruitment process be completed and its impact seen and if there is a need, the issue can be reconsidered after that.

2(c) In regard to the proposal of the staff side regarding payment of employees

share towards service discharge benefits scheme, the Chairperson advised them to take up the matter in a different forum.

2.(d) Enhancement of bonus ceiling of GDS to Rs. 3500/-

The Staff side was informed that the ceiling was fixed with the approval of Cabinet keeping in view the recommendations of Nataraja Murthy Committee Report and findings of Departmental Committee thereon.

2(e) Withdrawal of tightened norms for cash handling.

The Chairperson agreed to have a relook into the matter.

2(f) Stop reduction of TRCA in case of reduction of work load.

This will be looked into, in the light of decision arrived at about review of norms for cash handling and also the number of such cases, all over.

2(g) Compassionate appointment of GDSs.

The system of awarding graduation points was ordered to be reviewed, keeping in view the requirements of GDSs functioning.

2(h) Filling up of GDS Mail Men posts in RMS.

While expressing inability in filling up of GDSs Mail Men posts, the Directorate told the staff side about examining the feasibility of redeploying these posts in new schemes e.g. employment in IAP areas.

3. Revision of wages of casual labourers etc.

The staff side was apprised that a committee had constituted under the Chairpersonship of CPMG Assam Circle to

look into all the issues pertaining to casual labourers, which is likely to submit its report shortly. During the course of further deliberations in the matter, the Chairperson advised the staff side to submit their view point to the Committee which would also be taken into account, even though this process may result in few days delay in submission of the Committee's report.

4. Revision of OTA rates.

The staff side was apprised that the Department is not competent to take a decision in the matter of revision of OTA rates as the issue falls under the purview of the Ministry of Finance,. The staff side made a mention of the revision in OTA rates having taken place in the Ministry of Railways on which the Chairperson directed the officers concerned to have complete information on the subject for having a detailed examination. In the performance of OTA, it was decided to reiterate the instructions already issued in this regard by SR Section.

5. Implementation of assurances made on 12.07.2010.

The staff side agreed that in quite a large number of cases follow up action had already been taken by the Department but there were certain issues in regard to which necessary action was yet to be taken. Specific mention in this regard was made of fidelity bonds to which Chairperson gave instructions for expeditious disposal of the pending issues.

6. Immediate finalization of cadre restructuring.

The staff side was apprised that in so far as cadre restructuring of Postal Accounts wing is concerned, the proposal already stands submitted to Integrated Finance

Wing for submission to Secretary (Posts). As regards other cadres in the Department of Posts which are under consideration of the Committee constituted under the Chairpersonship of DDG(P), few sittings have already taken place and submission of the report will be got expedited.

7. Decentralisation of PLI/RPLI etc.

The staff side was explained in detail about the competition being faced by the Department in the field of PLI/RPLI and the benefits that will be derived out of the decentralisation process. The staff side expressed their apprehension about the relocation of staff in regard to which Member (PLI) as Chairperson explained as to how the role of DPLI was going to be refined by making the job more productive. It was further explained that the staff of PLI will play an important role on increasing the business. On the issue of posting back of staff to divisions who are presently on deputation to PLI jobs, it was informed that it was for the heads of Circles to take initiative and individuals to apply for repatriation. The staff side was further asked to make a separate reference to the Department for further follow up action in SR Section.

8. Filling up of GDSs Posts

The staff side was apprised of the suitable instructions regarding filling up of vacant posts of GDSs having already been issued by the Department vide letter No. 17-103/2007-GDS dated 17.02.2011. Consolidated instructions on the issue are being reiterated.

9. Ensure 100% filling up of LSG, HSG-I Promotional posts before implementation of Post Masters cadre

The Chairperson agreed to look into the matter keeping in view the vacancies in

these grades that expired on the date of notification of the rules of recruitment pertaining to Post Master cadre. As regards eligibility of accounts line official for PSS Group `B` it was informed that this was not in line with the provisions contained in the rules of recruitment.

10. Creation of a separate cadre of System Administrators

The issue is a part of the subject matter being considered by cadre restructuring committee. However, it is not feasible to create a separate cadre as they are recruited as PAs/SAs. They can be compensated for travel by maintaining a log book

11 (a) Combination of beats/double duty , stop harassment of staff by insisting on 100% delivery under Project Arrow etc.

The issue related to Post Man cadre are under consideration by a committee which was constituted under the Chairperson of CGM (Mail Business). However the staff side requested for an expeditious follow up action by the Committee and desired that an officer with longer practical experience and knowledge about the problems faced by Postmen may be made the Chairperson. The Chairperson agreed to examine the demand of the staff side in consultation with Secretary (Posts).

11 (b) Good quality uniform and other kit items

In the context of delayed supply of uniforms by various Circles particularly delay particularly in Delhi Circle was highlighted during the meeting. Member (Planning) as Chairperson, directed official side to find out from all circles regarding the status of supply of uniforms. As regards quality being purchased, it was directed to associate representative of the staff side. In the

process of purchase of uniform cloth the proposal of cash payments for uniform was directed to be examined in the light of prevailing instructions on the subject.

12. Fixing norms of newly assigned work of Multi Tasking Staff

The staff side was apprised of the instruction already having been issued by the Department which take care of their grievance.

13. Grant of promotion to Drivers/artisans at par with Railway /Defence

In view point of the staff side was that MMS Drivers are plying heavy vehicles with more onerous responsibilities than mere staff car drivers and therefore they should be compared with drivers of the transport department The Chairperson agreed to have a detailed examination of the whole issue. As regards artisans, the staff side was apprised of the Department already having made sincere efforts in consultation with Ministry of Finance but the proposal did not find favour on the grounds that the cadre of charge hand stands merged with that of Artisan Grade-I. However it was agree to have a further relook into it.

14. Declare SBCO staff as divisional cadre and stop harassment under contributory factors

The proposal was discussed but could not be agreed to.

15. Filling up of Civil Wing Posts

A meeting in this regard has already taken place under the Chairmanship of CE (Civil) and it was decided by the Chairperson to make available a copy of the minutes of the meeting to the staff side immediately.

16. Functioning of Postal Accounts offices.

The cadre restructuring proposal of the Postal Accounts Wing has already been submitted to JS & FA for further submission to Secretary (Posts)

17. Counting of past service as RTPs for promotion and MACP

In the light of the Supreme Court judgement on the subject, there was no scope for further examination of the proposal.

18. Implementation of apex court judgement in case of Relaxed Rules of Recruitment (RRR) candidates

The judgement of the apex court has been implemented in letter and spirit which clearly stated that this should not be treated as precedent for the purpose of any other case or cases. In view of the above there is no further scope to reexamine the matter 19. Stop victimization under contribution negligence factor.

The Chairperson explained to the staff side that it would not be possible to issue any sweeping order in the matter as each and every case needs to be decided on its merits and competent authority while disposing of the matter does not take into account all the relevant factors including the involvement of the officials.

20. Stop discrimination towards PO & RMS Accounts Cadre

It was decided to refer the matter to the committee constituted for cadre restructuring.

21. Enhancement of LR strength

It was not found possible to enhance the LR strength as determined by the staff side.

22. Ensure prompt grant of Child Care Leave

Suitable instructions in this regard already stand issued.

23. Review of MACP clarificatory order and rectify the issues like non drawl of special allowance etc.

The issue was referred to the committee constituted on allowances. The committee has submitted its report which is under consideration of the Department.

24. Drop FR 17-D etc

The staff side was apprised of liquidation of arrears in the matter of Rule 9 (Pension Rules) disciplinary cases with further clarification that all out efforts are being made to clear the pendency. As regards impos-

ing of FR 17 A, the staff side was explained that Department`s instructions on the subject provide for invoking the said provision only in case of incitement, violence etc. with further clarification that Heads of Circles would be addressed to follow these instructions scrupulously.

25. Legitimate right to avail holidays etc.

It was agreed to reiterate the instructions of the Department issued in this regard from SR Section to be followed in normal course.

The meeting taken by Members of the Postal Services Board ended with vote of thanks to the Chair



MEMORANDUM SUBMITTED TO SHRI SACHIN PILOT

JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANIZATIONS
ALL INDIA POSTAL EXTRA DEPARTMEN-
TAL EMPLOYEES UNION
NATIONAL UNION OF GRAMIN DAK
SEVAKS
NEW DELHI

Ref: PJCA/GENL/2012 Dated –
21.01.2012

MEMORANDUM SUBMITTED TO SHRI
SACHIN PILOT, HON'BLE MINISTER OF
STATE FOR COMMUNICATIONS &
INFORMATION TECHNOLOGY ON
21.01.2012

To,
SHRI SACHIN PILOT
Minister of State for
Communications & Information Technology
Government of India, New Delhi - 110003

Respected Sir,

We record our immense pleasure for the kind gesture of the Hon'ble Minister of State for Communications & I. T. for arranging an interview with the staff unions to discuss the pending issues.

We record our sincere thanks to the Hon'ble Minister and we assure our fullest cooperation in the improvement of service to public. We further desire to bring the following issues which are pending for a long to the kind notice of Hon'ble Minister requesting his kind intervention for the mitigation of the same.

1. Issue relating to Gramin Dak Sevaks

The following long pending issues of the three lakhs Gramin Dak Sevaks may kindly be considered favourably.

(a) Grant of civil servants status for all purposes.

(b) 25% outside quota recruitment in Postmen promotion may be withdrawn.

(c) Enhancement of Bonus ceiling to Rs.3500/- at par with regular employees.

(d) Revision of tightened norms for cash handling etc.

(e) Stop reduction of existing allowance (TRCA) and grant full protection.

(f) Review of the tightened norms for compassionate appointment.

(g) Scraping of the newly notified "GDS Conduct and Engagement Rules" and restore previous "GDS Conduct and Employment Rules".

(h) Counting of GDS service for pension on promotion to the post of postmen and Group 'D' (MTS).

2. Grant of Minimum Pay to the casual labourers working in postal department and regularization.

Despite crystal clear orders in existence to grant the minimum of Group 'D' Pay on pro-rata basis to the casual labourers as per the Sixth CPC report, it has not been extended so far to the casual, part-time, contingent employees working in the Postal department. There is an inordinate delay in releasing the orders. In all other departments pro-rata payment has already

been made in the year 2008 itself. Notwithstanding the implementation of the recommendations of the committee on casual labour issues constituted by the Postal Board, it is requested to cause immediate orders to pay the minimum of the pay to the casual labourers w.e.f. 1.1.2006. Action may also be taken for regularization of the service of casual, part-time, contingent employees.

3. Regularization of RTP Services and ending the discrimination between the restwhile RTPs

(i) As per the Directorate letter dated 19.4.96, the implementation of the Ernakulam CAT judgment granting the past RTP service as regular service for all purposes was restricted only to the applicants of the O.A. This is against to the decisions of the various judicial pronouncements that the benefits should be extended to the similarly situated persons.

(ii) During 1970 to 1974, even the pre training services of certain officials engaged as postal clerk were regularized. The RTPs were trained and utilized full time in the clerical posts to manage all the works of the post office. They were recruited only under the Postal Assistant recruitment Rules and no separate recruitment rules were framed at this time.

(iii) The CAT, Chennai held that the services rendered by the ex RTPs at APS shall be counted as qualifying services for all purposes. The Chennai High Court, on appeal by the department has upheld the decision of the CAT in WP no 37117 to 37119 of 2002 and directed the department to extend the benefits. Based on this the service rendered by RTP was regularized for several APS RTPs.

(iv) In another case, the Apex court under Civil Appeal No.5739 of 2005 filed by Sri M. Mathivanan, Postal Asst, Cuddalore division upheld the decision of extending the benefits and dismissed the appeal filed by the department with costs. Several APS RTPs were regularized based on this also.

(v) The Directorate has directed the Circle Heads to collect, compile and furnish details of ex-RTPs deputed to APS to consider for extending the benefits to all similarly situated persons. There after there is no action in this regard.

(vi) The Mumbai High Court has also delivered favourable judgment in this regard on 31.8.2010.

(vii) When the issue was earlier taken up through the Minister of State by our union, the department has called for the particulars about the RTPs from all circles vide its letter no 44-1/2011- SPB II dated 13.01.2011.

(ix) We are not demanding the wages for the past periods and only seeking the service be taken for promotion. This will not affect any one's seniority since during 1983 to 1989, there was no recruitment due to ban in filling up of vacant posts. By construing their service, they will get their LSG and other promotions earlier which will not have any financial benefits to them since all of them, by that time will be in Pay Band II. If their services of RTP are taken for MACP, they will get some monetary benefits for which also there is no provision in the existing rules.

Since this will not have any financial implications, it is requested to kindly consider the same without sticking to the Apex Court judgment issued in 1986 in different context in this case by brushing side the bare

facts of justification and other subsequent judgments.

4. Creation of System Administrators cadre & extend other facilities

A rapid modernisation takes place in the department and around 1872 crores have been allotted for further extension of modernization. To modernize the existing Post offices, the role of the existing System Administrators are laudable. They are working from dawn to dusk for the efficient functioning of Pos in computers. But for their active involvement, the modernization of Postal Services could not be possible without incurring any expenditure to the department in the initial stage. Most of the softwares were developed by these section of employees. Now the Department is stating that creation of system Administrator posts is not viable. We have already dropped the demand of creation of System Administrators which carry 5400 Grade Pay as there is no full time justification for such post. 'System Assistant' cadre with Grade Pay of Rs.4200/- is in existence in other Government departments. Similar kind of System Assistant cadre may please atleast be created in the department and all the existing personnel may please be absorbed in the existing vacancies since the role of these Technocrats are very much essential for the maintenance of computers & software.

5. Revision of OTA rates and stop recovery of OTA paid to the officials who are engaged compulsory on OTA overlooking the pay ceiling.

At present, over time Allowance is being paid at the rate of Rs.15.85 per hour which was fixed by the Fourth Pay Commission in 1987. There was to revision eventhough

the committee of secretaries to look into the OTA issue has decided to continue the scheme of OTA without revising the rate of OTA. In the Railways the rate has already been revised. Further the pay ceiling as fixed by 4th CPC as Rs. 2200/- P.M. has not also been revised. As per the new pay, almost all crossed the ceiling amount and they have been

ordered to perform OTA compulsory and in many cases they have been charge sheeted for not performing OTA. The meager amounts paid at the rate of Rs. 15.85 has also been recovered subsequently. In all the departments, except Postal, the OTA rates have been revised.

It is therefore requested to kindly cause action to revise the OTA rates and waive the OTA amount already paid based on the duty performed due to unscientific application of OTA ceiling fixed by the 4th CPC.

6. Grant of cash payment for uniforms and kit items for Postmen, Mailguard, MTS/ Group 'D'

At present the quantity of the uniform supplied is not good. Abnormal delay is also taking place. Action may be taken for cash payment for uniforms and kit items.

7. Delay in filling up of vacancies in all cadres especially in Postal civil wing and Postal Accounts and Postmen cadre.

(a) Eventhough Government has lifted ban on filling up of vacant posts in 2009 iteself, the recruitment process for filling up of vacant posts in civil wing and Postal Accounts are yet to be completed. Postmen posts are also lying vacant due to non-conducting examination. Action for filling up vacant posts in their cadres may also be expedited.

(b) Further it is requested to take action to revive all the 2/3rd vacant posts kept in skeleton for the period from 2005 to 2008. In metro cities/sub urban areas additional justified Postmen post may be created. Action may also be taken to fill up all MTS posts.

8. Decentralisation of PLI/RPLI work

It is requested to roll back the decentralization of PLI/RPLI work.

9. Extend Apex court Judgement in the case of Relaxation of Recruitment Rules (RRR) candidates to all approved candidates awaiting absorption

It is requested to kindly extend the benefits already provided to RRR candidates of Tamilnadu circle to the similarly situated candidates, They are praying mercy and fair play from the Minister as they are being continuously engaged over 14 years and there is no chance for any employment at this stage.

10. Convening the 11th Meeting of Postal Service Staff Welfare Board

The Hon'ble Minister of State for communication & IT has fixed to 11th meeting of postal services Staff Welfare Board on 05.04.2011 for discussions on 27 items in the agenda which was subsequently postponed. Almost all the items placed in the agenda are pertaining to the welfare of the staff. We request the Hon'ble Minister to convene the meeting and decide the items as notified in the agenda as welfare measure to Postal staff.

11. Counting of Special pay to PO & RMS Accountants on TBOP promotion

For implementation of High Court, Karnataka judgment in W.P. No. 7593/2003 dt. 18.11.2010 on this issue, the

Ministry of Law has opined that this is not a fit case by way of filing SLP before Apex Court. However, the Directorate has sought the opinion from all circles about filing SLP against Karnataka High Court orders. A kind attention is drawn to order 1 of Appendix 8 of FR & SR 1 which is stated inter alia: -

"The Special Pay would henceforth be termed as Special Allowance as recommended by 5th CPC in para 109.5 of the report and would be granted as hitherto fore subject to same conditions as are stipulated in FR 9 (25)"

(Dept of per & Trg OM No. 4/4/97-Estt (Pay II) dt. 22.4.1998)

The Karnataka High Court has upheld the order of Ministry of Personnel granting special Allowance subject to the same conditions of special pay vide FR 9 (25). In the Draft memo circulated by Directorate to all Heads of Circles seeking their opinion, the following are not reflecting the facts of the case.

i) In para 6, 3rd line it has been mentioned that "special pay having been converted into special Allowance" Whereas in Government order, "as per recommendations of 5th CPC, special pay has been termed as Special Allowance."

ii) In para 6, 9th line, it has been mentioned that "Payment of special pay was completely stopped," – but the stoppage of special pay was not accepted by Govt. As per Vth CPC recommendations, the Special pay is now termed as Special Allowance and would be granted as hitherto are subject to same conditions as are stipulated in FR 9 (25)

Under these circumstances, it is not fair to move with SLP in this case as the DOPT

vide its OM dated 22.04.1998 clearly stipulated that the special pay was now termed as special allowance subject to the same condition and as such the problem of pay fixation by taking Special Allowance can be sorted out.

It is therefore requested to kindly implement Karnataka High Court decision to all the similarly situated officials and render justice to the aggrieved officials.

12. Recovery of alleged overpayment of pay and allowances to postman on account of fixation from the officials of Accounts branches of HPOs

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol I, any excess payment can be recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims.

On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders.

Instead of filing SLP against the decision of the principal CAT, the department has

resorted to imposing recovery on APM Accounts and Accountants for the excess drawal resultantly, many officials were charge sheeted and lakhs of rupees is being ordered as recovery. This is totally unjust and against to the natural justice. The Secretary during the talks held on 10.01.2012 has agreed to consider the issue on humanitarian angle.

It is therefore requested to kindly protect the innocent officials from the recoveries arbitrarily imposed in many circles.

13. Denial of three MACP benefits to the Promotees in the Department of Posts

As the promotion to Postal Assistant acquired by writing competitive examination is equated with one MACP promotion, the senior promotees even after acquiring 30 years of service in Postal Assistant cadre could not get the benefits of Rs.4600/- Grade Pay under MACP, where as their juniors are reaching the benefits without any hurdle.

Similarly the Group 'D' promoted to Postmen and then appeared for Postal Assistant examination and becoming Postal Assistant could avail only upto Rs.2800 Grade Pay whereas he was earlier availed 4200 Grade Pay under the BCR Scheme. This has caused a resentment among the postal employees and the officials may be discouraged in writing promotional examination if this anomaly is not sorted out. It is requested to kindly consider that in the case of promotees, if they completed 10 years service in the cadre continuously they shall be accorded MACP promotion with next grade Pay.

Further application of bench mark shall be deleted upto pay band II levels as in the Postal there is no provision of review of C.

R. entries at divisional level and whatever be the entry made by the divisional superintendent, it becomes final. It is requested to consider deletion of bench mark application in case of officials up to pay band II level in the Department of Post.

14. Stop harassing staff on Contributory factors for simple and flimsy reasons by misusing the provision of unbecoming of Govt. servant' deviating the rules contained in Volume II, FHB etc.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 09.7.1959, 25/44/60-Disc dt. 30.11.60 and 15-9/74-INV dt. 10.02.75 and subsequent orders are being violated and the officials are being proceeded under contributory negligence factors on flimsy reasons and awarded with huge recoveries. The provisions contained in Rule 106, 107, 108 & 111 of Postal volume III and the provisions of honest errors can be condoned contained in Rule 204 A (1) Vol. II and the provision of Rule 58, Appendix 4 of FHB Vol. I in dealing of recovery have been totally ignored and sidelined.

The main intention of the Govt. while deciding the degree of an officer's pecuniary liability, it will be necessary to look not only to the circumstances on the cases but also to the financial circumstances of the officer since it should be recognized that the tendency should not be such as to impair his future efficiency.

We placed this item in the Departmental Council for issuing proper guidelines in deciding, such cases. But it is constrained that the orders issued vide letter No. 14013/03/2010 – VP dt. 22.06.2011 does no mention about all the above said provisions and not a speaking one. Resultantly

no one is showing any cognizance to such clarification and innocents are being harassed continuously.

