

NOTICE

Ref : 1/AIC/2017

Date : 17-07-2017

It is hereby notified that the 21st All India Conference of National Union of RMS & MMS Employees Group 'C' will be held From 01/11/2017 to 03/11/2017 at HOTEL RUMANI at RATNAKAR LANE, SEA BEACH, BEHIND PURI HOTEL, PO/Dist: - PURI, ODISHA, PIN-752001.

The following shall be the agenda:

1. Adoption of report on activities for the period from 01-06-2015 to 30-09-2017.
2. Adoption of audited accounts for the year 2015-2016 & 2016-2017.
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. 7th CPC & its complications
5. Cadre restructuring
6. PO & RMS Accountants
7. Franchising / Outsourcing

MMS PROBLEMS

1. Cadre Restructuring of MMS cadres
2. Drivers issues
3. Artisans issues
4. Technical Postal Assistants
5. Outsourcing

POLICY AND PROGRAMMES

1. Resolutions
2. Election of Office-bearers
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 Secretary (SR section) Dept. of Posts, New Delhi 110 001.
3. All Heads of Circles
4. Secretary-General, FNPO

(D. THEAGARAJAN),
General-Secretary

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FNPO

National Union of RMS & MMS Employees Group-C

21st ALL INDIA CONFERENCE

PURI, ODISHA

01/11/2017 to 03/11/2017

Central Working Committee of National Union of RMS & MMS has pleasure in presenting the report on activities, functioning of the organisation, major events, developments and progress made in solving the problems of employees during the period.

INTRODUCTION :

The major events during the period include

1. Cadre restructuring for RMS sent to MOF with approval of MOC.
2. Proposal to promote MNOP next level on paper.
3. M.M.S Cadre restructuring still with M.O.F.
4. Strike call given by National Trade Union Centre.
5. Strike call given by NJCA called off.
6. Strike call given by PJCA.
7. Strike call given by FNPO.
8. MACP related issues.
9. Change of Recruitment Rules.
10. Non revision of OTA.
11. Non implementation of CRC norms.
12. 7th CPC and its implication
13. Department council

14. Staff welfare Board meeting
15. World post & logistics meeting
16. APRO Post & logistics meeting
17. Bonus ceiling revised
18. Verification 2015.
19. C.S.I.

The Postal business had changed in global level and this has affected our India post. Our revenue is improved compared to last year and at the same time our Deficit also increased. Government advised the India Post to reduce deficit. In turn, India post initiate some steps this had badly affected employees as well as customers Management is not ready to hear our voice.

In this background, we are presenting this biennial report to our 21st AIC.

HOMAGE

Many National and international personalities and active leaders and members of the union passed away during the period. Notable among them were Sri N. Unnikrishnan, Sri V. Manikavelu former Org Secretary, Smt.shima choudhry, Shri.Des Raj Sharma Ex.Dy.S.G.NFPE, Veteran CPI leader A.B. Bardhan.This Federal

working committee places respectable homage to known and unknown persons died during the period in the flood, cyclone and other natural calamities.

RETIREMENT

Many active office-bearers and members retired from the services during the period the list of names of retired members is very big. However we want to mention few colleagues S/Shri K.B.Desai, D.Christudas, N.Ramappa, Ram saroop (N.D. APSO), Manjeet singh N.D Sorting, Smt Talath unnisa (Bangalore) . V. Nagarjan (MMS), M.B.Saravanan Ch. stg, A.Naushad Alikhan M.A Division, Kannan Ch APSO,K.Vijayakumar TV RMS,

20th ALL INDIA CONFERENCE

Our 20th All India Conference was held at Chandrasekaran Nair stadium in Bhagyamala Auditorium Trivandrum from 27.07.2015 to 31.07.2015. Huge record number of 485 Delegates and 304 Visitors participated in the conference. On 27.07.2015 the CWC met in Bhagyamala Auditorium and recommended the General Secretary to Place the biennial report and audited accounts before the subject committee meeting directly. Shri Ashok Kumar Singh was approved to be the president, to preside the conference in the absence of Shri Subroto Chowdhury. The AIC recorded its heartfelt Condolence to the former President Dr.APJ Abdul Kalam, on his sudden demise. As a mark of respect to the great soul we cancelled our colorful Rally and Open session events. Home Minister of Kerala Shri

Ramesh Chennithala, attended our AIC Open Session besides paid his tribute to our beloved former president.

FNPO President Sri T.N. Rahate, NUGDS General Secretary, P.U. Muralidharan, NUR IV General Secretary N. Ramappa, AIPAOA General Secretary O.P. Khanna and NUC W General Secretary, K. Sivadasan addressed and greeted the Conference on 27-7-2015. They also attended subject committee meeting on 28-7-2015 and addressed the delegates.

BIENNIAL REPORT AND ACCOUNTS General Secretary Presented Biennial report and finance secretary placed the audited accounts before the house. Both were approved without any amendments

VOTE OF THANKS:

The meeting ended with vote of thanks by shri. Naveen, Divisional Secretary RMS TV Division.

Our special thanks: The CHQ salutes reception committee secretary Shri D.Christodas and his team for conducting the conference in a successful manner. The AIC record its appreciation to the food committee Secretary, reception committee Secretary, Accommodation Committee Secretary and other Secretaries. We salute all the colleagues who worked day and night for the success of conference. The CHQ also conveys its thanks to FNPO Kerala Circle Co-ordinating committee. Our Sincere thanks to shri P.U. Muralidharan, NUGDS General Secretary. Our CHQ salutes all our delegates and Visitors for their excellent co-operation during

the conference. enclosed as annexure-1.

FEDERATION: Sri D. Theagarajan, General Secretary of NUR C is functioning as Secretary General of FNPO. The Federation is functioning well, with the co-operation of all our affiliated union General Secretaries. However the quota is very limited, the yearly quota is roughly 2 lakhs only. which is a one-month quota of NFPE Federation. However, we are maintaining the federation well. As on date nearly Rs. 80,000/- was given to Federation as loan by Sri D. Theagarajan General Secretary, during the period under review.

BRIEF NOTE ON 10TH FEDERAL CONGRESS

Our 10th Federal Congress was held in Kolkata from 03-11-2015 to 6-11-2015. The venue of the congress Moulali Yuba Kendra, Kolkata 700 014. 39 delegates and Circle Secretaries, Regional Secretaries and Divisional Secretaries of FNPO affiliated Service unions participated in the Federal Congress.

On 2-11-2015, the Federal Secretariat met and decided to meet on 3-11-2015. On 3-11-2015, the Federal Secretariat met at 10 a.m. under the Chairmanship of Sri T.N. Rahate. All the FNPO affiliated union General Secretaries and FWC Members were present. The working committee discussed the triennial report and audited accounts. After a debate, the working committee recommended the SG to place the report in the Congress.

OPEN SESSION: The open session was held at the same venue at 4 p.m. Before the session, there was a rally which started from the Circle office, West Bengal to the venue of the congress. A good number of members participated in the rally. Slogans were raised in the rally against the policies of the Government and demanded to implement VII CPC recommendations from 1-1-2014. The rally reached the venue after one hour from the starting point. The open session was presided over by Sri Raman Pandey President West Bengal INTUC. The session was addressed by the following dignitaries. S/Sri J. Srinivasan, GS Defence Union, Sri Vinod Sharma, ERMIC, Subrata Chowdhry, President NUR 'C', General Secretaries of FNPO affiliated unions and Secretary General. Smt. Soma Ghosh, Deputy Circle Secretary, P IV West Bengal Circle compered the programme. With the Closing remarks of Sri T.N. Rahate, the open session ended Congress Proceedings and other details enclosed as Annexure 2.

Federal Secretariat Meeting: on record, no meetings is conducted, however, FNPO affiliated unions General secretaries met many times and discussed issues.

Federal working committee Meeting: on 10/10/2017 to 12/10/2017 committee meeting was held at chennai.