In many cases, the officials at the verge of retirement are being charge sheeted and amount recovered making them as scapegoats – The real culprit and main offender become scot free. The main offenders are being dealt with casually. In many places instead of initiating action to recover the amount from the depositors in respect of minus balances, straightaway charge sheets are being issued to recover the amount. The contributory negligence provisions is being misused as a tool against the innocent employees.

It is therefore requested to direct the department to kindly cause appropriate instructions by citing all the above said orders on the subject and to avoid misuse of the provisions.

We seek the intervention of benign Hon'ble Minister of State on the above said items for the immediate settlement of these problems for which we will ever be grateful.

We assure our fullest cooperation in the improvement of service and providing better customer satisfaction to the public.



ALL INDIA STRIKE ON 28-2-2012

Postal Joint Council of Action
National Federation of Postal Employees
Federation of National Postal
Organisations
All India Postal Extra Departmental Em-
ployees Union
NATIONAL UNION OF GRAMIN DAK
SEVAKS
New Delhi
ALL INDIA STRIKE ON 28-2-2012
Joint call of All Central Trade Unions &
Federations

INTUC, BMS, AITUC, CITU, HMS, AIUTUC,
AICCTU, UTUC, TUCC, LPF, Sewa against
the Anti working Class Policies of the
Government

Postal Joint Council of Action
(NFPE, FNPO, AIPEDU & NUGDS)

Unanimously decided to join the Historic
strike on 28-2-2012

Dear Comrades and Colleagues,

The attack on Postal and RMS Employees including Gramin Dak Sevaks is mainly due to the policy of the Government against which all the Central Trade unions and Federations are jointly fighting. We as Postal workers, it is our duty to join the working class in its fight against the anti-labour policies of the Government. The Central JCA (NFPE, FNPO, AIPEDU, NUGDS) calls upon the entire Postal and RMS employees including Gramin Dak Sevaks to conduct intensive preparations for making the 28th February 2012 All India Strike a complete success. Strike notice will be served by the Central JCA to the Secretary, Department of Posts.

With fraternal greetings,

Yours Sincerely,

M. Krishnan
SG, NFPE
S.S. Mahadevaiah
GS, AIPEDU

D. Theagarajan
SG, FNPO
P.U. Muralidharan
GS NUGDS

POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS
ALL INDIA POSTAL EMPLOYEES UNION
GDS (NFPE)
NATIONAL UNION OF GRAMIN DAK
SEVAKS (FNPO)

No. JCA/2013 Date : -1-2013

To,
The Secretary
Department of Posts
Dak
New Delhi – 110001

Bhawan,

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 two days strike on 20th and 21st February 2013. The demands for acceptance of which the employees embark upon two Days Strike are detailed in the Charter of Demands enclosed.

M. KRISHNAN
Secretary General,
NFPE

D. THEAGARAJAN
Secretary General,
FNPO

PART – I

1. Take Concrete measures to contain price rise.
2. Take Concrete measures for linkage of employment protection with the conces-

sion/incentive package offered to the entrepreneurs,

3. Ensure Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws,

4. Universal social security cover for the unorganized sector workers without any restriction and creation of a National Social Security Fund with adequate resources in line with the recommendation of NCEUS and Parliamentary Standing Committee on Labour.

5. Stoppage of disinvestment in central and state PSUs.

6. No Contractisation of work of permanent/perennial nature and payment of wages and benefits to the contract workers at the same rate as available to the regular workers of the industry/ establishment

7. Amendment of Minimum Wages Act to ensure universal coverage irrespective of the schedules and fixation of statutory minimum wage at not less than Rs. 10,000/-.

8. Remove all ceilings on payment and eligibility of Bonus, Provident Fund; Increase the quantum of gratuity.

9. Assured statutory Pension for all.

10. Ensure Compulsory registration of trade unions within a period of 45 days and immediate ratification of the ILO Conventions Nos. 87 and 98.

PART – II

1. Appoint Seventh Central Pay Commission for revision of wages of Central Gov-

ernment Employees including Gramin Dak Sewaks. Grant merger of 50% of DA with pay for all purposes, including GDS.

2. Stop abolition of posts and restore all abolished posts with immediate effect.

3. Grant Civil Servant status to Gramin Dak Sewaks and extend all benefits of regular employees to GDS also. Enhance GDS Bonus ceiling from 2500/- to 3500/- . End discrimination in wages and other service conditions.

4. Revise the wages of Casual, Part-time & contingent employees with effect from 1.1.2006 at par with the minimum pay scale implemented as per 6th CPC recommendations. Regularisation of the services of casual labourers.

5. Drop the proposal for privatization of Postal Sector and retrograde clauses of the National Postal Policy 2012.

6. Revision of OTA rates as per the Arbitration award.

7. Complete the cadre restructuring and honour the assurance given to staff side.

8. Remove arbitrary restrictions imposed on compassionate appointments.

APPEAL FROM THE DEPARTMENT TO THE FEDERATIONS

Government of India
Ministry of Communications & IT
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi 110 001.

No. 8-4/2013/SR Date : 13-2-2013

Sh. M. Krishnan
Secretary General, NFPE

Sh. D. Theagarajan
Secretary General, FNPO

Sub : Notice of two days strike on 20th &
21st Feb., 2013.

Sir,

With reference to letter No. JCA 2013 dated 22nd January, 2013 from Potal Joint Council of Action stating that all the Postals/RMS/MMS/Administrative and Postal Accounts Employees and the Gramin Dak Sevaks will go on two days strike on 20th & 21st Feb., 2013 in support of Charter of Demands enclosed with the letter referred to above. Part-I of the Charter of Demands relates to the entire Government of India and perhaps will be examined by Department of Personnel and Training. Part-II of the Charter of Demands relating to Department of Posts is being examined by us. The progress in respect of these demands will be intimated to you shortly.

2. As you are aware the Department of posts has a well established system to resolve the demands of the employees through discussions across the table. In the recent past, periodical meetings granted by Secretary (Posts), JCM Standing Committee Meeting and JCM Departmental Council Meetings were held where a number of issues have been discussed in detail and the minutes have been issued to all concerned for solving staff matters. It is felt that no fruitful purpose is served by agitation especilally when the problems can be mutually discussed and resolved. Such disruptions also hamper our business and goodwill.

4. In view of above, it is requested that both the federations and its affiliated Unions may call off the strike so that the Postal Services are not hampered and public is not put to any avoidable inconvenience.

Yours faithfully,
(Anil Kumar)
Dy. Director General (Establishment)



DEFEAT PFRDA BILL

Circle Secretaries are requested to organise March to Raj Bhavan preferably on 24-8-2011 at all State Capitals and submit the Memorandum to the Prime Minister through State Governor.

MODEL COPY OF LETTER TO THE GOVERNOR

AND THE PRIME MINISTER

To
Sri/Smt.....
Governor of.....
State Capital

Respected Sir/Madam,

Sub : Protest against PFRDA Bill

We, the Circle Secretaries of FNPO affiliated unions, submit to you the enclosed Memorandum addressed to the Honourable Prime Minister of India with our kind requests to forward the same to the Prime Minister. The Memorandum is to voice our grave concerns and to register our strong protests to the move of the Central Government to adopt the PFRDA Bill moved in Lok Sabha. We also request that you may kindly use your good offices to impress upon the Central Government about the serious threat to the social security of all Central Government Employees through enactment of the said PFRDA Bill. We are highly thankful for your valuable time.

Thanking you Sir,

Yours Sincerely,
(Circle Secretaries)

**MEMORANDUM SUBMITTED TO THE
HONOURABLE PRIME MINISTER OF INDIA
BY THE FEDERATION OF NATIONAL**

POSTAL ORGANIZATIONS AND ITS AFFILIATED UNIONS / ASSOCIATIONS.

To
Dr. Manmohan Singh
Honourable Prime Minister,
Govt. of India
New Delhi 110 001.

Respected Sir,

We, the Federation of National Postal Organisations and its affiliated unions submit this Memorandum that expresses our deep concern and strong opposition to the PFRDA Bill tabled in Parliament, with a request for re-consideration of the direction being taken by your esteemed Government.

The Pension Fund Regulatory and Development Authority Bill [PFRDA Bill] has been introduced in the Parliament and the same is likely to be adopted soon. We submit that the adoption of the said bill will finish the social security ensured so far to the retiring Government Employees and their families. The PFRDA Bill opens the gates for finishing the existing system of Defined Benefit Scheme into Defined Contributory Pension Scheme with the arrival of a Pension Fund Manager for investment of the pension fund in the share market that entails enormous risks. It is obvious that with the passing of the bill, the Government will be arming itself with the powers to bring the pre-2004 employees as well as all the existing Pensioners also under the ambit of the New Pension Scheme. It is most ironical that despite the serious crisis faced by the millions of poor pensioners placed under private Pension Fund Managers in different countries during the recent financial melt-down, your Government has chosen the same path of abdicating its responsibility of paying pension

to Government Retirees by enacting this dangerous legislation. We are shocked to witness the action of the Government despite strong protests and opposition from all sections of Government Employees.

We are unable to appreciate the argument advanced by some of the representatives of the Government that the present pension liability is a huge drain on the Government exchequer and that the Government is not in a position to bear it. We strongly differ with the contention mainly because of the fact that with the intended New Pension Scheme, the expenditure to the Government will be increasing rather than decreasing and that for the next three decades and more the strain on the exchequer will be very huge under the new scheme. This is because of the fact that the Government has to contribute 10% towards Pension Fund. It is pertinent to mention that even the VI CPC after subjecting to deep study of the issue, has clearly mentioned in their report that new contributory pension scheme will increase the outflow from the exchequer from Rs. 14,284 crores to Rs. 57088 crores by the year 2038. The VI CPC has also observed that pension liability of the Government which was 0.5% of the GDP in 2004-2005 under the defined benefit scheme is likely to decline if the same is not replaced by the contributory pension scheme as envisaged in the PFRDA Bill. It was in this background that the VI CPC recommended to the Government that the existing "Pay as you go" Pension, which is presently in vogue, will be ideal and may be continued. We are pained to note that while some of the retrograde recommendations of the VI CPC opposed by the employees were implemented without modification, how come this positive recommendation of the Pay Commission welcomed by the employees is out rightly rejected by the Government in an arbitrary manner? The move of the Government is totally against

the spirit of Joint Consultative Machinery.

The Supreme Court has clearly mentioned in its judgment in the case of B.S. Nakra Vs. Union of India that the pension is a "deferred wage". In another judgment, the full Constitution Bench of the Apex Court headed by Sri Y.B. Chandrachud and other judges Sri V.D. Ulsapurkar, Sri D.A. Desai and Sri

O. Chinnappa Reddy and Sri Baharu Islam pronounced that "As per Indian Constitution, Government is obliged to provide Social and economic security to pensioners and that the Govt. retirees had the Fundamental rights to Pension".

Above all, the New Pension Bill does not provide any minimum pension to the employees except market based guarantee. Primarily this must be the reason for exempting the Army Personnel of Defence from the purview of the new pension scheme. Therefore subjecting the social security and future of the entire civilian Government Employees in peril through such legislation cannot be a progressive move by any standards.

The Federation of National Postal Organisations together with all its Affiliated Unions and Associations strongly protest the action of the Government to amend the Pension Rules in a most retrograde manner to harm the interests of millions of Government Employees and Pensioners and to facilitate Stock Market forces to gain huge profit at the peril of the millions and at the cost of Government Exchequer. We unequivocally demand withdrawal of the PFRDA Bill from Parliament to protect the existing constitutional right of social security to Government Employees.

Thanking you,
Yours Sincerely,

(Circle Secretaries)

MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM)

A meeting of the Departmental Council (JCM) under the Chairpersonship of Secretary(Posts) was held on 10.02.2012. The following were present

OFFICIAL SIDE

1. Ms. Manjula Prasher, Secretary(P) & Chairperson, Departmental Council (JCM)
2. Ms. Yesodhara Menon. Member(P)
3. Ms. Suneeta Trivedi, Member(Plg.)
4. Shri Santosh Gauriar, Member(O)
5. Kalpana Tiwari, CGM MB&O
6. Shri S.K. Sinha, CGM PLI
7. Shri Tilak De, DDG (MM & Estates)
8. Shri V.P. Singh, DDG (Estt.)
9. Shri Salim Haque, DDG (P)
10. Ms. Aindri Anurag, DDG (PO&CP)
11. Shri A.S Prasad, DDG (FS)
12. Shri V.K. Tiwary, DDG (R&P)
13. Shri Subhash Chander, Director (SR & Legal)

STAFF SIDE

1. Shri K.V. Sridharan, Leader
2. Shri Giriraj Singh
3. Shri M Krishnan
4. Shri D. Theagarajan
5. Shri D. Kishan Rao
6. Shri Ishwar Singh Dabas
7. Shri T. N. Rahate
8. Shn P. Suresh
9. Shri Pranab Bhattacharjee
10. Shri A.H. Siddiqui
11. Shri K. Ragavendra

12. Shri S. Karunanidhi

13. Shri Surinder Pal

The meeting started with introductory remarks of the Chairperson wherein she apprised of the staff side about the proposal of recognition of federations having been taken up for consideration and approval of the competent authority. This was followed by the staff side thanking the Chairperson for convening the meeting as per the schedule Thereafter agenda items were taken up for discussion. The gist of discussions held during the meeting is as follows:-

Annexure-I

1. LONG DISTANCE SCHEDULES OF MMS

The staff side was apprised of the instructions having been issued to Heads of Circles on 15-6-2010 to increase the utilization of vehicles by extending the existing schedules upto 300 kms. The position about clearance of Ministry of Finance regarding purchase of new vehicles as also replacement of old vehicles happening much faster was also explained to the staff side.

The contention of the staff side was that the aforesaid instructions are not being observed and it was agreed to reiterate the said instructions.

2. DIVERSION OF MMS VEHICLES

The staff side averred that the vehicles allotted to MMS for operational purposes were diverted to Circle/Regional offices, which is adversely affecting the efficiency of mati delivery They desired issue of strict instructions in the matter so that vehicles

are used for the purpose for which they are procured.

The instructions issued in this regard by the Department from time to time were brought to the notice of the staff side with an understanding to reiterate the instructions once again.

3. HOLDING OF EXAMINATION FOR FILLING UP THE POSTS OF AMM IN MMS

The staff side pointed out delay in finalization of Rules of Recruitment for the post of Assistant Manager in MMS, with a request to finalise it on priority. The Chairperson advised the official side to complete the pending action in regard to finalization of Recruitment Rules within 2 months.

4. HOLDING OF DPC FOR FILLING UP THE POSTS OF DEPUTY MANAGER MMS

It was agreed to complete the process within 2 months.

5. APPOINTMENT TO THE GRADE OF SUPDT. STG. IN RMS

The contention of the staff side was that the 4 posts of Supdt Sorting in RMS which were meant for general line officials are either manned by ASPs or by PSS/PMS Group B officials. Further, the Circles in which these posts exist are also not known. During discussions a reference was also made to 4 posts of AD (Recruitment) out of which 3 are lying vacant Besides requesting for filling up of the above posts, the staff side mentioned about their merger with main stream of Group B posts and increasing quota of General line officials from the existing 6% to a higher percentage.

The Chairperson advised the Personnel Division to find out the availability of posts

and to fill all the posts meant for general line officials from that category only within three months

6. ACUTE SHORTAGE OF 'C' BAGS

The staff side was explained that for the year 2011-2012, much of the supply has already started and there are only 2 companies which are yet to start it Further, action has already been initiated to ensure timely supply of bags for 2012-2013 & 2013-2014. The staff side was also apprised about the constitution of a Committee which will consider decentralization of procurement of stores of other than prescribed Sizes, and the Committee will submit its report within one month.

7. CHANGE OF NOMENCLATURE OF CLEANERS IN MMS

Redesignation of Cleaner as Helpers may go against their interest and, therefore, it was agreed to drop the item.

8. Change of Recruitment Rules ensuring parity in recruitment to the posts of Postmen and Mailguards in the Department of Posts

The Recruitment Rules for the posts of Postmen and Mailguards have been revised and notified in the Gazette of India after due deliberations. In the background of the above, the Item is treated as closed.

9. Recruitment in the cadre of erstwhile Group D upgraded as Multi Skilled Employees in the Department of Posts

In the background of Revised Rules of MTS it was agreed to close the item.

10. Providing additional hand to single handed offices due to decentralization of RD Work etc.

The staff side drew attention to the agreement reached in an earlier meeting of the

Departmental Council (JCM) in 2006 in the wake of which a Sub Committee was constituted, which submitted its report in favour of the proposal. In turn, it was explained to them that norms for the work of decentralized schemes like RD/MIS have already been finalized and further redeployment was within the power of the CPMSG.

11. Implementation of recommendations of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post Offices.

The Staff Side was informed that the proposal was taken up with the Ministry of Finance in 2010 but it was not agreed to. However, it was decided to once again take up the matter with the Ministry of Finance.

12. Payment of OSA and other benefits to MMS staff on par with RMS Staff.

The proposal of the Staff Side was agreed to Order in this regard will be issued shortly.

13. Allot 19% Group B vacancies for General line and permit all Group C officials in Postal, RMS, Admn. And Postal AICs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.

It was agreed to constitute a Committee which will look into the matter (other than Postal Accounts) and submit its report within 2 months.

14. ACP Scheme to wiremen and electrical staff

In the background of instructions issued by the Department vide No. 2-13/2009/PCC dated 12.08.2012, it was agreed to close the item.

15. Streamlining the work of Cash Certificates and causing uniform work procedure.

The staff side was informed about the norms having been issued on 26.04.2010, a copy of which was supplied.

16. 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.

It was agreed to refer the matter to the Committee constituted to consider item No. 13

17. Ensure speedy verification of caste.

It was agreed to reiterate the instructions of DOPT to the Maharashtra Circle.

18. Merger of Despatch Riders with the Drivers.

In the background of different rules of recruitment for the post of Despatch Riders and Drivers the proposal could not be agreed to.

19. Allowing lift operators to sit for the LGO examination.

It was explained that it was a different category altogether and thus It would not be possible to allow the Lift Operators to sit for LGO examination.

ANNEXURE-II

1. Non absorption of Lift Operators

Referring to the case of 5 Lift operators working at Howrah Post Office building, the Staff Side was informed that it appeared to be a case of absorption of Ca-

sual Labourers and not Lift operators and therefore it was agreed to drop the item.

2. Relaxation of educational qualification in respect of widow applicant for compassionate appointment.

The staff side was apprised of the position that prior to implementation of the recommendations of 6th CPC, in case of widows the provision to relax the educational qualification existed subject to the condition that it would not adversely affect the work. The above clause has been found missing in the 6th CPC recommendation and, therefore, its continuance thereafter will be ascertained from the Department of Personnel & Training.

3. Request for correct identification of Speed Post Hubs.

The staff side was informed that selection of Speed Post Hubs was done as part of Mail Network Optimisation Project after a comprehensive study of the network and taking into account mail volume Air/Rail/Road connectivity into account. In regard to Asansol, the Chairperson explained her discussions with the CPMG West Bengal in which he was asked to increase the mail business during the next 3 months and the position will be reviewed thereafter. The point of Guntakal having better connectivity than Kurnool was also mentioned by the staff side. M B division will have this examined.

4. Request to issue instructions to the Heads of Circles to follow the Directorate order in respect of Speed Post Norms.

The instructions have already been issued and therefore it was agreed to drop the item. A copy of the instructions will, however, be made available to the staff side.

5. Request to extend the Station Tenure to Senior Manager Cadre in MMS.

The proposal of the Staff Side that rotational transfers should be done on time, was agreed to by the Chairperson.

6. Incentive structure for handling UIDAI (Aadhar) cards to the PO staff.

The contention of the staff side was that Aadhar Cards were being handed over to the Postmen for delivery along with other dak which form part of their normal duties without considering their limitations in this regard. Mention was also made about higher rate of incentive being paid in Andhra Pradesh Circle with a request to follow it in other Circles.

It was clarified to the staff side that there is a provision to ensure delivery of Aadhar Cards within 15 days from the date of booking and it was quite a relaxed condition, in comparison to other Speed Post articles. In the matter of payment of incentive, the Chairperson agreed to reiterate the instructions in relation to Speed Post articles (including Aadhar) of the Department to all Heads of Circles. Higher incentive cannot be approved.

7. Reassessment of the Role of the Office Supdts. Working in Circle Administrative offices including the office of the DPLI and upgradation of them as the holder of Gazetted Group-B posts.

It was not agreed to. The item may be closed.

8. Promotion of senior most HSG-I in each regional office as office Supdt.

It was not agreed to. The item may be closed.

9. Release the Pension/DCRG of employees against whom minor penalty proceedings concluded after retirement.

In the light of instructions having been issued by the Department and reiterated vide letter dated 10.02.2012, it was agreed to close the item.

10. Pay protection to employees who seek transfer to a lower post under FR 15(a)/transfer under Rule 38.

It was agreed to have a relook into the matter.

11. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.

The Staff side was informed that all the 3 projects will be considered for construction during the 1st Plan period, subject to availability of funds.

12. To fill up the time scale Driver Post at MMS.

It was agreed to have a relook into the matter of filling up of all residual vacancies of Drivers In the MMS

13. Revival of Bandel and Barasat RMS in West Bengal Circle.

The staff side contended that the closure of these offices was against the agreement reached with them and requested for their revival. The staff side was explained that in view of the networking exercise, L 1 and L2 has to be followed and therefore this item become irrelevant. It was further clarified that in the wake of networking exercise, number of mail offices with less than 10,000 mails are being allowed to continue. In the light of the above discussions, the item is treated as closed.

14. Problem arisen subsequent on centralization of Tax related work at HO in S.B.Branch.

The staff side was apprised that TDS is a mandatory income tax requirement and IS part of the statutory requirement when

commission is paid to agents There IS every POSSIBILITY that the issues raised by them will be sorted out by the new software. It was further stated that In case the issue does not get resolved with the new Financial Services software. this would be examined separately.

15. Posting of in charge of BPC - regarding.

It was agreed to look into the matter.

16. Request for procurement and supply of scanner to HOs and SOs in Maharashtra Circle effecting M5EDEL bills on e-payment.

The staff side was informed that the matter had been discussed with the CPMG Maharashtra Circle and the possibilities were being explored to split the existing Barcode of Maharashtra State Electricity Board so that it comes within 12 digit Barcode reader. It was also explained that the Department would not be in a position to procure scanner so as to suit the requirement of different organizations, utilizing the services of the Post Office. In the background of the above, the item was closed.

17. Delivery/Remarks on Speed Post articles pertaining to Pass Port - Clarifications sought for.

After discussions, it was agreed to reiterate the instructions of the Department to all concerned

18. Irregularities in the accounting procedure in Post Offices - case of Delhi Circle. It was agreed to look into the matter.

19. Postal Assistant Direct recruitment - compulsory education in regional language -regarding.

The staff side was Informed that in the new recruitment rules for PNSA, the condition has been changed as regional language/

Hindi. After detailed discussions, it was agreed to close the item.

20. Reduction of tenure in the Naxalite threat areas in Baster division, Chattisgarh circle.

The staff side was informed that the issue falls within the purview of the Circle Office

21. Holding of JAO part II Examination - regarding.

It was informed to the staff side that the matter was earlier taken up with the Ministry of Law & Justice and IS now under consideration in consultation with the Department of Personnel & Training. It was also stated that in case of eligible candidates, the examination may be conducted without much delay.

22. Arbitrary & irregular Audit objection and recovery of licence fee from the officials provided with rent free recommendation.

In the wake of instructions issued by the CPMG West Bengal, it was agreed to close the item.

23. Removal of age limit for appearing in IPO exam.

The staff side was asked to take up the matter separately, with full facts.

24. Evolution of norms for all duties performed by Multi tasking staff (erstwhile Group-D).

The staff side was informed that norms for all the duties performed by MTS are being evolved.

25. Creation of justified additional posts while implementing new system for delivery work and allowing postmen to write correct remarks for non delivery.

The issue is under examination by the Postmen Committee under the Chair personship of CGM PLI.

26. Grant of uniform and kit maintenance allowances.

The fact of the matter having been taken up with the Department of Personnel & Training vide letter dated 02.02.2012 was brought to the notice of the staff side.

27. Providing Security to cash overseers.

The staff Side was informed that the present cash limits are not so high to provide for the security and further the Circle Heads would be instructed to ensure adherence to the line limits by all concerned. It was also agreed to examine the feasibility of raising line limits and to provide security guards in the Post Offices located in highly sensitive areas. The issue of utilizing services of the bank branches located in the area will also be examined

28. Incentive to Mail overseers for procuring PRLI Business.

It was agreed to issue a clarification to the effect that Mail Overseers are also eligible for incentives on par with other departmental officials and depending upon the suitability, they can be engaged for this work.

29. Weight and size limit of express post parcels delivery of by Postmen.

It was agreed to reiterate the existing Instructions on the subject to all Heads of Circles.

30. To keep status quo in the post of Departmental Stamp Vendor.

The staff side was informed that the issue is covered by the standing instructions on utilization of surplus manpower and re-deployment of posts and therefore, the plea to maintain status quo cannot be accepted.

The meeting ended with vote of thanks to the Chair.

**MINUTES OF THE 11TH MEETING OF POSTAL SERVICES
STAFF WELFARE BOARD (PSSWB) HELD ON 16-5-2012 UNDER
THE CHAIRMANSHIP OF HON'BLE MINISTER OF STATE FOR
COMMUNICATION & IT (P)**

DG Posts No. 1-01/2009-WL/Sports

Dated 11-6-2012

A meeting of Postal Services Staff Welfare Board(PSSWB) was held on 16.05.2012 in Shri G.P. Roy Committee Room, Dak Bhawan, under the Chairmanship of Hon'ble Minister of State for Communications & IT.

Secretary (Posts), while welcoming the Hon'ble Chairman, explained in brief the various welfare schemes being run by the Department of Posts, with special reference to the initiatives recently taken in regard to Garmin Dak Sevaks. It was assured that the schemes would be run more efficiently under the guidance of the Chairman.

After the Minutes of the Meeting of the Board and the action report thereon, was confirmed by the Board, discussion on the agenda items began. During the deliberations of the meeting, the following decisions were taken:

1. Opening of Holiday Homes

The members of the Board were explained that the power to set up holiday homes stands delegated to the Heads of Circles. However, the proposal to have Holiday Homes at various places was discussed and it was decided to issue instructions to all the circles to take action keeping in view the demand as also the powers delegated. In regard to booking of holiday homes on line, the Board was informed that this facility would become available shortly.

2. Timely allotment of Welfare Funds.

The Board was explained that whatever delay occurred in allotment of funds in the recent past was due to late receipt of audited accounts from the Circles. The matter has been reconsidered and it has been decided to ensure timely release of funds to those Circles whose audited accounts have been received in time. The Circles which delay submission of accounts will be released funds in the second installment.

3. Enhancement of powers of head of circle for grant of financial assistance in case of prolonged illness/major surgical operations to postal employees/Gramin Dak Sewaks/full time and part time casual labourers.

The following decisions were taking in this regard.

In case of Gramin Dak Sewaks, the limit of Rs. 5000/- which is being observed for grant of financial assistance for prolonged illness/ major surgical operations was raised to 10000/-.

All cases for grant for financial assistance under category (both regular employees as well as GDSs) will be considered by a committee comprising of the CPMG, DPS and DAP.

4. Enhancement of immediate death relief of the family / dependents on the death of postal employees and Gramin Dak Sewaks/full time and part time casual labourers.

All other things remaining unchanged, it was decided to raise the amount of financial assistance payable to family/dependents of Postal Employees/GDSs /full time and part time casual labourers from the existing Rs.7000/- to Rs. 10000/- in case of death due to accident while on duty.

5. Enhancement of financial assistance under Education Scheme:

The following decisions were taken in this regard.

a) It was decided to increase the existing amount of scholarships both for technical and non-technical courses by 25%.

b) It was agreed to increase the amount of book award to Gramin Dak Sevaks by 25%. However, the grant of book award to regular employees of the Department was dropped as this facility is now a component under CEA being granted for school education.

The issue of revision of pay ceiling for grant of Scholarship was also decided to be examined in the context of MTS where both husband and wife are working.

6. Introduction of scholarship for Post Graduation.

It was decided to grant scholarship for all technical courses at Post Graduation level on par with under graduate courses.

7. Grant of award for outstanding performance of children of employees in the Public Examination for 10th Standard.

The Board was informed that some of the education boards follow grading System in place of percentage of marks. Therefore, it was decided to examine the issue in the light of grade criterion fixed by various education boards, for which all Heads of Circles will be addressed.

8. Provision of Canteen in Circle Head Quarter.

The Board was explained that there are centralized instruction of the Department of Personnel and Training regarding provision of various categories of canteens, depending upon manpower of an office. All infra structural facilities are provided by the Department in the running of canteens and its employees are Departmental employees. There is no provision to grant any subsidy in this regard.

9. Implementation of health insurance scheme.

The proposal does not fall within the purview of PSSWB of Department of Posts and therefore no action is warranted.

10. To increase the subscription of Group Insurance Scheme.

The subject matter concerns Ministry of Finance.

11. Increase in subsidy to creche.

It was decided to examine the issue regarding revision of financial assistance being provided for meeting recurring and non-recurring expenditure in the matter of creches which includes monthly remuneration to ayahs/helpers, visits by Doctors, remuneration to lady supervisor, expenditure of medicine, supplementary nutrition and contingencies like soap oil & deodorant etc.

12. Increase of grant of scholarship/Transport charges to handicapped/physically challenged and ward of Postal employees and GDS.

It was decided to examine the revision of financial assistance being provided to physically challenged Postal Employees/GDS and physically challenged wards of employees, including GDS.

13. Allocation of Funds under the Head SC-Sub Plan & ST-Sub Plan.

The item does not fall within the purview of PSSWB.

14. To make provision for including representatives of All India P & T SC/ST Welfare Association in all Circle Welfare Board and Circle Sports Board.

It was agreed to issue suitable instructions in this regard to all Heads of Circles.

15. To make provision of IQ for Circle/Divisional representatives of P & T SC/ST Welfare Association, irrespective of any scale/Posts.

The Bard was explained that provision of fQ in not one of the trade union facilities where office bearers of the association could be given preference. The eligibility for the IQ is to be decided as per standing instructions.

16. To increase Postal H'ospital as there is no facility in CGHS Dispensaries for indoor treatment, OPD in evening shift on working days and Sundays/Holidays.

The Board appreciated the view point of the Circle representatives about lack of adequate medical facilities being made available to the Postal Employees. The Board was informed that this matter also came up for consideration in the 10th Meeting of the Board and as a result thereof, the matter was taken up at the level of Hon'ble Minister with the Ministry of Health & Family Welfare. The matter is being pursued and monitored very closely:

17. To fix time limit for deciding representation/appeals/petitions/Review Petitions etc. by the concerned Authorities.

Does not fall within the purview of PSSWB.

18. To make provision for granting festival advance on the Birth day Celebration

of Dr. Br. Ambedkar and Sant Siromani Guru Ravidas Ji.

Does not fall within the purview of PSSWB.

19. To exempt from duty work the retirees on the day of retirement so that he/she may complete all formalities without any tension.

Does not fall within the purview of PSSWB

20. Issue of Plastic Card/Smart Card to all employees /Pensioners for availing medical facilities irrespective of places/areas.

The Chairman appreciated the suggestion and it was decided to start it in one or two Circles and based on their experience, it may be followed in other Circles also. The selection of circles will be finalized soon.

21. Opening of Postal Dispensary at Madurai or extension of CGHS scheme to Postal Staff at Madurai Corporation.

Does not fall within the purview of PSSWB.

22. Grant in aid to P & T Residential Welfare Association (RWA).

The issue was discussed at length to understand the activities of the RWAs on which the amount of financial assistance is to be spent. The Heads of Circles will be addressed to invite their comments in this regard.

23. Annual Medical check up for those who are above 45 years of age.

It was decided to have annual medical check up of employees of and above the age of 50 years. Suitable instructions in this regard will be issued to All Heads of Circles.

24. Sanction of loan from Circle/Regional Welfare Fund for purchase of a computer to the wards of the employees studying Degree/Engineering / Polytechnic etc.

Does not fall within the purview of PSSWB

25. Increase of voluntary contribution to Circle Welfare Fund.

The members of the Board were explained that being voluntary contribution, it may not be desirable for the Department to make it mandatory, to contribute towards this fund. However, if the representatives of the union give in writing to the Department conveying willingness of their members, the issue would be examined.

26. Enhancement of cost of memento presented to the retiring officials.

Not covered under any of the Welfare Scheme of the Department, and hence no action.

27. For all Postal Colonies constitution and membership of RWAs should make compulsory so that P&T Colonies could be managed well.

The item was well taken by the Board and it was decided issue suitable instructions to All Heads of Circles, taking into account

the step taken by Rajasthan Circle.in this regard. It was also decided to ensure membership of RWAs while issuing letters regarding allotment of quarters as also their continuation.

28. Raising of the present limit for 500 KMS for Excursion Trip.

The Board, after deliberations, agreed to raise the limit existing 500 Kms. to 700 Kms. for Excursion Trip. Further, not more than one Excursion Trip will be arranged in a year.

In the summing up of the meeting, the Hon'ble Chairman stressed on the need to hold the meeting of the PSSWB at least once in a year. The need to have full utilization of the grant-in-aid for the benefit of the employees/GDSs was also highlighted by the Chairman with clear direction to the Board to submit a complete proposal towards that during the next 3 to 4 months.

The meeting ended with vote of thanks to the Chair.



**MINUTES OF THE 21st MEETING OF THE POSTAL SPORTS BOARD
HELD ON 05-06-2012 AT HYDERABAD UNDER THE
CHAIR PERSONSHIP OF SECRETARY (POSTS)**

The meeting started with introductory remarks of Secretary (Posts). In her address, Secretary (Posts) apprised of the Postal Sports Board about the sports activities being organised by the Department as also its budgetary provisions. Shri M. Krishnan, Secretary General, NFPE and Shri D. Theagarajan, Secretary General, FNPO thanked the Chairperson for taking follow up action on the decisions taken during in the wake of 20th Meeting of the Postal Sports Board and convening the 21st meeting of the Postal Sports Board. Thereafter, the Chair person allowed discussions on the agenda items and the following decisions were taken.

Confirmation of the minutes of the 20th Meeting of the Postal Sports Board held on 5th July, 2010.

Confirmation of the action taken statement on the minutes of the meeting. Thereafter agenda items of the current meeting were taken up for discussion and the gist of discussions is as follows.

Agenda items for 21st Meeting of the Postal Sports Board

1. Women Team in Chess event needs to be introduced. The number of women is increasing due to new recruitment and new entrants are showing interest in this game.

The Board agreed to the proposal of introducing women team in Chess event subject to the stipulation that nomination of players will be made on merit and only those players will be nominated who have

the skill of competing at the all India level. For this purpose it would be desirable to have scrutiny of players by professionals.

2. All the players representing circle teams in All India Postal events may be allowed to travel in AC-III/AC-II Tier class irrespective of their posts as it will boost their morale.

The members of the Postal Sports Board were apprised that the proposal has financial implications to the tune of Rs. 40 lakhs (approximately) and it may not be feasible to meet this extra expenditure out of the present budgetary allocation. The possibility of effecting saving in the overall sports activities, in order to meet the expenditure on this proposal was also discussed but without any conclusion. On the suggestion of the staff side, it was agreed to take up the matter with the Railways for providing concession to the players travelling by train to participate in All India Postal Meets. The matter will be reviewed in the light of response received from the Railways.

3. Provision of economic class Airfare for the winning team.

No comments in view of item No.2.

4. Holding of all 14 selected events at Circle/Regional level.

The proposal was discussed in details could not be agreed to. No action.

5. Enhancement of TA/DA and Refreshment allowance.

The members of the Board were explained that in the light of prevailing rate of TA/DA

in case of officials on tour, it may not be possible to revise, the existing rate of daily allowance being paid to the players at the rate of Rs. 150/- per day (Rs. 75/- per day in case local participants). However the Board agreed to enhance the rate of refreshment allowance from the existing Rs. 60/- per day to Rs. 75/- per day even in case of All India Postal Meets so as to bring it on par with the refreshment allowance being paid in case of National tournaments.

6. Players participating in the All India Postal meets who are paid sleeper class fare may also be paid local conveyance from home to Railway station and back.

The board agreed to the proposal. The expenditure will be met out of the sponsored funds.

7. As per the current FIFA rules, the strength of the Football team should be 11+7. Changes may be made in our rules to raise the strength of our circle teams for All India Postal Meets from the present 11 +4 to 11 + 7 (Eighteen).

The Board agreed to the proposal of raising the strength of Football team to 11 +7 in place of the existing 11 +4, so as to bring it in line with the rules being followed by Football Federation of India.

8. Reallocation of posts of Sports Development Officer and Sports Coach to the Circles which send the maximum number of teams for All India Tournaments, as per existing guidelines.

The proposal was agreed to in principle. The following decisions were taken in this regard.

(i) The posts of Sports Development Officer and Sports Coach will be relocated

in a manner that no Circle will have more than one post.

(ii) The relocation of posts which are lying unmanned as on date will be done immediately, to provide relief to the Circles which are actively participating in sports. There will be no disturbance to the existing incumbents till such time they complete their normal/extended tenure or retire on super-annuation, whichever is earlier.

9. Sanctioning and filling up the posts of Sports Inspectors in Uttarakhand for proper handling the sports activities.

The creation of post of Sports Development Officer did not find favour with the Postal Sports Board. However the Circle will be asked to entrust the work to a responsible official, as per existing instructions.

10. Increase in the number of players in Table Tennis Women and Veteran (Men) Teams to 4 and 2 respectively.

The Board agreed to increase the number of Table Tennis Women players to 4. However there will be no change in so far as participation of Veteran (Men) in the tournament is concerned.

11. Guidelines for Circle teams to participate in local league matches/tournament.

The members of the Board were informed that the Department never issued any instructions which would disallow the team to participate in the local league matches/tournaments. As per discussions, It was decided to issue suitable instructions to Heads of Circles.

12. Affiliation of all Postal Teams in National Federation.

The Board Members were Informed that the Department is not averse to the idea

of affiliation if the Department has really competitive teams. The members of the Board were also apprised of the inability expressed by Kabaddi Federation to affiliate the team of Department of Posts. The Board decided to make another attempt with the Kabaddi Federation of India. It was also decided to try to get the Volleyball teams affiliated to the National Federation.

13. Arranging for practice matches during the coaching camp before start of the All India Postal meets.

The item was agreed to; to the extent it is possible and practicable.

14. Grant of practice time for the players and treating the period of tournament/coaching camp etc. as duty.

The members of the Board were informed that instructions of the Department of Posts were based on the general instructions issued by the Department of Personnel & Training (DOPT) which is the nodal department in this regard. It was decided to reiterate the standing instructions on the subject.

15. Nominations of NIS Coaches duly approved by Sports Authority of India to be sent with Postal teams participating in national tournaments and All India Postal meets.

The proposal was agreed to in principle.

16. Revision of rate of increment for showing excellence in sports.

The Board was informed that the new rate of increment in the wake of implementation of recommendations of 6th Central Pay Commission, in regard to persons showing excellence in sports have yet to be issued by the DOPT. Necessary action

will be taken immediately after the instructions have been issued by the DOPT.

17. Players should be sent for participation in all State/National sports events so that they can improve their skill and bring laurels to the Department.

The Board was informed that the Department is quite liberal in sending players for participation in States/National sports events, provided the proposal is received in time and the Department has a team which can be nominated for participation at that level.

18. Extend the tenure period of Sports Development Officer and Sports Coaches to 6 years instead of existing 3 years.

It was decided to examine the proposal in the light of existing instructions of DoP&T and take a final view with the approval of Chairperson Postal Sports Board.

18(ii) The official recruited under the sports quota should be exempted from deputation and tenure transfer as it adversely affects, the performance of the players.

The proposal was not agreed to. However, the Board was apprised of the instructions issued by the Department in the matter of giving due opportunity to the players recruited under sports quota so as to improve their performance.

19. Outstanding sports persons recruited against sports quota in different circles may be allowed to undergo their training locally instead of at Postal Training Centre.

The Chairperson explained that the officials appointed against sports quota basically belong to Department of Posts and it is the responsibility of the Department to make their work foundation strong. It is in this background that training in the Postal

Training Centre is imparted for all, including sports persons.

20. Recruitment of sports quota so as to enable the Circle to form its own team.

The above item was taken up with particular reference to the Circles which are small and where the recruitment under sports quota does not enable them to form its own team. In this context, the possibility of clubbing the Circle with some other Circle for the purpose in participation in All India Postal sports meet was discussed. The Chairperson decided to deal with the issue and issue suitable instructions at the Department level.

21. Provision of sports club, gym, common room in all the Circles.

Members of the Board were advised to take up the matter at the Circle level.

22. Provision of auditorium in the vacant land of Postal colonies.

The item did not find favour with the vacant land Sports Board.

23. Provision of medical facilities to players during plays/practice.

The proposal was agreed to. Suitable instructions will be issued to all concerned.

24. Increase in Kit allowance for All India Postal Tournaments.

It was agreed to increase the Kit allowance in case of players participating in the National Tournaments from the existing Rs. 750/- to Rs. 1500/-.

25. Supply of good quality sports track suit with Departmental Logo from the Postal Sports Board centrally.

The proposal did not find favour with the Postal Sports Board.

26. Nomination of Coaches for Circle Team.

The proposal is to give preference to international players of the particular discipline in the matter of nomination of coaches and was agreed to.

27.(a) Rolling Trophies.

In the interest of uniformity the proposal is that in case of All India tournaments Trophies may be supplied by the Directorate.

The Board did not approve the proposal.

27(b) Institution of Rolling Trophies for the Winners and Runner up teams instead of shields, in all India Postal Tournaments.

The proposal was agreed to.

28. Promotion of GDS to Group 'D' and 'C'.

The members of the Board were informed that there was no provision for promotion of GDSs to Group 'D' and 'C' under sports quota, GDSs have to compete with the outsiders in the form of open competition.