CENTRAL WORKING COMMITTEE MEETING : After AIC no working committee was held during the period under review.

ORGANISATIONAL REVIEW: - During the period under review many youngsters joined our union. Our branch/Division/Circle secretaries are working well, besides the active members, office bearers at all levels worked extremely well. In some circles, New Circle Secretaries took charge.

CHQ: - The CHQ continues to function at Delhi. General Secretary visits Delhi every month. At times he visited more than twice in a month. However, he did not visit Delhi during Oct 2015, January & December 2016. During the period under review, he visited Delhi for more than 27 times and spent time considerably. He also visited Andhra, Karnataka, Kerala, West Bengal, UP, Uttarakhand, Maharashtra, Haryana, and Punjab. Details of the programme under review is enclosed as Annexure 3.

S/Shri Devendrakumar, Delhi Circle accompanied General Secretary whenever he visited Delhi, Sri Deepak Mukherjee, Chief Advisor attended some Circle Conferences during the period on behalf of CHQ. Shri Sathish Chander, Headquarters, Secretary, RMS is helping the G.S. in the day to day affairs at Delhi. Shri T.S.Parthasarthy Asst. Secretary APSO, is assisting the General Secretary as and when required in Chennai. Shri Ravichandran, Divisional secretary APSO, assisting G.S. On technology related subjects. Shri P. Mohan helped Finance Secretary to finalise the accounts.

CONFERENCES: - G.S. Attended all conferences except few due to non-

availability of reservation However, all conferences were represented by CHQ representative.

CIRCLE-WISE REVIEW

ANDHRA PRADESH CIRCLE: - Shri UDAY BHASKAR RAO, the new Circle Secretary has taken over charge from Shri S. CHAKRAPANI, 8 months back. His functioning is good, G.S.visited Hyderabad twice. He also attended TP Divisional meeting at Tirupathi and Retirement felicitation meeting of General secretary R-4 at Vijayawada. No major issues were reported to the CHQ. However CHQ received a memorandum from RMS V.Dn. Visakhapatnam recently. This has been referred to PMG, by the CHQ, for intervention and settlement of issues. Total number of sanctioned strength as per RTI 1140. Our membership is 175. Percentage in circle is 15.35%.

ASSAM CIRCLE: - Shri Utpal Medhi, is the Circle Secretary. No major issues were reported during the period. Total No. of sanctioned strength as per RTI 352. Our membership is 127. Percentage in circle is 36.7%

BIHAR CIRCLE: - After the demise of Pradeep Singh and Yedunandan Singh, our functioning in Bihar Circle has gone down. Now Avinash Kumar Singh has taken over the charge as Circle Secretary and regained the old position. During the last verification we secured more Members than NFPE in Bihar Circle. Total No. of sanctioned strength as per RTI 824. Our membership is 167. Percentage in circle is 20.27%

CHATTISGARH CIRCLE: - Shri Sunil Kumar Pandey was re-elected as Circle Secretary, he enrolled more members to our union. During the period Circle union issued local strike notice but circle office did not call our union, on Directorate intervention, Circle administration called our union however strike was averted. Total number of sanctioned strength as per RTI is 172. Our Membership is 61. Percentage in circle is 35.47%

DELHI CIRCLE: - Shri Pawan Kumar Joshi is the Circle Secretary. Divisional Secretaries of Delhi Circle are functioning well. There was a dispute in Circle union election. The matter went to the court and on request of the General secretary. The court case was withdrawn. The undersigned doesn't want to record all incidents in the report. If AIC wishes it may be discussed. Total number of sanctioned strength as per RTI is 1003. Our Membership is 376. Percentage in circle is 37.49%.

GUJARAT CIRCLE: - Shri K.B. Desai retired from service. SRI, K.H. RAWAL is the newly elected Circle Secretary. Major issues of AM Division and W Division were brought to the notice of CHQ during the period. On CHQ intervention the CPMG settled the issues. GS visited twice this circle during the period under review. Total number of sanctioned strength as per RTI is 985. Our Membership is 360. Percentage in circle is 36.55%

HIMACHAL PRADESH: - Our sincere efforts did not work out. We are unable to open a branch in the Circle till date.

HARYANA CIRCLE: - Shri Soham Lal is the Circle Secretary. Problems brought by the circle union were discussed with the CPMG. Some issues were settled and some were not. GS visited this circle during the period under review. Total number of sanctioned strength as per RTI is 277. Our Membership is 85. Percentage in circle is 30.69%.

J & K CIRCLE: - Smt. Neelam Manhas, is continuing as Circle secretary. She has not submitted a declaration to the DDO during this verification Total number of sanctioned strength as per RTI is 62. Our Membership is Nil.

JHARKHAND CIRCLE: - Shri Ashok Kumar Singh is the circle secretary no major issues brought to the notice of CHQ. We are unable to obtain RTI information regarding sanctioned strength from this circle.

KARNATAKA CIRCLE: - Shri. M.SRINIVASALU is the Circle Secretary, Banglore City RMS problem was brought to the notice of CHQ and matter was taken up to the notice of Directorate. GS visited this circle during the period under review. Total number of sanctioned strength as per RTI is 1039. Our Membership is 134. Percentage in circle is 12.90%

KERALA CIRCLE: - Shri D. Christudass retired from service. Shri.P.K. Muralidharan is now Circle Secretary. He is functioning well. Discrepancies in PO & RMS R.R is brought to the notice

of CHQ. File is now with Member (P) and it may take time to get approval as per the standard procedure of the Department. GS visited this circle during the period under review. Total number of sanctioned strength as per RTI is 998. Our Membership is 140. Percentage in circle is 14.02%

M.P CIRCLE: - Shri.SUDHIR NARAYAN SINGH has taken over charge as Circle Secretary. No major issues were reported to CHQ G.S. met members while transiting from Delhi to Bhopal Total number of sanctioned strength as per RTI is 435. Our Membership is 134. Percentage in circle is 30.80%, but according to our CHQ, this information is wrong.

MAHARASTRA CIRCLE: - Shri. K.K. SONAR is the new Circle Secretary. Issues brought to the notice of General Secretary were immediately discussed with the PMG, B.M Division rotation issue is still pending due to shortage of staff. GS visited this circle during the period under review, Total number of sanctioned strength as per RTI is 1900 Our Membership is 271. Percentage in circle is 14.26%

ODISHA CIRCLE: - Shri. Ravindra Patnaik is the circle secretary. No major problem was reported by the Circle union to the CHQ. GS visited this circle during the period under review. Total number of sanctioned strength as per RTI is 594. Our Membership is 271. Percentage in circle is 17.17%

PUNJAB CIRCLE: - Sri Gurnam Singh is the Circle Secretary, he brought some issues to CHQ and the same were taken

up by the CHQ to the Chief PMG. Chief PMG did not settle the issues still. GS visited this circle during the period under review, Total number of sanctioned strength as per RTI is 336. Our membership is 101. Percentage in circle is 30.6%

RAJASTHAN CIRCLE: - Sri Balaram Sharma, was re-elected as Circle Secretary, issues brought to the notice of CHQ discussed with CPMG. GS visited this circle during the period under review Total number of sanctioned strength as per RTI is 538 Our Membership is 123. Percentage in circle is 22.86%

TAMILNADU CIRCLE: - Sri P. Kumar is continuing as Circle Secretary. Speed Post Manager mismanagement issue was brought to the notice of CHQ. G.S addressed a Dharna. DPS called circle union for a discussion. Total number of sanctioned strength as per RTI is 1937. Our Membership is 662. Percentage in circle is 34.18%

UP CIRCLE: - Shri. Yogendra Yadav was elected as Circle Secretary in the CWC. Circle President Shri Yoga Singh transferred under Rule 37. General Secretary brought it to the notice of D.G. and also called DPS to cancel the transfer order. But C.O did not carry out the order of Directorate. Then an order was issued by the Directorate (vide letter No. 141-141/2013-SPB-II dated 13.12.2016) not to issue Rule 37 transfer for punishment purpose. Still, transfer order was not cancelled. General secretary met CPMG and requested to follow the Directorate order. CPMG agreed to review the case with an open mind. Let us hope for the best. GS visited

twice to this circle. Total number of sanctioned strength as per RTI is 1515. Our Membership is 388. Percentage in circle is 25.61%

UTTARKHAND CIRCLE: - Uttarkhand Circle was created by bifurcating UP Circle. Shri. Jasveer Singh Rawat is the Circle Secretary. Shortage of staff is a big issue. CHQ took up the matter with C.O, but due to New RR the issue is not settled. GS visited the circle twice. Total number of sanctioned strength as per RTI is 30 Our Membership is 23. Percentage in circle is 76.67%

WEST BENGAL CIRCLE: - Shri Debnath Pal is the Circle Secretary after Sri. P.G. Duttabanik. The Circle administration created maximum troubles to our veteran colleague, then Circle Secretary P.G. Dutta Banik. He was charge sheeted under Rule 14. Subsequently, it was converted as Rule 9 after his retirement. The matter was discussed by the CHQ with the Chair Person Postal Board. The Directorate instructed the Circle administration to complete the inquiry at the earliest. Circle office delayed taking maximum time. Finally General secretary met CPMG along with Chief Advisor Dipak. CPMG agreed to send the file to the Directorate as per the Rule. The Rule 9 case was referred to the DOP&T. DOP&T quashed the charges. We appreciate the present Circle Secretary for his sincere efforts in solving the problems. Total number of sanctioned strength as per RTI is 1634. Our Membership is 746. Percentage in circle is 45.65%

RMS SENTINEL: We publish RMS Sentinel continuously without any break.

It is also posted on our website before going to the print. Further RMS Sentinel is sent thro' email by the CHQ to available email ID of the office bearers. During the period under review only one month August 2015, the RMS sentinel was printed in 16 pages and remaining months it was printed in 8 pages.

FINANCIAL REVIEW: The audited accounts for the period 2015-16 and 2016-17 are printed elsewhere.:

1. Receipt of quota 2015-16=Rs. 512830
2. Receipt of quota 2016-17=Rs. 365004
3. Payments 2015-16=Rs.440916
4. Payments 2016-17=Rs. 302260

From the above, it is obvious that CHQ is not receiving quota as per membership from the Divisions. Maximum payment is made for RMS Sentinel. CHQ unable to open Accounts in the Nationalised bank in the name of the union for the following reason 1) Registration certificate is not available. 2) Resolution of AIC to open the account in the Nationalised bank. However, the money was deposited only in the state bank of India and account number intimated to all Divisional secretaries as and when required.

We are not engaging any staff part time/ full time in CHQ for the past 15 years. Now CHQ paying Rs 3000 to Headquarter Secretary as allowances. As of now our financial position does not

permit to offer foreign service to the General Secretary. However, present G.S. retiring from service, we have to elect new General Secretary in the coming years. For him, we have to compensate the loss of salary as is done in AIRMS union. The AIC may discuss the issue and find a solution.

Global Economy

Global growth has been tepid since the global financial crisis broke out almost 10 years ago, and has declined from an average of 4.5% during the five years preceding the crisis to 3.5% over the past five years.

Indian economy

The Indian economy is projected to grow at a lower than expected rate of 6.7 percent. This fiscal is due to the "transitory effects" of demonetisation and the GST implementation, according to the Paris-based think tank Organisation for Economic Cooperation and Development (OECD).

Goods and Services Tax (GST) : Goods and Services Tax (GST) is an indirect tax, which was introduced in India on 1st July 2017 and was applicable throughout India, which replaced multiple cascading taxes levied by the central and state governments. In the longer run, the GST is expected to boost investment, productivity and growth. If FWC wishes it may discuss positive, and the negative impact of GST in India.

Demonetization: On November 8, 2016, Hon'ble Prime Minister Narendra Modi announced the biggest-ever

demonetisation exercise in India. Currency notes of Rs 500 and Rs 1,000 denomination were withdrawn from public use. It was said that these notes accounted for 86 percent of the currency in circulation at that time. Demonetization affected Indians badly, Former Prime Minister Manmohan Singh termed demonetisation of Rs. 500 and Rs. 1,000 notes as A Monumental Failure, an "organised loot and legalised plunder."

Former Finance minister P Chidambaram said the GDP of India would take a hit of at least one percent if not two owing to the demonetisation move by Prime Minister Narendra Modi. "We will all have to suffer because of the folly of one person of this country... The country will face a loss of Rs 1.5 lakh crore," Chidambaram said.

Modi had made an emotional speech on demonetisation – "Give me 50 days, then punish me if I am wrong" – which was the lead story in all newspapers. Today who remembers that?

We don't want to discuss here more about Demonetisation and its political gain to BJP government, however, it is our duty to view the annual report of RBI on Demontisation.

RBI ANNUAL REPORT ON DEMONETISATION: The annual report of the Reserve Bank of India, released last week of August 2017, estimated that almost 99 percent of the scrapped Rs 1,000 and Rs 500 notes after demonetisation have come back to the central bank. The announcement has

analysis discussing the success and failure of demonetization. What does it all mean?

What is Demonetisation?

Demonetisation is the withdrawal of a particular form of currency from circulation. Notes of a particular denomination cease to be legal tender. In other words, the notes lose their value as a currency.

How did it affect people and the economy?

Initially, it caused hardships to citizens. People had a hard time withdrawing money from ATMs because most of them went dry. Though they were allowed to exchange their old notes for valid currency, it saw long queues outside banks and ATMs. Banks struggled to meet the cash demands of people, who had to make do with cash of denominations Rs. 100 and below. People scrambled for 'physical cash' to pay for goods and services and in fact, deferred purchases altogether. This, in turn, hit businesses and the country's economy. The situation came to normal after the introduction of new Rs 500 and Rs 2,000 notes.

What were the earlier demonetisation efforts?

India has seen demonetisation twice before the one in 2016. In 1946, notes of Rs 500, Rs 1,000 and Rs 10,000 were scrapped. In 1978, the then Prime Minister of India Morarji Desai announced the currency ban withdrawing Rs 1,000, Rs 5,000 and Rs

10,000 from circulation. The aim of both the events was to curb black money.

What is the result of the 2016 move?

Currency worth Rs. 15.44 lakh crore were banned and the RBI has found that Rs. 15.28 lakh crore has returned as on June 30, 2017. The results suggest a damning failure and a wide difference would have given the government an estimate of black money. But the report makes it clear that there is no significant black money 'in cash' in India or that black money holders made their illegal income as legal by exchanging them at bank counters either directly or indirectly. Experts say that the government can still claim success because now the black money holders face the risk of getting caught by the taxman. Demonetisation has encouraged people to embrace digital payments.

RBI's findings as proof that demonetization had failed FWC wish it may discuss more.

How Demonetisation affects Postal officials: Though directorate has issued orders to supply fake deduction machine many SSPs/SPs have not supplied machine to many post offices which have resulted in staff who worked to make the Government scheme successful, face problem due to receipt of fake currency from the public during heavy rush. Further Heads of circles did not pay Remuneration to the postal employees in many places. Consequent on Demonetization, the business hours of Post Offices have changed as 8.00 am

to 8.00 pm to meet the needs of the public.

Central Trade union movements.

Efforts to modify labour laws via consensus details available in Annexure 4

All India General Strike by Central Trade Unions – 2nd September, 2016 – reg. details available in Annexure 5.

Why we participated in the 2nd September 2016 strike.?