29. Formation of India Post Team in disciplines like Volley ball, Hockey, Football and Carrom.

This will be examined keeping in view the strength of the players working in various Circles in the Department of Posts. For this purpose, required input will be asked for from the Circles.

30. Recruitment under sports quota in the discipline of Hockey and Football.

The Board felt that in the matter of recruitment under sports quota in various disciplines, it is for the Circles to take a final view.

31. Introduction of Women Veterans in All India Postal Badminton and Table Tennis tournaments.

The proposal did not find favour with the Postal Sports Board.

32. Payment of Kit Allowance to Artists participating in All India Postal Cultural Meet.

The Board decided to grant Kit Allowance of Rs. 500/- to the artists participating in the cultural events. This allowance is to meet expenditure on costumes etc. which the artists are required to wear during performance.

33. Grant of prize money to players and artists securing first, second and third positions in the Postal meets.

The Board opined that the issue falls within the purview of Circles and may be taken up at that level. However, there is no scope to release any grant for the purpose, out of the Central Sports Fund.

34. Treat the players as on duty for participation in All India Postal Tournaments as well as in camp.

The proposal was agreed to as it is as per existing instructions issued by the DOP&T.

35. Uniformity in awarding prizes to the winners/ runners of All India Events.

The subject matter falls within the purview of Circle office and, therefore, the Board decided not to inter-vene in the matter.

36. Action may be taken for filling up of the vacant post of Sports Coach/Sports Inspector in Odisha Circle.

Necessary action will be taken in the light of action that becomes due in regard to the proposal at serial number 8.

37. Funds under Sports head may be allotted much earlier for proper utilization of money in time.

Members of the Board were informed that any delay in allotment of funds occurs due to late receipt of audited accounts of previous year from the Circles, which is mandatory for release of funds for the subsequent year. In order to avoid hardship to the Circles which send the audited accounts in time, it has been decided to process their cases in the first phase so as to release funds to these Circles by mid July. The issue of release of funds to Circles which are late in submission of audit accounts will be taken up separately.

38. All teams irrespective of events may be allowed to participate in All India Tournament/Meet without fail.

The proposal did not find favour with the Members of the Board as it is very important that the team participating in the All India event has adequate level of performance.

39. The Circles organizing All India Meet may also make arrangements for site-seeing and get-together program.

Does not merit any consideration. However get-together programme is generally there. No further action is required.

40. Instructions may be reiterated to the Circles to ensure that good accommodation as per the guidelines circulated by Directorate is provided for Manager/ Coach and teams during the All India events, with special attention to the safety of women, children participants.

It was decided to reiterate the instructions.

41. Circulation of booklet of guideline and up-date ruling in c/w All India Postal Tournaments / events.

Needful has been done. The participants were supplied copy of the compendium

containing guidelines of welfare and sports.

42. Streamline of Sports Quota vacancies. Request for circulation of guidelines for filling up of sports quota vacancies.

The instructions are available on DOP& T website www.persmin.nic.in. No further action is required.

43. The strength of the shuttle team is at present only 4. Now the Veterans doubles are conducted by forming teams from different circles. In order to enable better team participation in singles and doubles the strength of the team be increased to 5 members with provision for two Veterans.

The proposal did not find favour with the Members of the Board.

44. 'Mohiniattam' a dance form for Kerala may also be included in the all India Cultural meet in future.

The proposal did not find favour with the Members of the Board, as no State is having more than one Dance form in All India Postal Cultural Meets.

45. The national records with Departmental records and current achievements of sports events may be consolidated at National level and circulated with an intention that it reaches every sportsman and sports lover at grass root level. This will help our sports persons for self assessment and become more aware of their position and to strive harder to scale up.

The Members of the Board were informed that the Departmental records will be circulated and will also be displayed on the Department's web-site. National records may be seen on the inter net.

46. Provision of 15 days coaching camps and 2 hours National Tournaments. daily off to be strictly observed so that players get adequate time for practice.

The Board was apprised that instructions regarding 2 hours off to players who actually practice are issued from time to time and the last reiteration of the instructions was done on 25.07.2011. The Chairperson directed to reiterate the instructions once more. As regards 15 days coaching time, the Board was informed that this item was earlier considered in 2008 and it was decided to maintain the coaching period of 7 days for participation in the National Tournaments.

47. Appointments under Sports Quota.

Issue of suitable instructions to the Circles to have field trials for making appointment against sports quota.

The Board was informed that the existing instructions on the subject issued by the DOPT are silent on the subject of conducting trials, though the instructions issued by Indian Audit and Accounts Department provide for it. It was decided to have detailed examination of the matter before taking a final view.

The meeting ended with a Vote of thanks to the Chair.



PRESENT STATISTICS OF L1 & L2

City Name	Circle Name	Volume	Type	Chandigarh	Punjab		
Hyderabad	AP	446231	L1	Jalandhar	Punjab	127825	L1
Kurnool	AP	60017	L1	Ludhiana	Punjab	95818	L1
Nampally	AP	49122	L1	Patiala	Punjab	250739	L1
Tirupathi	AP	51431	L1	Ajmer	Rajasthan	33374	L1
Vijayawada	AP	119447	L1	Jaipur	Rajasthan	62538	L1
Visakhapatnam	AP	82784	L1	Jodhpur	Rajasthan	323351	L1
Guwahati	Assam	95933	L1	Kota	Rajasthan	40700	L1
Barauni	Bihar	7617	L1	Udaipur	Rajasthan	47226	L1
Gaya	Bihar	36868	L1	Chennai	TN	25139	L1
Muzaffarpur	Bihar	24794	L1	Coimbatore	TN	881174	L1
Patna	Bihar	193935	L1	Madurai	TN	132799	L1
Bilaspur	Chattisgarh	56937	L1	Salem	TN	85737	L1
Raipur	Chattisgarh	83091	L1	Tirunelveli	TN	67302	L1
Delhi	Delhi	747333	L1	Trichy	TN	50079	L1
Ahmedabad	Gujarat	551303	L1	Vellore	TN	92593	L1
Anand	Gujarat	110092	L1	Villupuram	TN	96669	L1
Rajkot	Gujarat	150624	L1	Agra	UP	53005	L1
Surat	Gujarat	190887	L1	Allahabad	UP	81308	L1
Vadodara	Gujarat	234004	L1	Bareilly	UP	90467	L1
Ambala	Haryana	121776	L1	Ghaziabad	UP	44877	L1
Gurgaon	Haryana	122311	L1	Gorakhpur	UP	104873	L1
Pathankot	HP	21215	L1	Kanpur	UP	25224	L1
Shimla	HP	21498	L1	Lucknow	UP	157266	L1
Jammu	J & K	44115	L1	Saharanpur	UP	223706	L1
Srinagar	J & K	12250	L1	Varanasi	UP	85052	L1
Dhanbad	Jharkhand	37275	L1	Burdwan	West Bengal	71310	L1
Jamshedpur	Jharkhand	54313	L1	Howrah	West Bengal	45000	L1
Ranchi	Jharkhand	96938	L1	Kolkata	West Bengal	154000	L1
Bangalore	Karnataka	376631	L1	Siliguri	West Bengal	621087	L1
Birur	Karnataka	16969	L1	Ananthapur	AP	48100	L1
Gulbarga	Karnataka	26581	L1	Cuddapa	AP	42888	L2
Hubli	Karnataka	64930	L1	Eluru	AP	37125	L2
Mangalore	Karnataka	75868	L1	Guntakal	AP	32892	L2
Mysore	Karnataka	100409	L1	Guntur	AP	49106	L2
Kochi	Kerala	172421	L1	Karimnagar	AP	72384	L2
Kottayam	Kerala	85370	L1	Kazipet	AP	24212	L2
Kozhikode	Kerala	63063	L1	Khammam	AP	45601	L2
Thiruvalla	Kerala	66055	L1	Mahbubnagar	AP	28659	L2
Trichur	Kerala	68059	L1	Mancherial	AP	18214	L2
Trivandrum	Kerala	120825	L1	Nalgonda AP	17133	12383	L2
Aurangabad	Maharashtra	39135	L1	Nellore	AP	37007	L2
Mumbai	Maharashtra	1557522	L1	Nizamabad	AP	22433	L2
Nagpur	Maharashtra	115984	L1	Ongole	AP	33562	L2
Panaji	Maharashtra	34330	L1	Rajahmundry	AP	57192	L2
Pune	Maharashtra	235507	L1	Srikakulam	AP	15138	L2
Bhopal	MP	157056	L1	Vizianagaram	AP	15696	L2
Gwalior	MP	41735	L1	Jorhat	Assam	13760	L2
Indore	MP	54637	L1	New Bongaigaon	Assam	6361	L2
Jabalpur	MP	50685	L1	North Lakhimpur	Assam	6981	L2
Berhampur	Orissa	28634	L1	Rangia	Assam	29656	L2
Bhubaneswar	Orissa	103686	L1	Silchar	Assam	14356	L2
Cuttack	Orissa	65125	L1	Tezpur	Assam	31307	L2
Jharsuguda	Orissa	12517	L1	Tinsukia	Assam	15600	L2
Amritsar	Punjab	39077	L1	Ara	Bihar	9286	L2
				Bhagalpur	Bihar	22771	L2

Chapra	Bihar	11305	L2	Kumta	Jharkhand	14075	L2
Darbhanga	Bihar	11578	L2	Madikeri	Jharkhand	8851	L2
Dehri	Bihar	22558	L2	Mandya	Jharkhand	26638	L2
Hajipur	Bihar	12002	L2	Raichur	Jharkhand	10403	L2
Jahanabad	Bihar	10577	L2	Shimoga	Jharkhand	21720	L2
Katihar	Bihar	22882	L2	Tumkur	Jharkhand	18364	L2
Kiul	Bihar	29126	L2	Udupi	Jharkhand	24807	L2
Mokama	Bihar	12531	L2	Alappuzha	Kerala	32389	L2
N.K. Ganj	Bihar	8692	L2	Aluva	Kerala	49268	L2
Saharsa	Bihar	4953	L2	Changanacherry	Kerala	22207	L2
Samastipur	Bihar	15449	L2	Ernakulam	Kerala	83140	L2
Durg	Chattisgarh	47530	L2	Irinjalakuda	Kerala	20090	L2
Raigarh	Chattisgarh	6455	L2	Kannur	Kerala	31448	L2
Bharuch	Gujarat	57143	L2	Kasaragode	Kerala	12801	L2
Bhavnagar	Gujarat	45803	L2	Kayamkulam	Kerala	21327	L2
Bhuj	Gujarat	22596	L2	Kollam	Kerala	64637	L2
Dhola	Gujarat	12839	L2	Ottappalam	Kerala	6916	L2
Gandhinagar	Gujarat	32600	L2	Palakkad	Kerala	45748	L2
Godhara	Gujarat	50962	L2	Sornur	Kerala	20066	L2
Himatnagar	Gujarat	32695	L2	Tellicherry	Kerala	13905	L2
Jamnagar	Gujarat	38497	L2	Thodupuzha	Kerala	24124	L2
Junagadh	Gujarat	31044	L2	Tirur	Kerala	45619	L2
Mehasana	Gujarat	60680	L2	Vadakara	Kerala	11589	L2
Nadiad	Gujarat	56689	L2	Ahmednagar	Maharashtra	47344	L2
Palanpur	Gujarat	30735	L2	Akola	Maharashtra	40804	L2
Surendranagar	Gujarat	24831	L2	Amraoti	Maharashtra	26164	L2
Valsad	Gujarat	108064	L2	Bhusawal	Maharashtra	8158	L2
Bhiwani	Haryana	9082	L2	Chandarpur	Maharashtra	18823	L2
Faridabad	Haryana	39119	L2	Hule	Maharashtra	22726	L2
Hisar	Haryana	15750	L2	Gondia	Maharashtra	18537	L2
Karnal	Haryana	22092	L2	Jalgaon	Maharashtra	29297	L2
Kurukshetra	Haryana	21328	L2	Kolhapur	Maharashtra	51696	L2
Panipat	Haryana	10423	L2	Kudal	Maharashtra	13541	L2
Rewari	Haryana	12271	L2	Latur	Maharashtra	18732	L2
Rohtak	Haryana	22678	L2	Madgaon	Maharashtra	26180	L2
Sonepat	Haryana	13221	L2	Malakpur	Maharashtra	20513	L2
Hamirpur	HP	5867	L2	Miraj	Maharashtra	44572	L2
Kalka	HP	6021	L2	Nanded	Maharashtra	12387	L2
Mandi	HP	13063	L2	Nasik	Maharashtra	65863	L2
Rampur	HP	3204	L2	Parbhani	Maharashtra	15860	L2
Bilaspur	HP	NA	L2	Ratnagiri	Maharashtra	15820	L2
Una	HP	6014	L2	Satara	Maharashtra	52009	L2
B.S. City	Jharkhand	67566	L2	Solapur	Maharashtra	35040	L2
Daltonganj	Jharkhand	12435	L2	Wardha	Maharashtra	16137	L2
Gomoh	Jharkhand	23531	L2	Thane	Maharashtra	NA	L2
Hazaribagh	Jharkhand	9227	L2	Panvel	Maharashtra	NA	L2
Jasidih	Jharkhand	27050	L2	Kalyan	Maharashtra	NA	L2
Koderma	Jharkhand	7831	L2	Yeotmal	Maharashtra	21479	L2
Sahibganj	Jharkhand	4981	L2	Itarsi	MP	29703	L2
Bagalkot	Jharkhand	11924	L2	Katni	MP	16613	L2
Bangarpet	Jharkhand	11952	L2	Khandwa	MP	16262	L2
Belgaum	Jharkhand	45007	L2	Ratlam	MP	20734	L2
Bellary	Jharkhand	14782	L2	Sagar	MP	14229	L2
Bijapur	Jharkhand	18328	L2	Satna	MP	13538	L2
Davangere	Jharkhand	27222	L2	Ujjain	MP	9787	L2
Dharwad	Jharkhand	15289	L2	Agartala	North East	6195	L2
Gadag	Jharkhand	13065	L2	Dimapur	North East	15266	L2
Hassan	Jharkhand	20956	L2	Imphal HO Stg	North East	NA	L2
Hospet	Jharkhand	10272	L2	Shilong	North East	10132	L2

Balangir	Orissa	11103	L2	Azamgarh	UP	11818	L2
Balasore	Orissa	8192	L2	Banda	UP	12423	L2
Baripada	Orissa	5691	L2	Barabanki	UP	NA	L2
Bhadrak	Orissa	9908	L2	Basti	UP	11954	L2
Dhenkanal	Orissa	7699	L2	Deoria	UP	15007	L2
JalPUR	Orissa	8815	L2	Etawah	UP	19679	L2
Jeypore	Orissa	12600	L2	Faizabad	UP	13644	L2
Kendrapara	Orissa	12613	L2	Farrukhabad	UP	13431	L2
Keonjhar	Orissa	3026	L2	Gonda	UP	12541	L2
Kesinga	Orissa	16940	L2	Jaunpur	UP	8040	L2
Khurda	Orissa	16030	L2	Jhansi	UP	69401	L2
Puri	Orissa	9000	L2	Kasganj	UP	19187	L2
Rayagada	Orissa	6583	L2	Kamgodam	UP	10086	L2
Rourkela	Orissa	18244	L2	Kheri	UP	10164	L2
Sambalpur	Orissa	23832	L2	Khurja	UP	22536	L2
Bathinda	Punjab	23753	L2	Mathura	UP	31430	L2
Ferozepur	Punjab	12416	L2	Mau	UP	15490	L2
Hoshiarpur	Punjab	12648	L2	Meerut	UP	45092	L2
Ropar	Punjab	7863	L2	Mirzapur	UP	8217	L2
Alwar	Rajasthan	27069	L2	Moradabad	UP	63604	L2
Bandikui	Rajasthan	36167	L2	Muzaffarnagar	UP	44049	L2
Bimratpur	Rajasthan	23722	L2	Najibabad	UP	20554	L2
Bhilwara	Rajasthan	13265	L2	Noida	UP	26478	L2
Bikaner	Rajasthan	16963	L2	Raebareli	UP	14859	L2
Chittorgarh	Rajasthan	12516	L2	Shahjahanpur	UP	7905	L2
Churu	Rajasthan	17532	L2	Sultanpur	UP	6928	L2
Falna	Rajasthan	17423	L2	Dehradun	Uttaranchal	63077	L2
Jhunjhunu	Rajasthan	20281	L2	Haridwar	Uttaranchal	34414	L2
Sawaimadhopur	Rajasthan	30202	L2	Alipurduar	West Bengal	8200	L2
Sikar	Rajasthan	15561	L2	Asansol	West Bengal	23000	L2
Sriganganagar	Rajasthan	18301	L2	Bankura	West Bengal	9160	L2
Arokkonam	TN	16117	L2	Durgapur	West Bengal	16000	L2
Ariyalur	TN	10068	L2	Kharagpur	West Bengal	24848	L2
Chengalpattu	TN	28312	L2	Malda	West Bengal	17500	L2
Chidambaram	TN	14122	L2	Panskura	West Bengal	10094	L2
Dharmapuri	TN	18276	L2	Purulia	West Bengal	9246	L2
Dindigul	TN	31681	L2	Ranaghat	West Bengal	23286	L2
Erode	TN	73326	L2	Sainthia	West Bengal	11387	L2
Jolarpettai	TN	39876	L2	Sealdah	West Bengal	108843	L2
Karaikudi	TN	23540	L2	Berhampore	West Bengal	NA	L2
Karur	TN	21955	L2	Port Blair	West Bengal	NA	L2
Kumbakonam	TN	21652	L2				
Mayiladuturai	TN	23843	L2				
Nagercoil	TN	32997	L2				
Paramakudi	TN	22717	L2				
Pollachi	TN	12266	L2				
Pudukottai	TN	19661	L2				
Tenkasi	TN	8688	L2				
Thanjavur	TN	46854	L2				
Tindivanam	TN	15276	L2				
Tiruppuliyur	TN	8274	L2				
Tirupur	TN	41325	L2				
Tiruvannamalai	TN	7876	L2				
Tiruvarur	TN	20581	L2				
Tuticorin	TN	40689	L2				
Udagamandalam	TN	11344	L2				
Virudhunagar	TN	35998	L2				
Vridhachalam	TN	27150	L2				
Aligarh	UP	34998	L2				

N.A. Current data not available

LIST OF MAIL OFFICES

NO.	CIRCLE NAME	CITY NAME	OFFICE NAME
1.	AP	Ananthapur	Ananthapur RMS
2.	AP	Cuddapa	Cuddappa RMS
3.	AP	Eluru	Eluru RMS
4.	AP	Guntakal	Guntakal RMS
5.	AP	Guntur	Guntur RMS
6.	AP	Hyd. PSO	Hyd. PSO
7.	AP	Hyderabad	Hyd. Parcel/EPP Centre
8.	AP	Hyderabad	Hyd. Banjana Hills/MBC
9.	AP	Hyderabad	Hyd. Nampalli MBC
10.	AP	Hyderabad	Hyd. Himmatnagar MBC
11.	AP	Hyderabad	Hyd. STG/CRC
12.	AP	Karimnagaar	Karimnagaar Stg.
13.	AP	Kazipet	Kazipet RMS

14.	AP	Khammam	Khammam RMS	72.	Gujarat	Godhara	Godhara RMS
15.	AP	Kurnool	Kurnool RMS	73.	Gujarat	Himatnagar	Himantnagar RMS
16.	AP	Mahbubnagar	Mahbubnagar RMS	74.	Gujarat	Jamnagar	Jamnagar RMS
17.	AP	Mancherial	Mancherial Stg.	75.	Gujarat	Junagadh	Junagadh RMS
18.	AP	Nalgonda	Nalgonda Stg.	76.	Gujarat	Mehasana	Mehasana RMS
19.	AP	Nampally	Nampally Stg.	77.	Gujarat	Nadiad	Nadiad RMS
20.	AP	Nellore	Nellore Stg.	78.	Gujarat	Palanpur	Palanpur RMS
21.	AP	Nizambad	Nizambad RMS	79.	Gujarat	Rajkot	Rajkot RMS
22.	AP	Ongole	Ongole RMS	80.	Gujarat	Surat	Surat RMS
23.	AP	Rajamundry	Rajahmundry RMS	81.	Gujarat	Surendranagar	Surendranagar RMS
24.	AP	Srikakulam	Srikakulma RMS	82.	Gujarat	Vadodara	Vadodara RMS
25.	AP	Tirupathi	Tirupathi RMS	83.	Gujarat	Valsad	Valsad RMS
26.	AP	Vijayawada	Vijayawada RMS	84.	Haryana	Ambala	Ambala RMS
27.	AP	Visakhapatnam	Visakhapatnam RMS	85.	Haryana	Bhiwani	Bhiwani RMS
28.	AP	Vizianagaram	Vizianagaram RMS	86.	Haryana	Faridabad	Faridabad Stg.
29.	Assam	Guwahati	Guwahati RMS	87.	Haryana	Gurgaon	Gurgaon Stg.
30.	Assam	Jorhat	Jorhat RMS	88.	Haryana	Hisar	Hisar Stg.
31.	Assam	New Bongaigaon	New Bongaigaon Stg.	89.	Haryana	Karnal	Karnal RMS
32.	Assam	North Lakhimpur	North Lakhimpur RMS	90.	Haryana	Kurushetra	Kurushetra
33.	Assam	Rangia	Rangia RMS/L	91.	Haryana	Panipat	Panipat RMS
34.	Assam	Silchar	Silchar RMS	92.	Haryana	Rewari	Rewari RMS
35.	Assam	Tezpur	Tezpur RMS	93.	Haryana	Rohtak	Rohtak RMS
36.	Assam	Tinsukia	Tinsukia RMS	94.	Haryana	Sonepat	Sonepat RMS
37.	Bihar	Ara	Arrah RMS	95.	HP	Hamirpur	Hamirpur Stg.
38.	Bihar	Barauni	Barauni RMS	96.	HP	Kalka	Kalka RMS
39.	Bihar	Bhagalpur	Bhagalpur RMS	97.	HP	Mandi	Mandi Stg.
40.	Bihar	Chapra	Chapra RMS	98.	HP	Pathankot	Pathankot RMS
41.	Bihar	Darbhanga	Darbhanga RMS	99.	HP	Rampur	Rampur Br. Stg.
42.	Bihar	Dehri	Dehri RMS	100.	HP	Shimla	Shimla RMS
43.	Bihar	Gaya	Gaya RMS	101.	HP	Una	Una Stg.
44.	Bihar	Hajipur	Hajipur RMS	102.	HP	Bilaspur	Bilaspur Stg.
45.	Bihar	Jahanabad	Jahanabad RMS	103.	J & K	Jammu	Jammu Tawi RMS
46.	Bihar	Katihar	Katihar RMS	104.	J & K	Srinagar	Srinagar Stg.
47.	Bihar	Kiul	Kiul RMS	105.	Jharkhand	B.S. City	B.S. City RMS
48.	Bihar	Mokama	Mokama RMS	106.	Jharkhand	Daltongaj	Daltongaj RMS
49.	Bihar	Muzaffarpur	Muzaffarpur RMS	107.	Jharkhand	Dhanbad	Dhanbad RMS
50.	Bihar	N.K. Ganj	N.K. Ganj RMS	108.	Jharkhand	Gomoh	Gomoh RMS
51.	Bihar	Patna	Patna RMS EPP	109.	Jharkhand	Hazaribagh	Hazaribagh RMS
52.	Bihar	Saharsa	Saharsa RMS	110.	Jharkhand	Jamshedpur	Jamshedpur RMS
53.	Bihar	Samastipur	Samastipur RMS	111.	Jharkhand	Jasidih	Jasidih RMS
54.	Chattisgarh	Bilaspur	Bilaspur RMS	112.	Jharkhand	Koderma	Koderma RMS
55.	Chattisgarh	Durg	Durg RMS	113.	Jharkhand	Ranchi	Ranchi RMS
56.	Chattisgarh	Raigarh	Raigarh RMS	114.	Jharkhand	Sahibganj	Sahibganj RMS
57.	Chattisgarh	Raipur	Raipur RMS	115.	Karnataka	Bagalkot	Bagalkot Stg.
58.	Delhi	Delhi	GDK Stg.	116.	Karnataka	Bangalore	Bangalore City RMS
59.	Delhi	Delhi	CRC Nanaakpura	117.	Karnataka	Bangarpet	Bangarpet Stg./A & B
60.	Delhi	Delhi	New Delhi PSO	118.	Karnataka	Belgaum	Belgaum Stg.
61.	Delhi	Delhi	APSO	119.	Karnataka	Bellary	Bellary Stg.
62.	Delhi	Delhi	DIMC	120.	Karnataka	Bijapur	Bijapur Stg.
63.	Delhi	Delhi	RMS Bhawan	121.	Karnataka	Birur	Birur RMS/A & B
64.	Delhi	Delhi	Delhi RMS	122.	Karnataka	Davangere	Davangere RMS.A & B
65.	Gujarat	Ahmedabad	Ahmedabad RMS	123.	Karnataka	Dharwad	Dharwad Stg.
66.	Gujarat	Anand	Anand RMS	124.	Karnataka	Gadag	Gadag Stg.
67.	Gujarat	Bharuch	Bharuch RMS	125.	Karnataka	Gulbarga	Gulbarga Stg.
68.	Gujarat	Bhavnagar	Bhavnagar RMS	126.	Karnataka	Hassan	Hassan Stg./ A & B
69.	Gujarat	Bhuj	Bhuj Stg.	127.	Karnataka	Hospet	Hospet Stg.
70.	Gujarat	Dhola	Dhola RMS	128.	Karnataka	Hubli	Hubli RMS
71.	Gujarat	Gandhinagar	Gandhinagar RMS	129.	Karnataka	Kumta	Kumta Stg.
				130.	Karnataka	Madikeri	Madikeri Stg/A & b

131. Karnataka	Mandya	Mandya Stg/A & B	190. Maharashtra	Wardha	Wardha RMS
132. Karnataka	Mangalore	Mangalore RMS	191. Maharashtra	Yeotmal	Yeotmal Stg.
133. Karnataka	Mysore	Mysore Stg.	192. Maharashtra	Kalyan	Kalyan RMS
134. Karnataka	Raichur	Raichur RMS	193. Maharashtra	Thane	Thane Stg.
135. Karnataka	Shimoga	Shimoga Stg.	194. Maharashtra	Panvel	Panvel Stg.
136. Karnataka	Tumkur	Tumkur RMS/ A & B	195. MP	Bhopal	SMO Bhopal
137. Karnataka	Udupi	Udupi Stg.	196. MP	Gwailor	SMO Gwailor
138. Kerala	Alappuzha	Alappuzha RMS	197. MP	Indore	SMO Indore
139. Kerala	Aluva	Aluva RMS	198. MP	Itarsi	SMO Itarsi
140. Kerala	Changanacherry	Changanacherry Stg.	199. MP	Jabalpur	SMO Jabalpur
141. Kerala	Ernakulam	Ernakulam RMS	200. MP	Katni	SMO Katni
142. Kerala	Irinjalakuda	Irinjalakuda Stg.	201. MP	Khandwa	TMO Khandwa
143. Kerala	Kannur	Kannur RMS	202. MP	Ratlam	SMO Ratlam
144. Kerala	Kasaragode	Kasaragode RMS	203. MP	Sagar	SMO Sagar
145. Kerala	Kayamkulam	Kayamkulam RMS	204. MP	Satna	SMO Satna
146. Kerala	Kochi	Kochi Stg. Air	205. MP	Ujjain	SMO Ujjain
147. Kerala	Kollam	Kollam RMS	206. North East	Agartala	Agartala Stg.
148. Kerala	Kottayam	Kottayam RMS	207. North East	Dimapur	Dimapur RMS
149. Kerala	Kozhikkode	Kozhikkode RMS	208. North East	Shillong	Shillong Stg.
150. Kerala	Ottappalam	Ottappalam Stg.	209. North East	Imphal	Imphal HO Stg.
151. Kerala	Palakkad	Palakkad RMS	210. Orissa	Balangir	Balangir Stg.
152. Kerala	Shornur	Shornur RMS	211. Orissa	Balasore	Balasore RMS
153. Kerala	Tellicherry	Tellicherry Stg.	212. Orissa	Baripada	Baripada Stg.
154. Kerala	Thiruvalla	Thiruvalla Stg.	213. Orissa	Berhampur	Berhampur RMS
155. Kerala	Thodupuzha	Thodupuzha Stg.	214. Orissa	Bhadrak	Bhadrak
156. Kerala	Tirur	Tirur RMS	215. Orissa	Bhubaneswar	Bhubaneswar RMS
157. Kerala	Trichur	Trichur RMS	216. Orissa	Cuttack	Cuttack RMS/1
158. Kerala	Trivandrum	Trivandrum RMS	217. Orissa	Dhenkanal	Dhenkanal Stg.
159. Kerala	Vadakara	Vadakara RMS	218. Orissa	Jaipur	Jaipur Rd. RMS
160. Maharashtra	Ahmednagar	Ahmednagar RMS	219. Orissa	Jeypor	Jeyport (K) Stg.
161. Maharashtra	Akola	Akola RMS	220. Orissa	Jharsuguda	Jharsuguda RMS
162. Maharashtra	Amraoti	Amraoti RMS	221. Orissa	Kendrapara	Kendrapara RMS
163. Maharashtra	Aurangabad	Aurangabad RMS	222. Orissa	Keonjhar	Keonjhar Stg.
164. Maharashtra	Bhusawal	Bhusawal RMS	223. Orissa	Kesinga	Kesinga
165. Maharashtra	Chandarpur	Chandarpur RMS	224. Orissa	Khurda	Khurda Rd RMS
166. Maharashtra	Dhule	Dhule Stg.	225. Orissa	Puri	Puri RMS
167. Maharashtra	Gondia	Gondia RMS	226. Orissa	Rayagada	Rayagada RMS
168. Maharashtra	Jalgaon	Jalgaon RMS	227. Orissa	Rourkela	Rourkela RMS
169. Maharashtra	Kolhapur	Kolhapur RMS	228. Orissa	Sambalpur	Sambalpur RMS
170. Maharashtra	Kudal	Kudal Stg.	229. Punjab	Amritsar	Amritsar RMS
171. Maharashtra	Latur	Latur Stg.	230. Punjab	Bathinda	Bathinda RMS
172. Maharashtra	Madgaon	Madgaon RMS	231. Punjab	Chandigarh	Chandigarh Stg.
173. Maharashtra	Malakpur	Malakpur Stg.	232. Punjab	Ferozepur	Ferozepur RMS
174. Maharashtra	Miraj	Miraj RMS	233. Punjab	Hoshiarpur	Hoshiarpur RMS
175. Maharashtra	Mumbai	Mumbai RMS	234. Punjab	Jalandhar	Jalandhar RMS
176. Maharashtra	Mumbai	Mumbai PSO	235. Punjab	Ludhiana	Ludhiana RMS
177. Maharashtra	Mumbai	CRC Dadar	236. Punjab	Patiala	Patiala RMS
178. Maharashtra	Mumbai	APSO Mumbai	237. Punjab	Ropar	Ropar RMS
179. Maharashtra	Mumbai	AMPC Mumbai	238. Rajasthan	Ajmer	Ajmer RMS
180. Maharashtra	Mumbai	APSO Foreign	239. Rajasthan	Alwar	Alwar RMS Batch
181. Maharashtra	Nagpur	Nagpur RMS	240. Rajasthan	Bandikui	Bandikui RMS
182. Maharashtra	Nanded	Nanded RMS	241. Rajasthan	Bharatpur	Bharatpur RMS Batch
183. Maharashtra	Nashik	Nashik Rd RMS	242. Rajasthan	Bhilwara	Bhilwara
184. Maharashtra	Panaji	Panaji Stg.	243. Rajasthan	Bikaner	Bikaner RMS/1
185. Maharashtra	Parbhani	Parbhani Stg.	244. Rajasthan	Chittorgarh	Chittorgarh
186. Maharashtra	Pune	Pune RMS	245. Rajasthan	Churu	Churu RMS
187. Maharashtra	Ratnagiri	Ratnagiri Stg.	246. Rajasthan	Falna	Falna
188. Maharashtra	Satara	Satara Stg.	247. Rajasthan	Jaipur	Jaipur
189. Maharashtra	Solapur	Solapur RMS	248. Rajasthan	Jhunjhunu	Jhunjhunu RMS/batch

249. Rajasthan Jodhpur Jodhpur RMS
 250. Rajasthan Kota Kota Jn. RMS
 251. Rajasthan Sawaimadhopur Sawaimadhopur RMS
 252. Rajasthan Sikar Sikar RMS Batch
 253. Rajasthan Sriganganagar Sriganganagar RMS/1
 254. Rajasthan Udaipur Udaipur
 255. TN Arakkonam Arakkonam RMS
 256. TN Ariyalur Ariyalur Stg.
 257. TN Chengalpattu Chengalpattu RMS
 258. TN Chennai MBC Airport
 259. TN Chennai AMPC Chennai
 260. TN Chennai Chennai Air foreign
 261. TN Chennai MBC Park Town
 262. TN Chennai Chennai CRC
 263. TN Chennai Chennai Stg.
 264. TN Chennai Chennai PSO/EPP
 265. TN Chidambaram Chidambaram Stg
 266. TN Coimbatore MBC Coimbatore
 267. TN Dharmapuri MBC Dharmapuri
 268. TN Dindigul Dindigul Chennai
 269. TN Erode MBC Erode
 270. TN Jolarpettai MBC Jolarpettai
 271. TN Karaikudi Karaikudi Stg.
 272. TN Karur Karur Stg.
 273. TN Kumbakonam Kumbakonam RMS
 274. TN Madurai Madurai RMS
 275. TN Mayiladuthurai Mayiladuthurai RMS
 276. TN Nagercoil Nagercoil RMS
 277. TN Paramakudi Paramakudi Stg.
 278. TN Pollachi MBC Pollachi
 279. TN Pudukottai Pudukottai
 280. TN Salem MBC Salem
 281. TN Tenkasi Tenkasi Stg.
 282. TN Thanjavur Thanjavur RMS/1
 283. TN Tindivanam Tindivanam RMS
 284. TN Tirunelveli Tirunelveli RMS
 285. TN Tirupapuliur Tirupapuliur RMS
 286. TN Tirupur MBC Tirupur
 287. TN Tiruvannamalai Tiruvannamalai Stg
 288. TN Tiruvarur Tiruvarur Stg.
 289. TN Trichy Trichy RMS/1
 290. TN Tuticorin Tuticorin RMS
 291. TN Udagamandalam Udagamandalam
 292. TN Vellore Vellore RMS
 293. TN Villupuram Villupuram RMS
 294. TN Virudhunagar Virudhunagar RMS
 295. TN Vridhachalam Vridhachalam RMS
 296. UP Agra Agra Fort RMS
 297. UP Aligarh Aligarh RMS
 298. UP Allahabad Allahabad RMS/1
 299. UP Azamgarh Azamgarh RMS A
 300. UP Banda Banda RMS
 301. UP Barabanki Barabanki HO Stg.
 302. UP Bareilly Bareilly RMS
 303. UP Basti Basti RMS A
 304. UP Deoria Deoria RMS A
 305. UP Etawah Etawah RMS
 306. UP Faizabad Faizabad RMS
 307. UP Farrukhabad Farrukhabad RMS

308. UP Ghaziabad Ghaziabad CSO
 309. UP Gonda Gonda RMS A
 310. UP Gorakhpur Gorakhpur RMS/1
 311. UP Jaunpur Jaunpur RMS
 312. UP Jhansi Jhansi RMS
 313. UP Kanpur Kanpur RMS
 314. UP Kasganj Kasganj RMS
 315. UP Kathgodam Kathgodam RMS
 316. UP Kheri Kheri RMS
 317. UP Khuria Khurja Jn. RMS
 318. UP Lucknow Lucknow RMS
 319. UP Mathura Mathura Jn. RMS
 320. UP Mau Mau RMS A
 321. UP Meerut Meerut Cantt RMS
 322. UP Mirzapur Mirzapur
 323. UP Moradabad Moradabad RMS
 324. UP Muzaffarnagar Muzaffarnagar RMS
 325. UP Najibabad Najibabad RMS
 326. UP Noida Noida HO Stg.
 327. UP Raebareli Raebareli RMS
 328. UP Saharanpur Saharanpur RMS
 329. UP Shanjahanpur Shahjahanpur RMS
 330. Uttarakhand Sultanpur Sultanpur RMS
 331. Uttarakhand Varanasi Varanasi RMS/1
 332. Uttarakhand Dehradun Dehradun Stg.
 333. Uttarakhand Haridwar Haridwar Stg.
 334. West Bengal Alipurduar Alipurduar RMS
 335. West Bengal Asansol Asansol RMS
 336. West Bengal Bankura Bankura RMS
 337. West Bengal Berhampore Berhampore (B) RMS
 338. West Bengal Burdwan Burdwan RMS
 339. West Bengal Durgapur Durgapur RMS
 340. West Bengal Howrah Howrah RMS
 341. West Bengal Kharagpur Kharagpur RMS
 342. West Bengal Kolkata Kolkata RMS
 343. West Bengal Kolkata Kolkata AP Stg.
 344. West Bengal Kolkata Kolkata AP Stg. Fgn.
 345. West Bengal Malda Malda RMS
 346. West Bengal Panskura Panskura RMS
 347. West Bengal Purulia Purulia RMS
 348. West Bengal Ranaghat Ranaghat RMS
 349. West Bengal Sainthia Sainthia RMS
 350. West Bengal Sealdah Sealdah RMS
 351. West Bengal Siliguri Siliguri RMS
 352. West Bengal Port Blair
 353. 1 CBPO
 354. 2 CBPO

MINUTES OF THE HOC WORKSHOP ON NETWORK REDESIGN FOR FIRST CLASS MAIL HELD ON 15TH APRIL, 2011 AT BANGALORE & 10TH MAY 2011 AT NEW DELHI

A workshop was held on 15th April 2011 at Bangalore on Network Redesign for first class mail which was chaired by Secretary (Posts) and attended by the following participants:

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| <ul style="list-style-type: none"> i) Ms. Manjula Prasher, Member (Operations) ii) Ms. Kalpana Tewari, CGM (MB) iii) Ms. Yesodhara Menon, CPMG Karnataka iv) Shri Faiz-Ur-Rehman, CPMG Maharashtra v) Ms. Shanthi Nair, CPMG Tamil Nadu vi) Ms. Karuna Pillai, CPMG A.P. Circle vii) Ms. Humera Ahmed, CPMG Gujarat viii) Ms. Rameshwari Handa, CPMG Delhi ix) Shri S.K. Chakraborty, CPMG West Bengal x) Col. Kamlesh Chandra, CPMG U.P. xi) Shri Rishikesh, Director (Mail Management) xii) Consultants from Mckinsey & Company led by Mr. Paul-louis Caylar, EM <p>2. Another workshop on the subject was held on 10th May 2011 in New Delhi, which was chaired by Secretary (Posts) and attended by the following participants:</p> <ul style="list-style-type: none"> i) Ms. Manjula Prasher, Member (Operations) ii) Ms. Kalpana Tewari, CGM (MB) iii) Shri Monojit Kumar, CPMG, Assam iv) Shri Anil Kumar, DPS (BD), Bihar v) Shri Vinod Kumar Verma, DPS (HQ), Chhattisgarh vi) Ms. Indu Gupta, CPMG, Haryana vii) Shri S.C. Jarodia, CPMG, H.P. viii) Ms. Anjali Devaaher, CPMG, Uttarakhand | <ul style="list-style-type: none"> ix) Shri John Samuel, CPMG, J & K x) Shri K.K. Sinha, PMG (BD), Jharkhand xi) Shri H.K. Sharma, PMG, PMG Northern Region, Kozhikode, Kerala xii) Shri S. Gauriar, CPMG, MP xiii) Shri A.N. D. Kachari, CPMG, NE xiv) Ms. Hilda Abraham, CPMG, Punjab xv) Shri K.L. Khanna, CPMG, Punjab xvi) Shri R.R.P. Singh, CPMG, Rajasthan xvii) Shri S. Sarkar, Director, PSCI, Ghaziabad xviii) Shri A.R.A. Sah, Addl. DG, APS xix) Shri Rishikesh, Director (Mail Management) xx) Consultants from McKinsey & Company led by Mr. Thomas Netzer) <p>3. The various aspects relating to the proposed network for first class mail, such as network integration, delivery norms, intra-city network structure and pan-India network topology, were discussed during the two workshops. The decisions taken with respect to these aspects are delineated as under:</p> <p>3.1 Network Integration : It was agreed that the first class domestic ordinary as well as registered mail would be fully integrated across collection, delivery and transport, and would be co-located for the purpose of sorting. It was also agreed that First Class domestic as well as International ordinary mail (inbound) would be fully integrated for the purpose of sorting, transport (within the country) and delivery. Similarly, First Class domestic ordinary mail and International ordinary mail (outbound) would be fully integrated for sorting (ex-</p> |
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cept at International mail hubs/Offices of Exchange), collection and transport (within the country).

3.1.1 It was agreed that First Class domestic registered mail as well as International registered mail (inbound) should be fully integrated across sorting, transport (within the country) and delivery. Further, first class domestic registered mail and International registered mail (outbound) would be fully integrated in sorting (except at International hubs/OEs), collection and transport (within the country).

3.1.2 It was decided that First Class domestic registered mail and domestic Speed Post mail should be kept separate for the purpose of sorting and transport, and may have the option of separate delivery networks. It was also decided that for the purpose of sorting, while keeping the registered and Speed Post mail separate, they could be co-located if the facility is near the airport.

3.1.3 It was agreed that First Class domestic ordinary mail as well as second class domestic ordinary (non-parcel) mail would be co-located for sorting, will be kept separate for transmission and would be integrated for delivery. It was also agreed that first class domestic ordinary mail and second class domestic ordinary (parcel) mail would be co-located in sorting wherever the volumes are low, would be integrated with First Class or Second class for transmission between cities where sorting is co-located, and would also be integrated in delivery except for such beats with consistently high parcel volumes which may require a separate delivery network for parcels.