National Trade Union Centres of our Country have given a clarion call for workers to participate in the 2nd September strike on 12 point Charter of Demands. The strike matters were discussed among the FNPO affiliated General Secretaries personally and debated on a marathon hours and consensus was reached to participate in the 2nd Sep 2016. Strike, taking into consideration of anti-labour attitude of the Government. Mainly FNPO General secretaries discussed issues relating to 7th CPC and its implications which will affect the Central Government employees in the long run. Though the Government appointed three committees on minimum wages, allowances and new Pension Scheme, we cannot presume the favourable recommendations of the committees at this stage. Unilateral amendments to the Labour laws by the present Government will affect the trade union movement of the country. If we are away from the strike, we will be blamed by the future generation. By participating in the one day strike can we change the scenario of the nation

was also discussed by the General Secretaries at length. Finally we decided non-participation in the strike will affect the organization. The results are not important but organization is important. That is why we participated in the strike. Lessons learnt from the 2nd September strike details available in Annexure 6)

Bonus : The revision of bonus ceiling was discussed during the September 2nd strike as one of the demand. The ministry of labour agreed to revise the bonus ceiling from 3500 to 7000 with a cap of Max payment of Rs. 20,000/-. Accordingly the ministry of labour sent a proposal to the cabinet for enhancement of ceiling Cabinet duly approved the amendment w.e.from 1-4-2015 .

7th CPC Related issues:

Reason for the strike notice & developments.

The 7th CPC was constituted by UPA II Govt. Headed by Dr. Manmohan Singh. The commission submitted its recommendations within 21 months. The commission has fixed Rs. 18000/- as minimum pay and Rs. 2 lakhs 50 thousand as maximum pay. 13.8 times more is allotted to top officers. Further, the Commission recommended for reduction of HRA from 30%, 20% as 10% to 24%, 16% and 8%. It also recommended the abolition of 52 allowances and interest-free advances such as Festival advance, Natural calamity Advance and LTC advance. The commission did not spare women

employees also and it curtailed salary for the second year of child care leave to 80%. The commission rejected our demand of five promotional avenues and abolition of New Pension Scheme. The commission has recommended contract and out-sourcing to avoid further regular appointment. It also rejected the regularization of GDS and increase in minimum pension percentage and fixed medical allowance and increment rate to the regular employees from 3% to 5% .

Steps taken by NJCA NJCM has given a call to all Central Government employees to hold a demonstration from 19 to 21 January 2016 at all our workplaces and hand over the copy of the NJCM letter to the Heads of Divisions for onward transmission to the cabinet Secretary demanding immediate settlement of the issues. NJCA letter and charter of Demands enclosed as Annexure-7.

7th CPC implementation- Minutes of the Meeting of Nodal Officers held on 2-2-2016 Annexure—08.

Implementation Cell called a meeting. On the Invitation of Shri R.K. Chaturvedi, Convener, Implementation Cell, Ministry of Finance Dr M. Raghavaiah, Chairman/ NJCA & GS/ NFIR and Shri Guman Singh, Member/NJCA & President/NFIR representing Central Government Federations/Associations attended the meeting at North Block, New Delhi at 11.00AM on 19th February 2016 and explained NJCA's 1 to 26 charter of demands with full justification details enclosed as Annexure—9.

INDEFINITE STRIKE FROM 11th APRIL-2016 : The NJCA met on 08.02.2016 as scheduled. The meeting after taking into account various factors decided that the proposed indefinite strike will commence from 11.04.2016 if no settlement is brought about on the charter of demands by that time Decision taken NJCA enclosed as Annexure 10

Strike notice served on 9-6-2016: details enclosed as Annexure—11. NJCA conducted various programmes at different levels. Consequently, the Govt. appointed a committee under the chairmanship of Cabinet Secretary and other Departmental Secretaries to look into the demands of staff side. The committee conducted series of meetings with all recognized unions. Postal unions were also called for discussion. The committee submitted its report to the Govt. the recommendations of the Committee were not disclosed by the Government. On 29th June 2016, the Cabinet approved the recommendations of 7th CPC without any changes. This has created shocking waves among the Central Govt. Employees across the country. On 30th July 2016. The Govt. Invited important leaders of NJCA and discussed. But we do not know what discussion was taken place on each items. No minutes were issued in this regard. The NJCA met on the same day and announced that the proposed strike will take place due to non-issue of the minutes to the NJCA leaders. Accordingly, the NJCA constituent unions conducted series of programmes in favour of strike. On 6th July 2016

NJCA met again and during the meeting, the Home Minister called the leaders and gave assurance the Finance Minister would issue a press statement on the same day. After the Press Statement, the NJCA deferred the strike unanimously. Meanwhile, the Govt. machinery indulged in big publicity telling that the Govt. has increased minimum wage from Rs. 7000/- Rs. 18000/- Under no circumstances the same Govt. did not reveal the colossal increase of pay to top officers. The Govt. claims the increase of minimum wage from Rs. 7000/- to Rs. 18000/-. But the real difference is only Rs. 2250/-. It is a low increase of less than 14.29%. In the past, II CPC increased the salary to the tune of 14.2%. III CPC increased 20.6%. IV CPC increased 27.6%. V CPC increased 31% and VI CPC increased to 54%. From the above table, it transpires that each commission increased the rate of salary in ascending order. In regard to VII CPC, the rate of increase is in descending order that is 29.71%. This very retrograde step on the part of VII CPC. The employees are mentally convinced that the demand of NJCA is genuine and mentally prepared the strike. The NJCA deferred the strike considering the assurances of the Govt. Further the NJCA clarified clearly if the demands are not fulfilled by the Govt. within the stipulated time-frame, the NJCA will revive the strike plan. We may have anger. But we are only minor partners in the NJCA. We cannot do major role independently. We have done our duty. No regrets. Let us march forward further with hope.

7th Central Pay Commission recommendations approved: The Union Cabinet chaired by the Prime Minister Shri Narendra Modi has approved the implementation of the recommendations of 7 the Central Pay Commission (CPC) on pay and pensionary benefits, With effect from 01.01.2016. The Cabinet has also decided that arrears of pay and pensionary benefits will be paid during the financial year (2016-17) itself, unlike in the past when parts of arrears were paid in the next financial year. More details Enclosed as Annexure 12.

NJCA Writes to PM on 7th Pay Commission related issues and regarding NPS: Annexure 13

BETRAYAL TO CENTRAL GOVT EMPLOYEES BY NDA GOVERNMENT. GOVERNMENT REJECTED ALL THE MODIFICATIONS SOUGHT BY THE NJCA NO INCREASE IN MINIMUM PAY AND FITMENT FORMULA. NDA Government has once again betrayed the entire Central Govt Employees. The demand of the employees to restore HRA at 30, 20 & 10% are denied. The date of effect for allowances is fixed as 01-07-2017 denying 18 months arrears. The BJP led NDA Government deliberately delayed the legitimate right of the employees. The assurance given by cabinet ministers regarding the increase in Minimum Pay and Fitment Formula is also not honoured till date. Federation of National Postal Organisations organised demonstrations in front of all Divisional Offices on 10/07/2017

How 7th CPC affected Postal employees. 7th CPC recommendations have hit the employees badly. Particularly in P.A./S.A. Cadre, the revision is very meagre contrary to the expectation. 5th CPC recommended Rs. 4000/- as basic pay for PA/SA cadre, of course, it caused anomaly for erstwhile TBOP/BCR cadres. However, that is a boon for Pas/SAs. In 6th CPC, we got a very good package. We got Rs. 4200/- as GP for II MAPC. This also created differences between direct recruits and promotes. The 7th CPC has spoiled all our gains which we earned earlier. We demanded higher pay scale for LSG, HSG II and HSG I grades. This was totally rejected without considering our merits. At the same time, the 7th CPC has recommended a higher pay scales for IP, ASP and SP citing court case and relativity with identical posts in other Department. They conveniently forgot the post of LSG/HSG II/ HSG I which are equivalent to IP and ASPOs. The duties and responsibility of LSG/ HSG II/HSG I cadres are more while comparing to IP and SPSOs. In regard to Postman cadre, our demand was rejected citing the case of the constables of Central Police Organisations. They conveniently forgot the vast changes in the duties and responsibilities of the postman after the emergence of IT and modernization projects. Other important demands such as PO & RMS Accountants, MMS cadres, system administrator, Civil & Electrical wing, Circle office, cadres and SBCO cadres have summarily been rejected without considering the merits of the demands.