3.2 The integrated network described above would, however, be subject to availability of adequate space for this purpose. As it is the ideal scenario, all attempts should be made to achieve the same as far as possible.

4. Delivery Norms : During the workshop, the issue of delivery norms for First and second class mail was also discussed. It was agreed that there was a need to re-define delivery norms and accordingly, the following delivery norms for first and second class mail were agreed to :

a) TD (First Class ordinary and registered mail): D+1

b) Between metro cities (First Class ordinary and registered mail) : D+1 (with defined booking cut-off by each city)

c) Between capital cities (First Class ordinary and registered mail) : D+1 (with defined booking cut-off by each city and except for such capital cities with no direct air connection for which the delivery norm could be D+2)

d) Between urban centres (cities) (First Class ordinary and registered mail) : D+2 (with defined booking cut-off by each city)

e) From rural to rural areas (First Class ordinary and registered mail) : D+3

f) All Second Class mail : D+2 to D+5

5. Intra-City Mail Network : A detailed presentation explaining the proposed structure of intra-city mail network was made in the workshop. It was decided that the Department would strive to have one integrated sorting centre for one mail product in a city, i.e. one sorting facility

for First Class Ordinary Mail (both domestic and international as appropriate), First Class Registered Mail (both domestic and international as appropriate), Second Class Non-Parcel Mail and Second Class Parcels if volumes are low.

5.1 It was also agreed that the integrated facility should preferably be located close to the airport. In case no airport exists in the city, the integrated facility could be located close to the main railway station or any other appropriate location. Circles may assess the space requirement for an integrated facility using the estimator tool provided by the project team as part of the workshop document.

5.2 In the meanwhile, Circles should work out the consolidation plan, for the cities in which multiple sorting facilities co-exist, with the objective of reducing the number of facilities (including MBCs/BPCs) as per the network integration plan indicated in para 2 above. Once consolidation is done, the Project Team would assist the Circles concerned in improving the operational processes in the sorting facilities in cities where pilot is to be undertaken. A plan for roll out of optimized processes in other cities would also be drawn together with the Circles.

6. Pan-India Mail Network : During the workshop, the details of the proposed structure of pan-india mail network were shared and the concept was explained to the participants. It was decided that the structure of the redesigned pan-India network for first class mail would be as under:

6.1 The First Class Mail Network would follow a 2 tier structure of mail offices

under the redesigned set up ; (i) Level – 1 Mail Offices, which would be allowed to close bags to each other and (ii) Level-2 Mail offices, which would be only allowed to close bags and receives bags from their parent L1 mail office and Level-2 mail offices falling under the same parent level-1 mail office.

6.2 Level-2 mail offices will close 2 bags for their parent L1 mail office : One bag containing the mail meant for delivery in the catchment area of the L1 mail office, and another bag containing the mail meant for delivery outside its own catchment area as well as outside the catchment area of the parent L1 mail office and of the L2 mail offices mapped to the same parent L1 mail office.

6.3 In order to eliminate / minimize the instances of back-routing of mail, and based on the feedback from the Circles, it was further decided that selected L2 mail offices in a Circle would be permitted to close bags for selected L1 (other than their parent L1 office) and L2 (other than L2 offices mapped to the same parent L1) offices within the Circle. However, such bags closed by L2 offices should be routed as forward bags through the L1 city of the destination L2 mail office. Similarly, such bags closed by L1 offices should be routed as forward bags through the L1 city of the destination L2 mail office. Each Circle would keep the number of destinations for which such bags are to be closed to the bare minimum and sent complete details of such offices to the Directorate for approval. In no cases, direct bags would be closed by post offices for any other mail office than the L1 or L2 mail office to which they are mapped.

6.4 The list of finalized L1 mail offices in each circle was agreed upon in the workshop and is enclosed. It was also decided that the L2 to L1 mapping as shown in the workshop document will be sent back to Circles so that they could change the mapping of L2 to L1 mail offices, if required, in the wake of the decision taken to allow all L2 mail offices mapped to the same L1 to close bags for each other. It may be noted that no further request for increase in number of L1 mail offices in any Circle would be entertained. The list of L1 and L2 mail offices and their current mapping is being sent to the Circles by e-mail along with the minutes of the workshop.

6.5 It was agreed that Circles would also review the number of existing L2 mail offices and propose closure/merger of such offices which may not be required and closure of which would not impact the quality of operations.

6.6 It was decided that Circles would review the functioning of MBCs and BPCs, especially in terms of functional overlap, and rationalize their numbers.

6.7 The implementation plan for the proposed network redesign for first class mail was shared with the Circles and agreed upon. It was also decided to migrate to the new network with effect from 1-7-2011. All Circles would validate/suggest modifications in the mapping of L1 and L2 mail offices (being sent by e-mail) and send the same by e-mail latest by 19-5-11.

7. Performance Monitoring Mechanism for First Class mail : During the workshop, it was agreed to create a performance monitoring system for First Class mail in terms

of KPIs through a combination of manual test letters, electronic test letters, direct field collection, collection by audit teams and systems extract.

7.1 It was agreed to start the test letter program with the metros in the first wave, and then extend it to the capital cities, and subsequently to the 3 biggest mail offices in each Circle. It was also agreed to have an external agency engaged to manage the test letter program. The RFP for test letter programme is to be finalized by 30-4-2011.

7.2 It was agreed to incorporate performance monitoring for First Class mail (using a scorecard concept similar to Speed Post) in the fortnightly MNOP VCs. The proposed test letter program in the metros would commence on July 1st, 2011 and First Class mail performance monitoring will be included in the MNOP VC beginning July 2011.

8. Intra-Circle Hubs for Speed Post : During the workshop, the concept and yardsticks adopted for creation of an intra-Circle hub was shared with the Circles. It was also agreed that the current list of intra-Circle hubs for the Circles which participated in the workshop should be frozen as per the agreed number. It was agreed to freeze the current list of intra-circle hubs in each circle who participated in the workshop.

9. Roll-out of Speed Post Performance Monitoring, First Class Mail processes & Delivery process Optimization : During the workshop, the issue of bringing more sorting hubs under the performance monitoring mechanism through the VCs was discussed. The matter relating to pilot and

roll out of processes for first class mail and delivery of mail were also discussed.

9.1 The proposed timeline for the roll-out of process improvements in delivery Pos, First Class sorting facilities and Speed Post hubs was agreed upon.

9.2 With respect to the roll out of delivery process optimization, it was decided that a training program would be organized with a view to transfer the requisite knowledge to circles, give 'hands-on' training and enable other circles to commence the pilots immediately before the project team visits these cities.

10. Heads of Circles may initiate requisite action on all aspects delineated above.

The workshop ended with a vote of thanks to the Chair.

No. 31-03/2009-D Dated 2-8-2011

To
All Heads of Circles

Sub : Information under RTI Act 2005

Applications dated 5th July 2011 have been received from Sh. D. Theagarajan, Secretary General, FNPO, 10/11, Nellai Appar Street, Bharathipuram, Chennai – 600 044 seeking information on the following points:

Point 1 : What is the operational cost of each Speed Post article before re-structuring and what is the present operational cost of Speed Post article. Details may be supplied.

Point 2 : What is the operational cost of 1st class mail and Registered mail at present?

What will be the future operational cost of the same?

Point 3 : Out of 89 Speed Post Processing Centres, how many are under the control of SSP/SP and how many centres are headed by SSRM/SRM, furnish details.

Point 4 : Furnish the details of number of out-sourcing official/number of companies working in Speed Post Processing Centres, such as in Chennai, Mumbai & Bangalore.

Point 5 : Furnish the details of

- i. Number of Speed Post articles booked for the last three months through counter
- ii. Number of Speed Post articles booked for the last three months under BNPL.

2. Information pertaining to Point No. 3 & 5 may be provided directly to the applicant. CPMG, TN, Maharashtra & Karnataka may also provide information on Point No. 4

(RISHKESH), Director (Mail Management)

Copy to :

ADG Costing & rates section : The information with respect to Point No. 1 & 2 regarding operational cost in respect of Speed Post articles and 1st Class mail and Registered mail may be provided to the applicant directly.



MAIL NETWORK OPTIMIZATION PROJECT

No. 31-5/2011-D Dated 3-10-2011

To

Sh. D. Theagarajan
Secretary General, FNPO
10/11, Nellai Appar Street
Bharathipuram, Chennai – 600 044.

SUB : INFORMATION UNDER
RTI ACT 2005.

This has reference to your application dated 19th August 2011 received from BD & Marketing Directorate letter No. 26-50/2011-BD & MD dated 8th September 2011 on the subject mentioned above.

2. The requisite information with respect to Mail Business Division of Department of Posts is furnished as under (Point 1 to 7) :

Point 1 : Whether the Pilot Project of Speed Post restructuring was placed in the Postal Board Meeting, if so what is the opinion of Postal Board members. Kindly furnish the opinion of each Postal Board Member.

Reply : The details of the Project were discussed during Heads of Circles Conference in April 2010 where all Board Members were also present. It has not been placed separately before the Postal Services Board. Opinion of each Member of the Board is not available.

Point 2 : Kindly furnish the details of Pilot Project on Speed Post re-structuring.

Reply : The details of optimization and consolidation of Speed Post operations is enclosed (Annexure-I).

Point 3 : What is the market share of First Class Mail/Speed Post mails of metro cit-

ies, such as Chennai, Mumbai, Delhi, Kolkata, Pune, Hyderabad and Bangalore?

Reply : The information relating to Speed Post will be provided by BD & Marketing Directorate. The information relating to market share of First Class Mail is not available.

Point 4 : What is the Departmental share of First class mail/Speed Post mail of Metro cities such as Chennai, Mumbai, Delhi, Kolkata, Pune, Hyderabad and Bangalore?

Reply : The information relating to volume of First Class mail handled in six metro cities is enclosed as Annexure II. The information relating to Speed Post will be provided by BD & Marketing Directorate.

Point 5 : Whether the recommendations of Mckinsey & Co. on Speed Post re-structuring was placed in the Postal Board Meeting, if so what is the opinion of Board members. Kindly furnish the opinion of each Postal Board Member.

Reply : Details of the network optimization of Speed Post were discussed during Heads of Circles conference in April 2010. All Board members also participated in the conference. Individual opinion of Board members is not available.

Point 6 : Kindly supply copy of Mckinsey report on Speed Post re-structuring and First Class Mail re-structuring.

Reply : The relevant information has been sent by e-mail on your e-mail address : theagarajannachi@hotmail.com

Point 7 : Whether the recommendation of Mckinsey & Co. on First Class mail re-structuring was placed in the Postal Board meet-

ing if so what is the opinion of each Postal Board Members. Kindly furnish the same.

Reply : The recommendations of First Class mail restructuring was not placed in the meeting of the Postal Services Board. Opinion of the members of the Board is not available.

2. If you are not satisfied with this reply, you may submit an appeal before Ms. Kalpana Tewari, Sr. DDG & CGM (Mail Business), Department of Posts, Room NO. 403, Dak Bhavan, Sansad Marg, New Delhi 110 001.

(RISHIKESH), Director (Mail Management)

Copy to :

SO & CPIO, BD & MD : The information with respect to Point No. 3 & 4 regarding Market/Departmental share in respect of Speed Post mail may be provided to the applicant directly.

As part of the plan scheme of Department of Posts for "Setting up of Mail Business Centres", the Department has undertaken Mail Network Optimization Project to improve the quality of mail operations.

OBJECTIVE :

The project seeks to optimize the existing mail network of Department of Posts with a view to streamline core mail operations. It also seeks to bring in greater standardization and improvement in the operations processes relating to mail processing, transmission and delivery. As part of the project, it is also proposed to introduce a more effective performance management mechanism for mail operations.

PROJECT COVERAGE :

The project would cover Speed Post, International Mail, First class mail and second

class mail. In the first phase, Speed Post and International mail would be covered and in subsequent phases, first and second class mail operations would also be covered. The project for Speed Post was first launched in the eight cities i.e., Delhi, Mumbai, Kolkata, Chennai, Bangalore, Hyderabad, Noida and Gurgaon. In the second phase, five more cities i.e., Pune, Mysore, Bhopal, Trivandrum and Howrah were covered. Gradually, it has been extended to the entire country.

PROJECT COMPONENTS :

The project seeks to improve the quality of mail operations with the emphasis on the following key operational areas :

- i. Optimization and consolidation of mail operation network across the country.
- ii. Standardization of processes followed in mail operations
- iii. Identification, evaluation and implementation of appropriate technology in mail processes.
- iv. Optimization of mail delivery processes
- v. Effective performance management mechanism through Key Performance Indicators

MONITORING MECHANISM :

As part of the project, a comprehensive system of Key performance Indicators (KPIs) has been put in place. These KPIs provide an effective tool of performance monitoring for Speed Post operations. The performance of the cities under the purview of the project is regularly monitored in terms of transit time for Speed Post articles and track and trace compliance be-

tween these cities. This tool provides a complete break-up of events in the movement of Speed Post articles from booking to delivery and helps in identifying the weak links in the entire chain.

KPIS INCLUDE :

1. Transit Analysis (for both local and inter-city articles) to measure transit time between date of booking and delivery.
2. Scan Compliance : to measure scanning of articles at each prescribed stage.
3. Delivery status compliance : to measure delivery information update.
4. Use of PIN code on all articles.
5. Use of correct bag labels.
6. Instances of missorts : physical and electronic.

KPIs for first class mail including registered mail would also be developed.

Break-up of Mail Volume in terms of Local TD, Inbound TD & Outbound Non-TD for First Class Mail

Cities	% of local TD bound NTD	% of out bound TD	% of in bound TD
Agartala	40%	3%	57%
Agra	30%	49%	21%
Ahmedabad	21%	31%	48%
Ahmednagar	28%	32%	41%
Ajmer	19%	49%	32%
Akola	5%	44%	51%
Alappuzha	30%	42%	28%
Aligarh	NA	NA	NA
Alipurduar	18%	29%	53%
Allahabad	43%	35%	22%
Aluva	63%	22%	14%
Alwar	41%	4%	55%
Ambala	20%	14%	67%
Amraoti	6%	54%	40%

Amritsar	43%	21%	36%
Anand	0%	53%	47%
Ananthapur	4%	79%	17%
Ara	38%	18%	44%
Arakkonam	32%	43%	25%
Ariyalur	18%	8%	74%
Asansol	22%	46%	32%
Aurangabad	41%	32%	27%
Azamgarh	54%	39%	7%
B.S. City	62%	15%	23%
Bagalkot	18%	33%	49%
Balangir	29%	32%	39%
Balasure	15%	12%	73%
Banda	10%	70%	20%
Bandikui	0%	58%	42%
Bangalore	39%	19%	42%
Bangarpet	6%	39%	56%
Bankura	12%	50%	38%
Barabanki	21%	22%	58%
Barauni	33%	21%	46%
Bareilly	28%	37%	35%
Baripada	10%	31%	58%
Basti	34%	39%	27%
Bathinda	22%	42%	37%
Balgaum	29%	31%	40%
Bellary	29%	22%	49%
Berhampore	21%	28%	50%
Berhampur	33%	41%	25%
Bhadrak	14%	23%	63%
Bhagalpur	35%	19%	46%
Bharatpur	0%	38%	62%
Bharuch	0%	22%	78%
Bhavnagar	32%	33%	35%
Bhilwar	0%	67%	33%
Bhiwani	32%	28%	40%
Bhopal	40%	25%	35%
Bhubaneswar	38%	2%	60%
Bhuj	25%	40%	35%
Bhusawal	13%	42%	46%
Bijapur	32%	30%	30%
Bikaner	20%	46%	34%
Bilaspur	22%	16%	62%
Birur	3%	52%	45%
Burdwan	15%	19%	67%

Chandarpur	5%	46%	49%	Gonda	24%	30%	46%
Chandigarh	44%	27%	29%	Gondia	5%	45%	50%
Changanacherry	30%	42%	28%	Gorakhpur	30%	59%	11%
Chapra	40%	18%	42%	Gulbarga	18%	37%	45%
Chengalpattu	11%	20%	69%	Guntakal	7%	47%	46%
Chennai	28%	44%	28%	Guntur	21%	48%	31%
Chidambaram	9%	87%	4%	Gurgaon	32%	28%	40%
Chittorgarh	0%	48%	52%	Guwahati	38%	22%	40%
Churu	19%	46%	35%	Gwailor	51%	18%	31%
Coimbatore	40%	28%	32%	Hajipur	37%	19%	44%
Cuddapa	18%	53%	29%	Hamirpur	36%	41%	23%
Cuttack	22%	29%	49%	Haridwar	25%	34%	41%
Daltonganj	70%	10%	20%	Hassan	18%	23%	59%
Darbhanga	43%	21%	36%	Hazaribagh	33%	25%	42%
Davangere	44%	24%	32%	Himatnagar	0%	46%	54%
Dehradun	35%	63%	12%	Hisar	32%	28%	40%
Dehri	34%	19%	47%	Hoshiarpur	26%	12%	62%
Delhi	23%	41%	36%	Hospet	29%	30%	41%
Deoria	11%	62%	27%	Howrah	18%	55%	27%
Dhanbad	41%	42%	17%	Hubli	28%	34%	39%
Dharmapuri	12%	24%	64%	Hyderabad	23%	40	38%
Dharwad	36%	30%	35%	Indore	50%	32%	18%
Dhenkanal	6%	7%	88%	Irinjalakuda	59%	36%	5%
Dhola	0%	41%	59%	Itarsi	50%	19%	31%
Dhule	22%	49%	29%	Jabalpur	50%	28%	22%
Dimapur	24%	20%	56%	Jahanabad	37%	19%	44%
Dindigul	20%	27%	52%	Jaipur	12%	28%	60%
Durg	30%	8%	62%	Jaipur	19%	25%	56%
Durgapur	59%	4%	37%	Jalandhar	26%	25%	48%
Eluru	17%	32%	51%	Jalgaon	22%	45%	33%
Ernakulam	10%	71%	19%	Jammu	36%	16%	48%
Erode	4%	3%	93%	Jamnagar	30%	39%	31%
Etawah	0%	77%	23%	Jamshedpur	56%	22%	22%
Faizabad	34%	27%	39%	Jasidih	24%	38%	38%
Falna	0%	44%	56%	Jaunpur	22%	25%	54%
Faridabad	35%	25%	40%	Jeypore	33%	37%	30%
Farrukhabad	0%	100%	0%	Jhansi	14%	61%	25%
Ferozepur	54%	25%	20%	Jharsuguda	15%	51%	34%
Gadag	22%	34%	44%	Jhunjhunu	0%	47%	53%
Gandhinagar	16%	34%	50%	Jodhpur	25%	39%	36%
Gaya	32%	22%	46%	Jolarpettai	4%	55%	40%
Ghaziabad	22%	49%	29%	Jorhat	33%	17%	50%
Godhara	0%	51%	49%	Junagadh	25%	40%	35%
Gomoh	75%	10%	15%	Kalka	24%	27%	49%

Kannur	20%	20%	60%	Malda	9%	27%	63%
Kanpur	0%	100%	0%	Mancherial	15%	30%	55%
Karaikudi	10%	40%	50%	Mandi	39%	29%	32%
Karimnagar	15%	30%	55%	Mandya	36%	27%	36%
Karnal	7%	29%	64%	Mangalore	13%	28%	59%
Karur	33%	12%	55%	Mathura	11%	31%	58%
Kasaragode	20%	29%	51%	Mau	50%	20%	30%
Kasganj	3%	54%	43%	Mayiladuthurai	9%	37%	54%
Kathgodam	7%	59%	34%	Meerut	44%	39%	70%
Katihar	56%	21%	22%	Mehasana	7%	44%	50%
Katni	12%	44%	44%	Miraj	23%	38%	39%
Kayamkulam	30%	42%	28%	Mirzapur	51%	30%	205
Kazipet	15%	30%	45%	Mokama	37%	12%	51%
Kendrapara	14%	9%	77%	Moradabad	5%	47%	47%
Keonjhar	15%	12%	73%	Mumbai	29%	29%	42%
Kesinga	10%	57%	33%	Muzaffarnagar	40%	36%	24%
Khammam	24%	24%	52%	Muzaffarpur	38%	22%	40%
Kharagpur	8%	50%	42%	Mysore	67%	18%	16%
Kheri	52%	36%	12%	N.K. Ganj	39%	18%	43%
Khurda	14%	14%	72%	Nadiad	0%	58%	42%
Khurja	0%	83%	17%	Nagercoil	13%	31%	55%
Kiul	38%	21%	41%	Nagpur	17%	41%	42%
Kochi	33%	38%	29%	Najibabad	8%	38%	54%
Koderma	45%	26%	29%	Nalgonda	17%	33%	50%
Kolhapur	42%	46%	12%	Nampally	15%	31%	54%
Kolkata	40%	32%	27%	Nanded	38%	31%	31%
Kollam	30%	42%	28%	Nashik	40%	31%	29%
Kota	11%	37%	51%	Nellore	15%	35%	15%
Kottayam	30%	42%	28%	New Bongaigaon	10%	20%	70%
Kozhikkode	20%	31%	49%	Nizamabad	14%	31%	55%
Kudal	13%	43%	44%	Noida	24%	76%	0%
Kumbakonam	22%	32%	45%	North Lakhimpur	35%	21%	44%
Kumta	16%	52%	32%	Ongole	6%	15%	78%
Kurnool	30%	38%	32%	Ottappalam	20%	39%	41%
Kurukshetra	18%	23%	60%	Palakkad	22%	24%	54%
Latur	23%	33%	45%	Palanpur	0%	51%	49%
Lucknow	44%	45%	11%	Panaji	17%	51%	32%
Ludhiana	36%	41%	23%	Panipat	13%	31%	57%
Madgaon	12%	0%	88%	Panskura	9%	55%	36%
Madikeri	20%	30%	50%	Paramakudi	18%	22%	61%
Madurai	37%	35%	27%	Parbhani	35%	35%	30%
Mahbubnagar	15%	30%	55%	Pathankot	21%	34%	45%
Malakpur	3%	46%	51%	Patiala	23%	37%	40%