Nature of work in respect of MTS working in Post office & RMS offices is totally different from that of other Central Government Departments. Our demand has not been considered by the 7th CPC in a realistic manner. In regard to GDS, our demand for inclusion of GDS cadre in the ambit of 7th CPC has been rejected. The views of the Department on GDS cadre is reproduced by the 7th CPC in their report verbatim which shares that 7th CPC is not considering any of our demands based on merits and justification. The sorry state of affairs is that our Department of Posts did not submit recommendations supporting our demands. This is highly objectionable. It shows the Department is not interested in improving the financial status of the employees. This is unacceptable for ever and unforgettable. 7th CPC has reduced all our financial benefits under the pretext of rationalizations same analogy was applied while revised pay scales were implemented for Bank employees. Initially, the Government raised Bank employees wage hike to the extent of 10%. But they got 15% wage hike from retrospective effect on account of their tireless efforts and uncompromising struggle.

FNPO & PJCA STEPS.

Modifications sought for on the recommendations of the 7th CPC on various cadets/issues relating to the Department of Posts enclosed as Annexure—14.

Settlement of Pay Commission related issues, PJCA issued a notice to the

Department of Posts Enclosed as Annexure 15

On 03/11/2016, a meeting was conducted under the Chairmanship of Finance Secretary & Secretary (Expenditure) with regard to the postal department. During the meeting India Post Chairman, Postal board, Member (P), DDG (Esst.), DDG (P) & Director (Esst.) were present. Secretary Generals of the three Federations represented the staff side. The Department of Posts submitted a proposal for retaining the following allowances. · Fixed Monetary Compensation to Postman. · Special Allowance to PO & RMS Accountants. · Cycle allowance to Postman. · Cash handling and Treasury allowance. · Headquarter allowance · Fixed Medical allowance. · Overtime Allowance After a long discussion on the revision of above allowances, the Finance Secretary asked to furnish the quantum of Fund required by the Department of Post to meet the Expenditure. Our departmental officers who were present at the meeting agreed to give the required fund details. According to our information, our department has sent the details to the Finance Secretary.but committee rejected all our demands except Cycle allowance to Postman.

Protest week from 12th to 19th December 2016

FNPO affiliated unions observed protest week from 12th to 19th December 2016 on the 16 points Charter of Demands. More details enclosed as Annexure16

Items of agenda for National Anomaly Committee Meeting

Item No 1: Anomaly in the computation of Minimum Wage. Item No. 23 % Increment at all stages Item 3 : Removal of condition of 3% stipulated to grant bunching benefit: Item No 4Fixation of Pay on Promotion Item No 5Removal of Anomaly in Pay Matrix Item No 6 Anomaly due to index rationalization Item No 7.Anomaly arising from the decision to reject option No. 1 in pension fixation Item No 8 Lesser Pay in higher Level of Pay Matrix Item 9:Bunching of steps in the Revised Pay structure Item No 10 Minimum Pension Item No 11 Date of Effect of Allowances -HRA, Transport Allowance, CEA etc. Item No 12: Implement the recommendation on Parity in Pay Scale between Sr Auditor/ Sr Accountant of IA & AD and organized Accounts with Assistant Section Officer of CSS Item No 13 Parity in Pay Scales between Assistants/Stenographers in field / subordinate offices and Assistant Section Officer and Stenographers in CSS Details enclsd Annexure 17.

MACP & ANOMALIES

On the recomendation of 6th CPC the Government introduced MACP scheme from 1-9-2008. It is modified as ACPscheme. ACP Scheme was not accepted by our late leaders G.K. Padmanabhan and K. Adinarayana but we accepted MACP considering various aspects. MACP Scheme created division among the promotess and direct recruits. Various court cases were filed against MACP anomaly. The favourable court orders were not implemented by

the Govt. The meeting on MACP anomalies has not yielded result as on date. Adding oil in the fire the bench mark for performance appraisal under the MACP has been enhanced from good to very good after the 7th CPC implementarion. Resolve the issues amicably through discussions NJCA send letter details available in (Annexure 18)

FNPO'S Appeal to grant MACP to all eligible /Retirees with out any difference in accordance with SLB 4848/2016 Dated 16/08/2016 copy of the letter reproduced below:

Ref : MACP/16/2017 Dt. 16-4-2017

Sri B.V. Sudhakar
Chairman
Postal Services Board
Dak Bhavan,
New Delhi 110 001.

Sir, Sub : Request to grant MACP to all eligible officials / retirees without any difference in accordance with SLP 4848/2016 dt. 16-8-2016.

Ref : Directorate letter No. 2-19/2015-PCC dt. 1-3-2017.

With reference to the above, my federation wishes to submit that the case pertaining to grant of MACP effective from 1-9-2008, the supreme court has pronounced the judgement in favour of the retired SPM Sri D. Sivakumar vide SLP 4848/2016 dt. 16-8-2016 and the same has been endorsed by the Directorate vide letter No. 2-19/2015-PCC dated. 1-3-2017. The Article 141 of Indian Constitution envisages that the judgement pronounced by the Supreme

Court is binding to the similarly placed officials. Hence it is requested the same may be extended to all the eligible officials/ retirees without any difference. Thanking you,

Yours Sincerely,
(D. Theagarajan),
Secretary General

VIEWES OF NC/JCM STAFF SIDE TO THE COMMITTEES ON NPS

A meeting of the Committee constituted to suggest measures for streamlining implementation of the NPS for the Central Govt. Employees —enclosed as Annexure—18A.

Minutes of the meeting of the Committee to suggest measures for streamlining implementation of the National Pension System (NPS) held on 17.03.2017 Annexure 19.

STANDING COMMITTEE MEETING :

Minutes of the Meeting of the Standing Committee held between staff side and Official side available in Annexure 19A

RELAXATION APPOINTMENT : The Govt. had taken a decision that compassionate appointment may be made to an extent of 5% of the vacancies per year. JCM standing committee discussed the issue several times, there is no improvement on the subject. Our sincere efforts made in the departmental council and strike demands has not yielded any result as on date

Protest on the non-implementation of agreement on Cadre Restructuring for RMS SA

Ref : CRC/126/2016

Dated : 6-6-2016

To Sri S.K. Sinha
Chairman,
Postal Services Board
Dak Bhavan,
New Delhi 110 001.

Sir,

Sub : Protest on the non-implementing
of agreement on Cadre Restructuring.

Ref : Your Memo No. 25-04/2012-PE
Dt. 27-5-2016

At the outset my Federation conveys thanks for issuing orders on Cadre Restructuring for employees of Group C of Postal Wing. Your kind attention is invited to the minutes or discussions issued by your office No. 25-04/2012-PE I dated 23- 10-2013 in the above said letter in para (e) it has been clearly mentioned that the Cadre ratio as per the agreed position mentioned at (c) to (d) above will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle and Administration offices as also to the PA cadre of SBCO. Further in para (g), it is mentioned that in the light of peculiar situation of postmen/Mail Guard cadres where the work for bulk of the cadre continues to remain the same as a special case, the committee recommends ratio as worked out in pursuance of para (e) above may be considered for implementation to these cadres as well and that the cadres so restructured may concurrently get the benefit of MACP also. In another agreement the cadre restructuring has been agreed for the MMS and civil wing

employees. During the strike settlement on 5-5-2015 in the presence of Honourable Minister of Communication, it was assured by the Honourable Minister that though he had some reservation on cadre restructuring he agreed to implement the agreement made with Postal Federation on cadre Restructuring. In the same meeting, you were also physically present. Strangely, orders were issued only for the Group 'C' employees of Postal Wing. It is shocking to hear that the Directorate has not made any attempt to implement the agreement in respect of cadres in RMS, Circle office, SBCO, Civil Wing and Postman cadre. In regard to MMS, two years have been elapsed and now only the Department started to seek information from the Circles about the staff strength, though it was initially discussed. The action of the Department paves way for dividing the employees of different cadres. The parity maintained between SA cadre and PA Cadre since inception has now been jeopardized. Who is responsible for creating jeopardise between the cadres? My Federation is not aware of this. But it will affect interest of the Department as well as morale of the affected employees ultimately. My Federation has high hopes and trusts on you that you will involve yourself for implementing Cadre Restructuring as per the agreement reached between staff side and Administration.