Patna	40%	26%	34%	Sriganganagar	16	55	29
Pollachi	22%	39%	40%	Srikakulam	9	31	60
Pudukottai	24%	16%	60%	Srinagar	37	24	39
Pune	18%	16%	65%	Sultanpur	11	30	60
Puri	24%	6%	70%	Surat	13	41	25
Purulia	12%	50%	38%	Surendranagar	25	40	45
Raebareli	55%	26%	19%	Tellicherry	15	15	71
Raichur	30%	33%	37%	Tenkasi	0	100	0
Raigarh	14%	33%	53%	Tezpur	32	20	48
Raipur	13%	22%	65%	Thanjavur	9	38	53
Rajahmundry	18%	34%	48%	Thiruvalla	30	42	28
Rajkot	25%	40%	35%	Thodupuzha	35	35	30
Rampur	54%	12%	34%	Tindivanam	15	29	56
Ranaghat	24%	13%	63%	Tinsukia	24	20	56
Ranchi	62%	19%	19%	Tirunelveli	37	27	35
Rangia	21%	20%	59%	Tirupapuliur	21	50	29
Ratlam	27%	27%	47%	Tirupathi	14	35	50
Ratnagiri	9%	34%	58%	Tirupur	40	34	26
Rayagada	31%	34%	35%	Tirur	19	20	60
Rewari	32%	28%	40%	Tiruvannamalai	21	32	47
Rohtak	32	28	40	Tiruvarur	13	32	56
Ropar	19	39	42	Trichur	55	38	7
Rourkela	20	48	32	Trichy	31	47	22
Sagar	50	20	30	Trivandrum	33	36	31
Saharanpur	10	47	43	Tumkur	12	36	52
Saharsa	36	18	45	Tuticorin	35	22	44
Sahibganj	28	31	41	Udagamandalam	12	27	61
Sainthia	14	29	57	Udaipur	12	56	32
Salem	19	19	62	Udupi	31	37	32
Samastipur	37	20	42	Ujjain	45	45	9
Sambalpur	34	40	26	Una	33	36	31
Satara	17	63	20	Vadakara	32	18	60
Satna	26	21	53	Vodadara	29	45	26
Sawaimadhopur	0	58	42	Valsad	0	42	58
Sealdah	7	14	79	Varanasi	52	28	20
Shahjahanpur	12	50	39	Vellore	15	54	31
Shilong	32	20	48	Vijayawada	29	45	27
Shimla	9	47	44	Villupuram	5	37	58
Shimoga	35	32	33	Virudhunagar	15	30	55
Shornur	20	24	56	Visakhapatnam	7	48	45
Sikar	0	48	52	Vizianagaram	15	29	56
Silchar	24	20	56	Vridhachalam	6	10	84
Siliguri	18	46	36	Wardha	6	50	45
Solapur	32	26	43	Yeotmal	5	53	42
Sonepat	22	3	75				

**MINUTES OF THE MEETING HELD WITH STAFF SIDE ON 02/11/2012
AT DAK BHAWAN, NEW DELHI TO DISCUSS THE ISSUES PERTAINING
TO L-1 AND L-2 MAIL OFFICES UNDER MNOP**

A meeting was held with staff side on 02/11/2012 at Dak Bhawan, New Delhi to discuss the issues pertaining to L-1 and L-2 mail offices under MNOP. Shri S. Sarkar, Member (Operations) was in the chair. Following were present in the meeting.

OFFICIAL SIDE

1. Shri S.K. Sinha, CGM (MB)
2. Shri Rishikesh, Director (Mail Management)
3. Shri Vivek Kumar Daksh, Director (Mail Business) and
4. Shri M. B. Gajbhiye, ADG (MO)

STAFF SIDE

1. Shri. D. Theagarajan, Secretary General, FNPO and
2. Shri M. Krishnan, Secretary General, NFPE
3. Shri K V Sridharan, General Secretary; AIPEU, Gr. 'C'

At the outset, Member (Operations) welcomed the participants. Following points were discussed in the meeting:

(i) Upgradation of Guntakal RMS and other mail offices as L-1 mail offices:- Staff side informed that Guntakal L-2 mail office may be considered for upgradation to L-1 mail office instead of Kurnool RMS. They also requested Jhansi, Sealdah, Asansol, Hubli, Shillong and Tinsukhia may also be upgraded as L-1 offices. A paper containing the proposal was also submitted by staff side. It was informed by the official side

that on the basis of mail volume and profile, and nature of transmission of mail, Guntakal RMS does not qualify for upgradation as an L-1 office. The details of mail volume, mail profile etc. were shared with the staff side. It was further told to the staff side that other proposals would be examined and appropriate action would be taken.

(ii) Transfer of officials from HRO Vadodara to SRO Surat:- It was informed to the staff side that a report has been called for from Gujrat Circle and further action would be taken on receipt of report from the Circle.

(iii) Filling up of operational posts of LSG Supervisors in RMS offices:- Staff side pointed out that due to closure/merger of sets, posts of LSG Supervisors in RMS are not being filled up due to non-availability of functional justification. Staff side was told that the issue would be referred by Mails Division to Personnel Division for necessary action.

(iv) Transfer of control of Speed Post Sorting Hubs to RMS Divisions from Postal Divisions:- Staff side requested that administrative control of all Speed Post Sorting Hubs be given to RMS Divisions as some hubs are still under the control of Postal Division. The issue was discussed and it was informed that the issue was taken up earlier also. The earlier instructions issued on this would be reiterated. The meeting ended with a vote of thanks to the chair.

AMPC-A BOON OR BANE

Every one is aware that the Department is going to instal AMPCs in fourteen Circles under the MNOP.

We have bitter experience about AMPCs (Mumbai & Chennai). The Department established AMPC in Mumbai and Chennai in the year 1992 and 1995 respectively. Nearly two decades are over since the opening of the AMPCs. Even after two decades, India Post is unable to manufacture Postal Stationery according to the needs of the AMPC. At present, AMPCs in Chennai and Mumbai are functioning without adequate mails.

The service unions have already pointed out the pros and cons of AMPC to the Department.

In foreign countries, Postal administrations have decided to close down mail processing Centres saying that adequate mails are not available in their countries. They clearly mention that functioning of AMPC incurs more loss to the Postal Department.

This is the statement from USA, Germany, Japan and other countries. Under the circumstances, Department is going to open AMPCs shortly in Delhi and Kolkata.

TECHNOLOGY

We do not know what type of technology is going to be adopted in the forthcoming AMPCs – whether it is video or OCR (Optical Character Reader) or Bar coding. If the Department adopts OCR it will sort 16000 of articles per hour. It will sort beat sorting also. Further it will deal with all kinds of articles such as Speed Post, Registered Letters and Parcels. The service

unions are kept dark about the technology to be used in the AMPCs.

OPERATIONS COST

According to the statistics, personal mails in Delhi and Kolkata are very meager. As such, AMPC is not required to deal with public mails. If the Department desires to deal with corporate mails with the help of AMPCs, the operational cost will be more. Because the Department is collecting only Rs. 3/- per article from the Corporate mailers. Moreover, the corporate mails are pre-sorted. Hence the AMPC is not required to deal with corporate mails also. We fail to understand as to why the Department is keen to instal AMPCs.

NO SCOPE FOR BRINGING MORE MAILS TO AMPCS

In foreign countries Post office Acts were amended according to the need of the Government keeping in mind to the USO obligations to the public. In other words, mails weighing upto 50 gram are monopoly to the Postal Dept.

In India, the Dept. as well as Govt. are trying to amend Post office Act since last ten years. There is no scope for any amendment. Further there is no attempt on the part of the Dept. to bring the mails of less than 50 grams to its fold. Such being the case, there is no chance to bring more mails to the AMPCs.

STAFF PROBLEMS

If the AMPCs are installed in Metro Cities, it will pave way for reduction of staff, surplus of supervisory staff and merger of RMS Divisions in Metro Cities. The Department

cannot avoid this. We do not know what kind of alternative they have. Moreover most of the staff were recruited between 1980 and 1985. They are not exposed to present technology. Department may say that they will be imparted training. Even after getting training, they would get acclimatized after some years of service. By that time, the officials will retire from service.

MAIL ARRANGEMENTS

AMPCs are established away from the City. To bring mails to AMPC from various Post offices, more MMS vehicles are required. Now the MMS units are in the Centre of

the city. Further the number of vehicles are less in India Post. This will lead to dead mileage to MMS vehicles and undue delay to public mails.

CAG'S OBJECTION

According to our information, machine cost is about Rs. 45 crores. It requires Rs. 10 lakhs for maintenance per month such as electricity bill, employing more technicians. The colossal expenditure may lead to the audit objection from the CAG in future.

The service unions are of definite opinion that AMPC is not boon to the public as well as Department but it is bane.



OUR SUGGESTION IN FIXING NORMS FOR CRC AND SPEED POST

The Directorate letter No. 28-8/2011-D dated 17-1-2013 says the norms fixed for Speed Post / CRC are based on the work study undertaken by the Directorate. Normally work study team will visit three sorting offices viz., one big mail office, one medium mail office and a small mail office. The average of three mail offices will be arrived at and norms will be fixed accordingly after holding discussion with service unions. This procedure was not followed while fixing the revised norms for Speed post/CRC. Further, it was not clarified whether the revised norm is productivity norm or sanctioning norm? (Established norm)

Moreover, in the above said letter it is mentioned that in the absence of Supervisor for every six R.S.A. (1.20 hrs. co-efficient for every SA) is interpreted by the administration on their own. This should be clarified properly.

Above all this subject is pending in Departmental Council when the subject is pending taking final decision on this issues is irregular and against the principles of Departmental Council.

The present revised norms are not possible in big mail offices and medium mail office. It is most impossible in small mail offices. The reason is that in big CRCs such as Chennai and Mumbai they have to close minimum 140 bags to maximum 350 bags. Medium mail offices like Tiruchi, Coimbatore, Madurai, Pune, Vadodara have to close minimum 160 bags to 170 bags.

Even in small L2 mail offices, they have to close minimum 70 to 90 R bags for their mapped (linked) post offices. This was not been taken into account by work study Team.

The work study report was not given to unions. Therefore we are unable to pointout the lapses in the work study report.

Now the Heads of circles have given instructions to their Divisions to give productivity according to the revised norms. In turn, the SSRM/SRM have given instructions to the Headsorters to give productivity as per revised norms. The ground reality is that the RMS operations are not like Business Development activities/figures to be manipulated.

It is not possible to give productivity in the revised norms practically because mail flow is not even in all mail offices. The receipt of mails differs from one mail office to other. Mails are received only in piecemeal.

My union wishes to submit suggestions in the enclosed document for your kind consideration and request for refixing new norms in practical way or else orders issued by the Directorate will not serve the purpose. Further this will create unrest in every mail office between the staff and local administration.

Above letter addressed to Member (O).
reasons for objections on crc norms

Of late, officers of the Department are of the opinion that all the operations in CRC and Speed Post are computerised as in the case of foreign countries. But in India, except Scanning all other works such as receipt, opening, sorting and closing are done manually. This aspect has not been taken into account by the officers. They have calculated the money which the Department invested for computerisation of CRC and Speed Post centres. This is the root cause for fixing revised norms.

OUR SUGGESTIONS

Item no.1. Switching on and opening of Computer

Time factor given 2.00 minutes By user

There is no dispute and agreed to

Item No.2 Receipt of bags

Time factor given 0.17 mts

There is no dispute and agreed to

Item no. 3 Examination and opening of bags

Time factor 0.5 mts

There is no dispute and agreed to

Item no. 4 Examination of registered articles received

Time factor given 0.11 mts

There is no dispute and agreed to

Item no. 5 Scanning of articles in receipt

Time factor 0.04 (25 articles per minute or 1500 articles per hour)

Practically it is not possible to scan 1500 articles per hour. Because in almost all the offices articles are received in piece meal only. On 8 hours of duty on no hour 1500 articles will be available for each RSA at a stretch. More over there is no standard size for registered articles. Big size articles, Large size articles, big size packets are received in mingled condition along with small and medium size articles. Barcode stickers are pasted on any side i.e. left/right/back/ of the article, which takes more time to scan. Hence, it is possible to scan to the maximum extent of 1000 articles per hour.

Item no. 6 Sorting of articles

Time factor 0.063 (950 articles per hour)

Practically, it is not possible to sort 950 articles per hour. Sorting work is done manually and there is no need for any revised norms. Due to introduction of MNOP concept, sorting has become more complicated than the previous diagram. In all the L 1 offices Level 1 and Level 2 for Non TD mails and in L 2 offices also almost two levels are prescribed as the number of Post offices served by that L2 offices exceed 50. (60 to 80)

In major cities like Chennai 3 Levels of sorting are not enough as 157 segregation of TD offices including L 2 offices attached are prescribed. 100 % of articles are sorted in Level 1 and 40% articles are sorted in Level 2 and 20 % of articles are sorted in Level 3.

More over as per statistics 60 % of articles are Returned to Sender and Redirected articles, which takes more time

for sorting. 25 % of the articles, do not bear pincode or with wrong pincode which takes more time to read full address so as to segregate the similarity in the names of the area. Logically speaking, ordinary articles are sorted at a speed of 650 articles per hour, whereas how registered articles could be sorted at a speed of 950 articles per hour. In addition, similar analogy as given in Item no.5 regarding flow of mails. On no point of time all the mails can be given for sorting at a stretch. Even though it is not possible to sort 950 registered articles per hour even by an expert. (For sorting competition 1330 ordinary articles (filtered Live Mails (without RTS/ Redirected) with uniform size) per hour is given for accuracy. Hence, taking into consideration practical difficulty in sorting, (done manually without any change) it is possible to sort 600 registered articles per hour only.

Item no. 7 Scanning of articles

Time factor 0.04 (25 articles per minute or 1500 articles Per hour)

It is possible to scan only 1000 articles per hour as explained in item no.5

Item no. 8 Generation of list

Time factor 0.40

There is no dispute provided in major offices like Chennai high speed line printers are given. Presently R Net software alignment is done for A4 size papers but !+1 computer papers are feeded in the printer and it takes more time to torn every list accordingly. Very often printer struck due to this. Approximately 400

bags are closed everyday by one set. However, taking into consideration, necessary high speed line printers can be given for major offices like Chennai, this time factor is agreed to.

Item no. 9 Closing of bag

Time factor 1.00

There is no dispute and agreed to

Item No. 10 Preparation of mail list

Time factor 0.20

There is no dispute and agreed to

Item no. 11. Opening / Examination / Sorting/Preparation

Time factor 0.15 Of bundles

There is no dispute and agreed to

Item no. 12 (i) Receipt of bag from sorter time factor 1 minute per bag

(ii) Preparation of TBs

(iii) Dispatch of mail

No dispute and agreed to provided each item of work (I, ii, iii) should be treated separately for calculation of work hour

Item no. 13 Misc work / irregularities

Time factor 10% of total work hours

Item no. 14 Clicking shift end and switching off computer

Time factor 1.33 by the RSA.

No dispute and agreed to.

Item no. 15 Supervisor

1 on 6 SAs/RSAs. On less than 6 SAs/RSAs

Co-efficient of 1.20 hrs is required to be given

On each RSA / SA.

No dispute and agreed to. But in Metro Cities like Chennai, Mumbai, Kolkatta and Delhi on almost all the sets of CCRC, Supervisors are not arranged according to this. Therefore, our suggestion is even if supervisors are not arranged, conversion of SAs has to be given.

Detail analyses on infrastructure problem in CRC will be submitted separately.

Chennai CCRC/1 is taken as an example and norms were worked out for item no.5, 6 and 7 according to the present revised norms and also practically possible norms required as worked out below :

As per present norms

Item no. 5 Approximately 9500 articles are dealt by CCRC/1 for 10 SAs

Present work hours : 6 hours and 18 mints (according to the revised norms)

Revised work hours (1000 articles per hour) 9 hours and 30 minutes. as suggested by us.

Item no. 6 sorting of work 9500 articles are sorted in 3 stages (according to the revised norms)

Level I (100 %)	10 hrs	00	00
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Level II (40%)	4	00	00
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Level III (20%)	2	00	00
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As per revised norms only 600 Registered articles can be sorted per hour, as suggested by us.

Level 1 (100 %)	15 hrs	48 mts	00
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Level 2 (40 %)	6 hrs	18 mts	00
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Level 3 (20 %)	3 hrs	12 mts	00
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Item no. 7 Same calculation as given in Item no. 5

Difference in working hours

Present Item 5 + 6 + 7 = 28 hrs 36 mts 00 sec (according to the revised norms)

Revised Item 5 + 6 + 7 = 44 hrs 18 mts 00 sec as suggested by us.

Difference in working hours 15 hrs and 42 mts. accordingly misc work hours i.e.

10% of work hours increase by 5 hrs and 4 mts.

Total work hours increase by 20 hrs and 46 mts

Regarding staff hours, even after numerous changes, the old (MTT) time factor of (all operations are completely manual) 4 minutes rest per hour is followed. Presently, all the RSAs are working in the system continuously without any break. As per international standard, 10 minutes rest is needed for an hour for a human being who works with systems. That too, CRC staff are continuously working monotonously seeing the numbers only in the system definitely need 10 minutes per hour rest time to make them healthy.

Hence it is suggested that staff hour should be calculated accordingly and it worked out to 6 hours and 40 minutes instead of 7 hours and 28 mts as at present.