Thanking you,

Yours Sincerely,
(D. Theagarajan),
Secretary General

Verification 2015: in the verification process-2015, the sister federations and their affiliated unions caused damage to our membership by using all sorts of unfair means. They may say there is no rules and regulations in war (Verification of Membership) . We too agree that this a war, but even in a war there are code is of conduct to be observed by both the sides. But in this verification process, NFPE&BPEF federation and their affiliated unions targeted only our unions. unfortunately, the Department also supported both federations and their affiliated unions by issuing favourable orders in favour of them in the verification process. This has very much affected the morale of the rank and file of our union. The behaviour and conduct shown by the rank and file of the sister federations towards our rank file spoiled the normalcy. NFPE Federation had given direction to all their office bearers to project the sanctioned strength in the verification process instead of working strength indirectly. In the first step they made maximum dual membership in the verification process at Divisional / Branch level, but their plan was not succeeded and then they came with another plan openly to project sanctioned strength to pave way to reduce the percentage of FNPO affiliated unions their plan ended with tragedy. Our Department sent verification results for approval to the Hon'ble MOS but the minister did not send the file to the Department with approval still the file is pending with our Hon'ble MOS Communication. Our affiliated unions secured requisite

percentage for recognition. The percentage of our unions furnished below. NAPE-C= 21%, NUPM & MTS 24%, NURC 26%,NUR-4 27%, NUCW 23%,AIPAOA(FNPO)15%. The above percentage is calculated based on RTI information and the above figures excluding membership of the following 2 circles Jharkhand and Northeast. Our Federation met the than chairperson and submitted a letter.

Copy of the letter reproduced here.

Ref : Verification/116/2016

Dated : 11-3-2016

To Ms. Kaveri Banerji
Secretary Dept. of Posts
Dak Bhavan,
New Delhi – 110 001.

Madam,

Sub : Biased acts on the part of SR
Section of the Department.

The SR Section of the Directorate is openly indulging in favouritism towards sister Federation and its affiliated unions on account of their big brother attitudes. On the other hand, SR Section is afraid of the Minister office and its orders and doing undue favours to the another sister Federation. My Federation and its affiliated unions are meted out step-motherly treatment by the SR Section in all matters. The SR Section of our Directorate acts like Alibaba cave which opens only to the persons who know the slogans for opening the doors of the cave. The undersigned has well acquainted with the SR Section for more than 12 years. My past experience reveals that during the verification, the

SR Section was impartial and treated all the Federations in equal terms. At any time honoured and gave due importance. But now it is totally different. Earlier, the membership position of each circle was shown to all the Federations openly in a transparent manner. Though my Federation pointed out mistakes, at the time the SR Section accepted some mistakes and not all. They stick on in their stand. We also accepted the stand of SR Section after viewing their open and transparent approach. But what is going on now? To favour one Federation, the SR Section is demanding Annexure IV again and again from particular circles to get the recognition to affiliated unions of the sister Federation. Same Circles are also changing the figure of working strength more than four times. The SR Section chooses the figure according to the needs of the affiliated unions of the sister Federation. This is unfair, unethical and unacceptable. Apart from the above favouritism, steps are taken to inflate the working strength in order to reduce the percentage of the membership of my affiliated unions openly through circles. The errors pointed out by my union are not given proper attention, though it has documentary evidence. But the oral complaints of the sister Federation were given undue importance and D.O. Letters were sent to the Heads of Circles from the Directorate to get favouritism done to the sister Federation. It is not known why the Directorate is afraid of the complaint which was received from the Sister Federation. We suspect the activities of

the SR Section of the Directorate based on their activities in hiding all the facts to my Federation. But at the same time, its activities are visible to other two Federations. Suspecting the activities of the SR Section of the Directorate, my Federation wants to inform the following to put on records. 1. In Group 'C' Postal excluding Postmen, the working Strength of the employees comes roughly to 95000 approximately. Our NAPE 'C' Secured nearly 20000 members and its percentage comes to more than 21%. 2. In Group 'C' RMS including MMS, the working strength arrives at 16207 approximately. The NUR 'C' secured 4158 members and its percentage comes to more than 25%. 3. In Group 'D' & MTS including Postmen, the working strength comes to 70000 approximately. The NUPE PM & MTS secured nearly 15162 members and its percentage comes to nearly 24%. 4. In Group D/ MTS RMS & MMS including Mail Guards; the working strength is 11035 approximately. NUR IV secured 3102 members and its percentage is more than 26%. 5. In Postal Civil Wing, the working strength comes to 503 approximately. NUCW secured 114 members and its percentage comes to more than 21% roughly. Out of 22 Circles, we obtained Annexure IV only from 16 Circles. Therefore, we are unable to give exact working strength in each cadre. We calculated the figures of remaining six circles based on the last verification working strength. Therefore it may be slightly high or slightly less here and there. But it will not affect in getting the requisite percentage for the

purpose of recognition for my above affiliated unions. In regard to the Administrative union, AIPAOA (FNPO) secured 433 members. According to us, the working strength is only 2617. But according to the information furnished by the Circles, it may be 3381. If the latter figure is taken into account, it will affect recognition of AIPAOA (FNPO). Therefore we have given two objection letters with documents. But our letters have been dealt with in a casual manner. My Federation wants to inform the Directorate if the SR section of the Directorate attempts to inflate the working strength in respect of Group 'C' (Postal), Group 'C' (RMS), Group 'D' (Postmen), Group 'D' (RMS) and Civil Wing, my Federation will be forced to take up the matter in the parliament through our M.Ps who belong to INTUC and also to move the court of law in this regard to get justice.

Thanking you

Yours Sincerely,
(D. Theagarajan),
Secretary General

DEPARTMENTAL COUNCIL MEETING

During the period under review, one meeting was conducted 18 RMS & MMS items discussed in the meeting Minutes of the meeting available in www.fnpo.org

SPORT BOARD MEETING:

During the period under review, one sports Board meetings was conducted but the department did not invite the union representative in the meeting citing the rules.

12TH MEETING OF THE 16TH POSTAL SERVICES STAFF WELFARE BOARD

12th meeting of the 16th Postal Services staff welfare board was held on 22/08/2017 under the chairmanship of Honourable M.O.S.SG FNPO participated in the meeting with the black shirt. SG FNPO requested the Honourable Minister to discuss the GDS issue before the agenda items but it was not permitted. Items of the meeting were discussed. The minister was very positive on all the welfare issues. SG FNPO recorded the following at the end of the meeting. FNPO is not participating in the strike. However, we strongly feel that the demands of GDS are genuine. Shri Mahadevaiah was not permitted to attend this meeting. As per our view, it is wrong. FNPO recorded its displeasure for not permitting Shri Mahadevaiah in the meeting. The Minister heard our voice patiently. In the closing remark, the Minister said that they are very positive in settling the GDS issues. After the meeting, the Department holds lunch for the participants. SG FNPO boycotted the launch informing to the officers that when our GDS employees are going on strike, we don't want to take any refreshment during the meeting Minutes of meeting enclosed as Annexure 20.

Agitation programmes of FNPO.

Our federation served notice to Department on 20/06/2017. Details of the letter, our programmes and Department reply enclosed as Annexure 21.

Why we went on strike 16th March 2017.

We are forced to go on a day's strike on 16th March 2017 due to the inaction of the Government. Seven months have lapsed still the committee has not submitted any report. A group of ministers comprising Home Minister Shri. Raj Nath Singh, Finance Minister Shri. Arun Jaitley & Railway Minister Shri. Suresh Prabhu called NJCA leaders on 30/06/2016 and assured that a highpower committee will be constituted to look into the matter regarding revision of wages and fitment formula. Based on the assurance, the JCM Constituent deferred the Strike action to 06th July 2016. Though our Federation appealed PJCA to continue the strike as decided on July 11 2016, it was not considered in the larger interest of Central Government employees. As assured a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response was very much disappointed. Against this we conducted a protest week from 12th December to 19th December 2016 and submitted a memorandum to our Honourable Prime Minister through state Governors as well as in his office, there is no response till date. On 19/01/2017 A meeting was held with the Cabinet Secretary, Government of India, wherein Staff side secretary and the president were present. The staff side explained Cabinet secretary about various Issues of the Central Government Employees pending at the Government level. The main issues were NPS, Minimum Wage

and Fitment Formula, Allowances, Pension and enhancing Benchmark from good to Very Good The Cabinet Secretary informed staff side that, Pension issues have already been referred to the Cabinet, and the report of the Committee on Allowances is likely to be submitted in the next month. It is not certain whether there will be any revision in the minimum wage and Fitment formula & arrears of allowances for 01/01/2016. Meanwhile, on 10.02.2017 NPS committee has called the JCM Staff Side for a second round of discussion, during the discussion they want to discuss only notified agenda, such as (1) scrapping of NPS (2) Guaranteed Minimum pension to NPS Pensioners ie; 50% of the last pay drawn should be guaranteed by the Government as minimum pension, even if the returns from annuity insurance scheme amount is less than 50%. Unfortunately, the main demand of Exemption of Central Govt. Employees from the purview of NPS, was not included in the agenda. With regard to GDS, our Federation and NUGDS warmly welcome the welfare measures which were recommended by Sri. Kamalesh Chandra committee. At the same time, our Federation strongly oppose the non'Removal of 3 -A (I) of GDS Conduct & Engagement Rules, 2011. Regarding Casual Labours, the revised wages and its arrears have not been paid in many Circles. In view of the above, we cannot remain silent just conducting a protest week and Dharna.

As we have to show a strong protest against the attitude of the Government,

the FNPO affiliates decided to go on a day`s strike on March 16th, 2017.

ANOMALY COMMITTEE:

Department constituted anomaly committee,our federation nominated S/ Shri T.N..Rahate Prsident FNPO. & D Kishanrao D.S.G.FNPO as members.

POSTAL JCA ACTIVITIES FROM 2016-2017.

As mention in the previous para during the verification process-2015, the NFPE federation and their affiliated unions caused damage to our membership by using all sorts of unfair means, this has resulted our circle secretaries raised objection whenever our Federation issuing agitation notice with NFPE However our federation issued few calls under the banner of PJCA in the larger interest of central Government employees in general and Postal employees in particular.

A meeting of PJCA comprising NFPE, FNPO, AIPEU-GDS & NUGDS was held at NFPE office North Avenue Post Office Building, New Delhi on 16th November 2016 under the presidentship of Shri DTheagarajan Secretary General FNPO.

All General Secretaries of both the Federations participated in the meeting.After threadbare discussion resolution, programme of action and Charter of Demand was finalized.details enclosed as Annexure —22.

Protest letter addressed to chairman Postal Services board against irregular allotment of one seat in the Department Council details available in Annexure 23.

Youth wing General secretary Deputed to Bangkok.

Our Youth wing General secretary Shri Rabinder patnaik deputed to Bangkok for trade union training. Mr. A.Sarkar from (W.B) Ms. Sofia from (T.N) also sent to abroad for the seminar/ Training during the period under review.

UNI Post and logistics world conference

Dublin is the venue for the UNI Post and the logistics world conference. Over 250 post and logistics world leaders are engaged in a passionate debate about the future of postal services in a digital world. The unions gathered, represent 5 million post workers worldwide who are responsible for delivery of over 650 billion letters and almost 7 billion parcels from 663,000 post offices around the world. Shri D.Theagarajan, SG FNPO participated the conference.

Post & Logistic Sectoral Conference: Kuala Lumpur, Malaysia. 25th-27th August 2017

The Post and logistics sector and ICTS conference were inaugurated by the Ministry of Communication, Malaysia. UNI Global Union GS, Philips J Jennings and UNI APRO Bro.Christopher addressed the conference.S/Shri D. Theagarajan, D.Kishanrao and PU Muralidharan participated the conference.

LET US UNDERSTAND THE REALITY

30 years before we handled 20 million mails daily, now it is 1.75 million only out of which 0.25 million are RTS mails. Department claims that Parcel is the

main focus area where we have a minimal market share. In other countries E-commerce business is increasing day by day but in our country it is still in infant stage.

REVIEW OF MAIL TRAFFIC & REVENUE FOR 2016. We delivered 15750 million unregistered letters, 600 million parcels and 200.81 million Registered letters this is 12.01 million more than the previous year. We delivered 5507.96 million unregistered letters this is 1.69 million more than the previous year. Our total revenue is 107304.16 million. Government's aid is 60662.90 million. Revenue increased by 14.56%. Though we claim that our traffic and revenue is increasing the shocking factor is that this increase is only from Business Post and not from the general public. The transit time for Registered letter from booking to delivery is nearly 7days. Why this delay? Who is responsible? Debating and blaming each other will not solve the issues we need a mechanism to ensure prompt and quick delivery. Speed post traffic has increased considerably, but our market share is comparatively less when compared with other countries. Now the department plans to get 100 million from the Government to improve the RMS operation, we don't know what is in plan by the department and how the money is to be spent? Purchasing machines alone will not improve our business, we have to plan properly for processing and for timely delivery. Whether the department will consider our views or not, is not a matter. But being sincere employees union, we have

to submit our views to the Department pointing the reality. Our CHQ confident that this conference provides the platform to pool together collective knowledge and experience to "maximize the gains, minimize the pains" when developing new responses.

MODIFICATIONS/ CHANGES IN THE MNOP:

CHQ came to know Department is planning to change/promote MNOP to the next level. Immeadiately Our CHQ send a letter copy of the letter is reproduced below

To
Mrs.Usha Chandrasekahar,
Member (O),
Postal Services Board.
New Delhi-110 001.

Respected madam,

It is learnt that the Department is planning to change/promote MNOP to the next level. Based on the suggestions of Mckinsey & Co (Consultancy Service) our RMS offices were restructured as L1 & L2. We paid their consultancy fees, of Rs.12.66 crores for the project. Against MNOP the Postal JCA issued a strike notice, after which the Department appointed a high-level committee consisting two Secretary Generals of Federations under the chairperson of then Member (O). The committee met 4 times and the staff side suggested many changes, most of them were not accepted. Federations submitted a dissent note, however, MNOP was implemented as anticipated by the Federations within 3 months. The mail

volume was drastically reduced, again the then Member (O) convened a meeting and revised the orders diluting earlier orders, but to our dismay, we are unable to get our old business. During this period Dept. of Posts launched a new operational network for Parcel Products from 18/19-11-2013 vide DG Posts O.M. No. 10-23/2013-BD & MD. Before introducing this, the blueprint of the new operational network was circulated to the Heads of Circles. Federation/Unions were not consulted before introducing the scheme. According to the information we received, the introduction of Express Parcel Hub is an utter flop. We are not getting considerable business through this scheme. Because we already have Speed post service which permits, booking of the article up to 35 kilogrammes. It is quiet natural that customers will prefer Speed Post service instead of Express Parcel Service, as a Speed Post service has become well known among the general public since 25 years. My union suggestion/ modification was not accepted. Circle like Tamilnadu constructed a building to house the Express Parcel Hub spending 32 lakhs to rectify the administrative mistake. The circle administration also shifted old Parcel Hub to the new place. However, this is not the issue, but it is only an example. At the same time in the international level e-Commerce business has increased in countries like the UK, Canada and Germany earned maximum revenue, our Former Chairman, Postal Services Board presented a paper in the UPU Meeting

however due to Postbank issue he was unable to concentrate much in the e-commerce. In general, our Department is of the opinion that Mail business is not profitable, but this is not true. There are many countries doing mail business profitably by using their network properly. In view of the above my union request the Member (O) to call staff side to discuss the proposed plan before any changes/ modification in MNOP.