Revised calculation sheet is annexed herewith

ANNEXURE I

STAFF HOUR STATEMENT OF CCRC/SET 1 ON 08/08/2012

WORKING HOURS	TOTAL REST HOURS PER HOUR	NET HOURS HRS MIN SEC	AVAILABLE
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0630 hrs to

1430 hrs 8 hrs 32 mts 7 28 00

WORK HOUR STATEMENT OF AS PER REVISED NORMS:

Item no	Item of work (in minutes)	Revised time factor number	Total item Hrs min sec	Time factor
1	Switching on and opening of computer by user		2.00	10 0 20 0
2	Receipt of bags		0.17	300 51 00
3	Examination and opening of bags	0.5		300 2 30 00
4	Examination of registered articles received		0.11	9500 19 48 00
5	Scanning of articles in receipt	0.04 (25 articles per minute or 1500 article per hour)		9500 6 18 00
6	Sorting of articles	0.063 (950 articles per hour)		
		Level -1(100%)	9500	10 00 00
		Level-2(40%)	3800	4 00 00
		Level-3 (20%)	1900	2 00 00
		C/F	45	
7	Scanning of articles for dispatch	0.04 (25 articles per minute or 1500 articles per hour)		9500 6 18 00

8	Generation of list	0.40	250	1	40	00
9	Closing of bags	1.00	250	4	10	00
10	Preparation of mail list	0.20	250 +38= 288	0	58	00
11	Opening/Examination/Sorting/ preparation of bundles	Nil	Nil	0	0	0
12	i) Receipt of bag from sorter	1 minute	250	4	10	00
		per bag				
	ii) Preparation of TB'S		38	0	38	00
	iii) Dispatch of mail		250	4	10	00
	Total			67	51	00
13	Misc. work /irregularities	10% of total work hours		6	46	00
14	Clicking shift end and switching off computer by SA/RSA	1.33	10	0	13	00
	Total work hours			74	50	00
15	Supervisor	1 on 6 SAs/RSAs. On less than 6 SAs/RSAs coefficient of 1.20 hrs is required to be given on each RSA/ SA				
					Hrs min sec	
	Total	work hours of the set (10 RSA's):		74	50	00

Calculation of number of sorting assistants as per revised norms:

Total work hours of the set converted into minutes: $74 \times 60 = 4440 + 50\text{min} = 4490$

Total work hour per sorting assistant : 7 hrs and 28 minutes = 448 minutes

Number of sorting assistants required : $4490 / 448 = 10 = 10$ sorting assistants

Approximate number of articles to be dealt by each sorting assistant: $9473 / 10 = 947$ if the registered mails are available like CRC Chennai where the mails are available. In places like Villupuram, Trichy, Madurai and Coimbatore it is not possible because Registered mails are received piece meal

ANNEXURE II

Revised norms worked out based on our suggestions

WORKING HOURS	TOTAL REST HOURS PER HOUR	NET HOURS			AVAILABLE
		HOURS	4 MIN	SEC	

0630 hrs to

1430 hrs 8 hrs 80 mts 6 40 00

WORK HOUR STATEMENT OF AS PER REVISED NORMS:

Item no	Item of work (in minutes)	Revised time factor number	Total item Hrs min sec	Time factor
1	Switching on and opening of computer by user		2.00	10 0 20 0
2	Receipt of bags		0.17	300 51 00
3	Examination and opening of bags	0.5		300 2 30 00
4	Examination of registered articles received		0.11	9500 19 48 00
5	Scanning of articles in receipt	0.04 (25 articles per minute or 1500 article per hour)		9500 9 30 00
6	Sorting of articles	0.063 (950 articles per hour)		
		Level -1 (100%)	9500	15 48 00
		Level-2 (40%)	3800	6 18 00
		Level-3 (20%)	1900	3 12
7	Scanning of articles for dispatch	0.04(25 articles		

		per minute or 1500 articles per hour)	9500	9	30	00
8	Generation of list	0.40	250	1	40	00
9	Closing of bags	1.00	250	4	10	00
10	Preparation of mail list	0.20	250 + 38 = 288	0	58	00
11	Opening/Examination/Sorting/ preparation of bundles	Nil	Nil	0	0	0
12	i) Receipt of bag from sorter	1 minute per bag	250	4	10	00
	ii) Preparation of TB'S		38	0	38	00
	iii) Dispatch of mail		250	4	10	00
	Total		70	83	33	0
13	Misc. work /irregularities	10% of total work hours		8	21	00
14	Clicking shift end and switching off computer by SA/RSA	1.33	10	0	13	00
	Total work hours			92	17	00
15	Supervisor					

1 on 6 SAs/RSAs. On less than 6 SAs/RSAs coefficient of 1.20 hrs is required to be given on each RSA/ SA

Hrs Min Sec Total work hours of the set (10 RSA's): 92 17 00

Total work hours of the set converted into minutes: $92 \times 60 = 5620 + 17 \text{ min} = 5637$

Total work hour per sorting assistant : 6 hrs and 40 minutes = 400 minutes

Number of sorting assistants required : $5637 / 400 = 14.01 = 14$ sorting assistants

Approximate number of articles to be dealt by each sorting assistant: $9500 / 14 = 678$

COMPARITIVE STUDY OF SPEED POST EXISTING NORMS AND THE REVISED NORMS

Existing Norms	In Mts	Revised Norms	
		Item of Work	Revised time factor (in minutes)
Handling of Speed Post Bags			
Bags Received (Outer)	0.25	Switching on and opening by user of computer	
Bags Received (Inside TB)	0.2	Receipt of bag	0.166 rounded to 0.17
Bags Despatched (Outer)	0.25	Examination & opening of bags	0.5
Bags Despatched (Inside TB)	0.2	Examination of articles received	0.11
TB Opened	0.2	Scanning of article in receipt	0.44 (25 articles per minute or 1500 per hour)
TB Closed	0.75	Sorting of articles	0.063 (950 articles per hour)
Bag Opened	1.25	Scanning of article for dispatch	0.04 (25 articles per minute)
Bag Closed	2.5	Generation of list	0.4
Bag Label Scanning	0.06	Closing of bags	1
		Preparation of mail lists	0.2
Handling of Speed Post Articles		Opening/examination/sorting and preparation of bundles	0.15
Articles Received	0.2	(i) Dispatch of Mail	
Articles Despatched	0.4	(ii) Receipt of bag from sorter	1 minute per bag
Article Booked	1.3	(iii) Preparation of TBs	
Scanning SPA	2.7	(iv) Dispatch of mail	
		Misc. work/irregularities	10% of total work hours.
Direct Delivery	1.3	Clicking shift end and switching off computer by SA/RSA Supervisor	1.33 1 on 6 SAs/RSAs. On less than 6 SAs/RSAs, coefficient of 1.20 hrs. is required to be given on each SA/RSA

In regard to Speed Post Revised norms, except Item No. 5, 6 and 7 all other items are agreed to. Reasons for objection for Item no. 5, 6 and 7 are given next page.



REASONS FOR OBJECTIONS ON SPEED POST NORMS

5. It is very difficult to scan 1500 articles per hour due to the following factors:

- i) Articles are not received in uniform size and are received in various sizes. Nearly 40% of the EMS Items are parcels.
- ii) It is not possible to receive 1500 article at a stretch in a bag. These articles may be received in various bags. Sorter has to wait for few seconds/minutes to get articles from the opened bag after finishing the existing bag in the case of Metro City and important towns. In the case of Intra Circle Hub(small Speed Post hub) it may take few hours. Therefore the norm fixed by the department is impossible .
- iii) Even if we received 1500 articles in a bag, it is difficult to scan it in an hour.
- iv) Barcodes are not affixed in the prescribed space and it is affixed here and there and the articles are not received in the faced manner.

7. Points mentioned in Para 5 are applicable here also. In addition while scanning the articles for dispatch, sorters to have a good look of the articles to avoid missents. Therefore, the norms fixed for the receipt is not applicable for dispatch.

6. Sorting:

Norms for sorting unregistered articles as per MTT is 1000 articles per hour. After the introduction TBOP/

BCR, the productivity norm became 1060. Now, TBOP/BCR scheme has scraped by the department therefore the productivity norm is only 1000. But for Regd/Speed articles it is prescribed as 950 articles. Due to the following constraints it is not possible:

- .. All the articles received by the set are not possible to sort out at the first stroke itself. It requires multiple level of sorting.
- .. In unregistered branch, articles can be held in the hand more than 25 articles at a time. In Speed Post due to various sizes, it is difficult to hold more than 10 articles at a time.
- .. Some offices like metro cities are handling more than 25 thousand articles per set. Even 50000 thousands per set. Due to space constraint sorting can't be done as fast as required.

Sorting is different from disposal. When a bag is opened, it may contain articles for different destinations. Sorting has to be done for different level viz TD & NON TD and for different stages. Disposal can be done after doing the various level of sorting.

Detail study report on Speed post norm will be submitted later.

HEALTH INSURANCE SCHEME FOR THE CG EMPLOYEES

• Health Insurance Scheme for the Central Government Employees waits for Approval of Planning Commission

New Delhi, May 18, 2012(PIB): There is a proposal for introduction of a health insurance scheme for the central government employees and pensioners on pan-India basis, with special focus on pensioners living in non-CGHS areas.

The proposal is to make this scheme voluntary cum contributory for serving employees & pensioners.

However, it is proposed to be made compulsory for the new entrants in Government service.

The salient features of the proposed Health Insurance Scheme are as under;

- ❖ Optional for serving Central Government employees and pensioners including future pensioners.
- ❖ Compulsory for new recruits,
- ❖ Covers all the members of family as per CGHS norms,
- ❖ Sum insured - As. 5 lakh per year on a family floater basis,
- ❖ Corporate buffer of Rs 25 Crore to take care of cases exceeding Rs. 5 lakh,
- ❖ All pre existing diseases covered from the day one,
- ❖ Pre and post hospitalisation benefits available,
- ❖ Domiciliary Hospitalisation benefit,
- ❖ Maternity benefit upto two living children,
- ❖ OPD not covered however OPD consultations will be free,
- ❖ Payment of FMA for meeting OPD needs,
- ❖ Cashless treatment facility,
- ❖ Govt. to subsidise significantly the payment of premium,

❖ Employees / pensioners to contribute 20 to 30

percent of the premium,

❖ Identification of beneficiaries through a Smart Card. The proposed scheme will be an alternative to the CGHS and it will provide an option to the serving employees and pensioners to choose a scheme as per his/her convenience.

The Scheme will have special focus on the pensioners living in non-CGHS areas who are getting Fixed Medical Allowance at the rate of Rs.300/- only per month to take care of their medical needs and have been demanding extension of CGHS or CS (MA) Rules to cover their OPD and Inpatient medical needs which is not feasible due to resource constraints.

The Health Insurance Scheme seems to be a viable alternative. It will have additional implications, due to coverage of pensioners living in non-CGHS areas and not covered under any Government Scheme.

The proposal for inclusion of the Health Insurance Scheme for the Central Government employees and pensioners in the 12th Plan has been moved by the Ministry for consideration of the Steering Committee on Health in the Planning Commission.

On receipt of approval of Planning Commission, the proposal would be placed before the Expenditure Finance Committee and finally before the Cabinet for approval of the scheme. No strict time frame can be given in this regard.

This information was given by the Union Minister for Health & Family Welfare Shri Ghulam Nabi Azad in reply to a Starred question in Lok Sabha on Friday, ie. May 18, 2012.

Communication from the CHQ in the last two years

A.P. CIRCLE

1. Most unhygienic conditions in rest house of RMS 'Z' Dn. Hyderabad.
2. Non-grant of special CL to RMS 'TP' Dn. Officials in C/W AIC.
3. Closure of night sets in Eluru RMS and Rajamundry RMS.
4. Request for opening of intra-circle. Speed post Hub for Anantapur.
5. Upgradation of Guntakal RMS as L-1 (5 letters)
6. Functioning of Tirupathi RMS.
7. Open favouritism on the part of SRM RMS 'TP' Dn. Tirupathi.
8. Non-fixation of seniority as per DCCs in the Department.
9. Provision of suitable accommodation for Rest House in RMS 'Z' Dn. Hyderabad.
10. Stopping of transfer of 11 officials from Guntakal to Kurnool.
11. Hunger strike before Guntakal MR.
12. Revoking of suspension of Sri Rama Chandrappa.
13. Seniority of SA (Case of Sri Muthukrishnan)
14. Request to consider representation of Sri L. Guruvarajulu, SA RMS 'TP' Dn.
15. Non-settlement of genuine issues – RMS 'TP' Dn.

ASSAM CIRCLE

1. Problems in Assam Circle.
2. Artificial closure of Rangiah RMS
3. False report lodged by GS, AIRMS Gr. 'C'

BIHAR CIRCLE

1. Irregularities in recruitment of SAs in RMS 'NB' Dn, Samastipur Bihar.
2. Mass Transfer of staff from Bhagalpur RMS.
3. Request for grant of Rule 28 transfer (from Gaya to Kolkata)
4. Filling up of posts of Drivers in MMS Patna
5. Problems in RMS 'C' Dn. Gaya
6. Biased act on the part of SSRM RMS PT Dn.

CHATISGARH CIRCLE

1. Non deposal of petitions by Chatisgarh Circle Administration.

DELHI CIRCLE

1. Non-grant of special CL to delegates of Delhi Circle.
2. Irregularities in recruitment Delhi Circle
3. Provision of CNG Plant in MMS Delhi
4. Replacement of condemned vehicles in MMS Delhi.

GUJARAT CIRCLE

1. Permit to decline of promotion
2. Proposed irregular transfer of Circle Secretary (Sri K.B. Desai Case)

3. Open favouritism in 'RJ' Dn. On the part of the administration towards AIRMS Union.
4. Harassment meted out to women official by ASRM RMS 'W' Dn. Vadodara
5. Transfer of officials from SRO Vadodara to SRO Surat (4 Letters).
6. Corrupt to acts on the part of SRM RMS 'AM' Dn. Ahmedabad.

J & K CIRCLE

1. Problems in J & K Circle.

JHARKHAND CIRCLE

1. Non-filling up of LSG HSG II and HSG I in Jharkhand Circle.
2. Request for grant of recognition to NUR 'C' Jharkhand Circle (5 letters)
3. Irregular grant of permission to hold Divisional Conference of RMS 'RN' Dn. Ranchi

HARYANA CIRCLE

1. Transfer of officials to Ambala to SRO Panipet and Sorepet.
2. Non-grant of weekly off by SRO Gurgaon

KERALA

1. Request for upgrading Kannur RMS as L-1.

KARNATAKA

1. Non-grant of Special CL to delegates of Karnataka Circle.
2. Upgrading Bellary Stg. As L-1.
3. Non-grant of Mutual transfer under Rule 38 (spouse case)

4. Violation of Directorate's order while implementing MNOP.

ODISHA

1. Problems in Odisha Circle

PUNJAB CIRCLE

1. Mal administration on the part of Punjab Circle administration.
2. Request to grant of immunity to Divisional Secretary NUR 'C' RMS 'I' Dn. Jullunder.
3. Alleged irregular promotion in RMS 'LD' Dn. Case of Punjab Circle.

MAHARASTHRA CIRCLE

1. Revengeful attitude on the part of SRM RMS 'B' Dn. Pune towards Circle Secretary.
2. Abolition of F-28 and L-26 RMS Sections.
3. Imposing of FR-17A on employees of Maharashtra Circle.
4. Irregular diversion of LSG (Accts)
5. Settlement of burning problems of RMS 'B' Dn. Pune.
6. Revengeful attitude on the part of SRM RMS 'F' Dn. Nagpur.
7. Down-gradation of HSG-II post in Maharashtra Circle.

RAJASTHAN CIRCLE

1. Supply of Solar-powered postal Delivery Vehicles in Ajmer.
2. Merger of CSO, Gandhi Nagar with Jaipur RMS.
3. Request to grant Rule 28 transfer (Sri Rajendra Kumar Panwar case)

4. Rotational transfer in RMS HRO and Divisional office.
5. JP 27 Section from Quota Hazarath Nizamuddin, New Delhi.
2. Irregular retention of officials beyond the period of tenure.
3. Irregular transfer of newly appointed SA from RMS 'SH' Dn. Saharanpur.

TAMILNADU CIRCLE

1. Wrong nomination of member incharge for volley Ball Tamilnadu.
2. Reduction of pay in respect of Stg. Assts. Of RMS 'CB' Dn.
3. Wrong and misleading information given by Tamilnadu Circle administration to the Directorate (Fast Track Promotion case)
4. Rotational transfer in RMS.
5. Inordinate delay to mails after implementing MNOP.
6. Irregular postings made in LSG (Norm Based) in RMS Tamilnadu Circle.
7. Promotion to LSG Cadre in RMS.
8. Anti-FNPO attitude on the part of Supdt. RMS 'M' Dn. Chennai (3 letters)
9. Implementation of revised norms in CRC Anna Road Stg.
10. Chaos and confusion in handling of mails in Chennai Stg. Division.
11. Unlawful activities on the part of Circle administration while implementing MNOP.
4. Non-filling up of posts of LSG (Accts) in RMS Wing of UP Circle.
5. Request for cancellation of transfer orders – Y.P. Manriya S.A. RMS 'O' Dn. Lucknow.
6. Opposing the proposal to shift HQ RMS 'X' Dn. Jhansi.
7. Non clearance of Medical Bill & TA Bill in RMS 'SH' Dn. Saharanpur.

WEST BENGAL CIRCLE

1. Diverting of mails from one RMS office to other (Asansol and Burdwar RMS).
2. Open favouritism by the SSRM RMS 'WB' Dn. Howrah.
3. Open favouritism in WB Circle (RMS 'H' Dn. Case)
4. Upgradation of Scaldah RMS Ffrom L2 to L1.
5. Request for change of Asansol RMS as L1 instead of Bundwan.
6. Irregular transfer of Asst. Manager, Howrah.
7. Replacement of condemned vehicles in MMS Kolkata.
8. Outsourcing of Staff in AMPC Kolkata.
9. Accumulation of large quantity of mails at AMPC Kolkata.
10. Request to consider for appointment to Smt. Tulu Samaddar on compassionate grounds.

U.P. CIRCLE

1. Illegal activities of Divisional Secretary and Branch Secretary of All India union.

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| <ul style="list-style-type: none"> 11. Non-filling up of post of Senior Manager in MMS Kolkata. 12. Misappropriation of Govt. money by SRM RMS 'H' Dn. Sealdah. 13. Misuse of official position and power on the part of SRM RMS 'H' Dn. WB Circle. 14. Shifting of Kolkatta APSO. 15. Upgradation of RMS Sealdah 16. Detention of public mails (Assansal) | <ul style="list-style-type: none"> 15. Centralization of mail office – a complete failure. 16. Revised norms for CRC and Speed post 17. Our suggestion in fixing of norms for CRC and Speed post. 18. Meddling L1 and L2 concept. 19. Non conducting DPC in fill up the Post of senior Manager/Manager/Deputy Manager in MMS. 20. Non issue RR for the post of Asst. Manager in MMS. |
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Communication from the CHQ on Common issues

- 1. Proposed restructuring of mail office L1 and L2 and its implications.
- 2. Functioning of Speed Post Hubs.
- 3. Non-grant of approval of amendments to constitution.
- 4. Outstation allowance of RMS staff-revision of rates.
- 5. Undue delay of public mails.
- 6. Cadre Re-structuring for MMS.
- 7. Request for appointing separate committee for MMS to review cadre re-structuring.
- 8. Filling of Drivers post in MMS.
- 9. Tenure policy for Senior Manager and Managers of MMS Units.
- 10. New norms for Speed post Hubs
- 11. Undue delay to public mails after implementation of L1 and L2.
- 12. MNOP and our suggestion.
- 13. Violation of MNOP agreement.
- 14. Limited Departmental competitive Exam. For promotion to cadre of Inspectors for the year 2012.

Communication from the Federation on RMS and General issues

- 1. Proposed optimization of first class mail net work and delivery process – Regarding.
- 2. Cadre Re-structuring – constitution of Committee.
- 3. Wrong identification of Speed Post Hub.
- 4. Request for review of failed IRM Candidates belonging to SC community to fill up the vacant posts.
- 5. Educational qualification for widow applicants from compassionate appointment.
- 6. Implications of MNOP.
- 7. Request for opening for intra-circle Hubs.
- 8. Removal of age-limit for IPO Examination.
- 9. Extension of medical facilities in good hospitals – WB Circle

10. Fixing of meeting to review the L1 and L2 offices.
11. MACP Anomalies – Letter to Sri Raghaviah Chairman National Council.

Subjects discussed in Departmental Council and Periodical meeting

1. Long distance schedules of MMS.
2. Diversion of MMS Vehicle.
3. Holding of Examination for filling up of posts of Asst. Manager in MMS.
4. Holding of DPC for filling up the posts of Deputy Manager MMS.
5. Appointment to the grade Supdt. Stg. In RMS.
6. Acute shortage of 'C' bags.
7. Change of nomenclature of cleaners in MMS.
8. Payment of OSA and other benefits to MMS Staff on par with RMS Staff.
9. Merger of Despatch Riders with Drivers of MMS
10. Request for correct identification of Speed Post Hub.
11. Rotational transfer of senior Managers in MMS.
12. To fill up T/S Posts of Drivers in MMS.

PERIODICAL MEETING SUBJECTS

1. Uniform tenure policy.
2. Non-providing of proper accommodation in RMS Section in train.
3. Grant of awards/Honorarium to the MMS Drivers who have not committed accident

DRAFT RESOLUTIONS

1. Grant 50% merger of DA with the pay.
2. Constitute VII Pay Commission to revise the pay of Central Govt. employees.
3. Early finalization of MACP anomalies which are pending with the MACP Anomaly Committee.
4. Grant bonus removing the cap.
5. Revise OTA rates in accordance with VI CPC pay.
6. Fix revised norms for CRC and Speed post after consultation with staff side.
7. Finalise Cadre Restructuring of RMS staff.
8. Implement suggestions of MMS committee on Cadre Restructuring.
9. Don't install AMPC in other metro cities.
10. Introduce new health insurance scheme which was discussed in parliament

Proposed amendments to the Constitution

ARTICLE 14

Monthly subscription for membership of union shall be Rs. 40/- per month.

ARTICLE 15

Monthly subscription shall be allocated as under:

Branch	Rs. 8
Division	Rs. 10
Circle	Rs. 10
CHQ	Rs. 12

(Federation quota @ Re. 1/- per member will be paid proportionately based on the quota received by the CHQ)

POLICY AND PROGRAMME

19th All India Conference of National Union of RMS and MMS Employees Group 'C' was held in Raipur (Chhatisgarh) from 3-5-2013 to 5-5-2013.

The AIC debated present national and international scenario and economical conditions. The AIC also discussed issues of Central Govt. Employees in general and RMS/MMS issues in particular. The AIC is worried about increase in prices of essential commodities and it feels that 50% merger of DA is necessary with pay before constituting VII Pay Commission. The AIC conveys its strong resentment to the Department for non-finalising Cadre Restructuring of RMS employees. The AIC has been disappointed in non-implementation of MMS Cadre Restructuring. The AIC feels that the Department deceived RMS unions for non-creation of L1 and L2 offices as promised by MNOP committee.

The AIC deeply discussed policy of outsourcing and requests the Department to dispense with the outsourcing in RMS operations especially in Speed Post units to avoid missents.

The AIC appeals to the Department to take proper steps to bring the mails to our fold from the local, national and international couriers.

The AIC urges the Department not to install AMPC any more taking in view the international conditions in which AMPC units are closed.

The AIC requests the Department for withdrawal of present revised norms for CRC and Speed Post and finalise new norms after consultation with service unions.

The AIC solicits the Department to procure more vehicles for better MMS operations.

The AIC demands to stop OT performance by employees till revision of OTA rates takes place.

To achieve the above goals, the AIC resolves to organize programmes as deemed fit.