Anticipating your reply,

Yours sincerely,

D. Theagarajan,
Secretary General

Letter mail : The statistics reveal public mail traffic is reducing day by day, in practice, we engaging more staff including outsourcing employee why this contradiction? CHQ appeal the AIC to discuss the issues without hiding facts.

Closure of L2 offices : We came to know that some Circles have started closure of L2 offices under the pretext that the offices do not receive 10000 mails for the processing.our CHQ send the letter to the Directorate pointing agreement . Copy of the letter sent by CHQ is reproduced below.

Sri T. Murthi
Member (O),
Postal Services Board
Dak Bhawan,
New Delhi 110 001

Sub : Closure of L2 offices.

We came to know that some Circles have started closure of L2 offices under the pretext that the offices do not receive 10000 mails for the processing. The

decision of the Heads of Circles in this regard is wrong. Service unions have made an agreement with the Department that, a mail office which deals with less than 10000 mails would be closed prior to 2012. Based on that Circles closed down more than 50 mail offices during 2011-2012 through out the country. Bihar and Andhra Pradesh Circles have been badly affected by way of closure of mail offices. Thereafter the Department appointed consultancy viz., Mckency & Co by paying 12.66 crores for reviewing the mail network. Based on the report of the Mckenzie & Co, the Department implemented MNOP. The concept of the MNOP is that mail offices will be identified as L1 and L2. Consequently, the mail arrangements were changed resulting in lesser flow of mails in L2 offices. Therefore the Department had agreed not to close down any L2 office for three years. Now the Head of Circles started closing down the mail offices in the old norms which was in vogue prior to introduction of L1 & L2 concepts. 10000 norms is fixed in the old mail arrangement prior to the year 2012. It was assured by the Department that review would take place after three years. Without conducting review meeting at the Directorate level, closing down the mail office in the circle is unjustified. In view of the above, it is requested that necessary instructions may kindly be issued to all Heads of Circles not to close down any mail office under the old norm of 10000 mails.

Yours Sincerely
(D. THEAGARAJAN),
General Secretary

CHQ has not received any complaint on the closure of L2 offices. from our colleagues after this letter.

NON IMPLEMENTATION OF CRC / SPEED POST NORMS

The Directorate issued orders for norms vide Directorate Memo No. 30-64/2009-D dated 08.10.2009 and orders for revised norms vide D.G. Posts No. 28-8/2011-D Dated 17.01.2013. Now, nearly three years are over till the norms are not implemented in many Divisions. Moreover, we are receiving complaints from various Circles/Divisions that the above said orders are not implemented yet. When we discussed the matter with the Directorate, they want the details of the Divisions / Circles. Our Divisional Secretaries / Circle Secretaries discussing the serious issue whenever the General Secretary visits the Circles and AIC. They are unable to give the details as how the Divisions are violating the Directorate norm. When CHQ demands more details they are keeping silent. Therefore, the CHQ is unable to find a solution in the issue which is affecting the employees badly in the day to day work. The CHQ feels that we have to find a permanent solution for this perennial issue. Hence, the CHQ has send appeal in the month of November to all our colleagues with following .

The causes of non-implementation of CRC & SPEED POST NORM:

- 1)The set goes beyond the prescribed working hours.
- 2)Tallying of receipt and dispatch of articles is slowly vanishing.
- 3) The very purpose of the abstract has

almost vanished. H.S.A / Supervisors are not able to perform their regular duties of man-management, monitoring of set, making error report etc. Instead, they are forced to do Group 'C' and MTS duties 4). There is no proper accountability between Speed Net operational area and Mail Branch. 5) The dispatch Mail Agents are struggling to tally the bags with the Speed Net system. 6) Mail Agents are struggling to dispatch the bags through the prescribed schedule and unable to release the schedules in time which leads to misconnection of bags and delay in delivery.

No circle/Division send details of outcome of discussion with SRM/SSRM/PMG/CPMG, however, we came to know some circle /Division discuss this issue with their authorities some officers replied it is not possible where outsourcing employee working, some replied differently CHQ don't want write more in the absence of reply from our colleagues. If AIC wish it may discuss more

AMPC(Automatic mail processing centre):-COLOSSAL EXPENDITURE:

Now two AMPC functioning in Delhi and Kolkatta, by using OCR technology. The AMPCs are unable to give production as expected by the department. The reasons are many. We don't want to list out here. The AIC may discuss the issue, if they wish. The establishment and productivity norms for operatio activities at AMPC is posted in our website.

Department is planned to change/promote MNOP to the next level. As part of the changes, Department wants to open more AMPC across the country.our CHQ sent a letter copy of the letter reproduced below

Mrs.Usha Chandrasekahar
Member (O),
Postal Services Board.
New Delhi-110 001

Respected madam,

It is learnt that the Department is planning to change/promote MNOP to the next level. As part of the changes Department wants to open more AMPCs in the country. In this connection, my union wants to submit the following few lines for your consideration before taking final decision. In terms of reference to MNOP, the Department wanted to set up 14 AMPCs throughout India. My union opposed the move of the Department. A detailed discussion was held in this regard. Department disagreed with us and intimated that approval had already been given by Ministry of Finance to install AMPC in Delhi and Kolkata 10 years back and the building constructions were completed and at this stage stopping the proposal is not possible. In this connection, we sent a letter to the Department. However, the Department opened AMPC in Delhi and Kolkatta. Remaining proposal were stopped. Now the functional report of Kolkatta & Delhi AMPC is available with the Department. The Department knows very well that AMPC is a white elephant. In spite of knowing the truth my union does not

know how Department wants to open AMPC in Chennai and Mumbai again. Between 1990 to 1995 Department opened AMPC in the above two places in the name of automation We have bitter experience about AMPCs (Mumbai & Chennai.) both units are now closed by the Department stating that machines purchased for both Chennai & Mumbai are outdated. In some foreign countries, Postal administrations have decided to close down mail processing Centres saying that adequate mails are not available in their countries. They have clearly mentioned that the functioning of AMPC incur more loss to the Postal Department. This is the statement from USA, Germany, Japan and other countries. Under this circumstances, Department plans to open more AMPCs in India is not correct. OPERATIONS COST According to the statistics, personal mails in Delhi and Kolkata are very meagre. 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. 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 MAIL TO AMPCS In foreign countries, Post Office Acts were amended according to the need of the Government, keeping in mind with the USO obligations to the public. In other words, mails weighing up to 50 grams are the monopoly to the Postal Dept. In India, the Dept. as

well as Govt. are trying to amend Post Office Act since last 15 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 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. In view of the above my union request the Department to stop proposal to instal more AMPC in India.

Yours sincerely,

D.Theagarajan

REGISTERED PACKET : The concept of the Regd. packet is diluted by the department, now the Regd. Packet offices are closed and merged with parcel product Our CHQ opposed the concept of the department. Directorate did not agree with us.

PARCEL PRODUCTS: Parcel is the main focus area for India post. parcel revenue, which registered a 2 per cent decline in 2013-14, had clocked 37 per cent growth in 2014-15 and further grew by 117 per cent during the first half of 2015-16. India Post posted a total revenue of Rs 11,636 crores during 2014-15, with post and parcel related services accounting for 42 per cent of the revenue .

E-Commerce Parcel Processing Centre at Parcel :12,000 sq feet, the e-Commerce

Parcel Processing Centre at Parel was opened by India Post it is fully mechanized and computerised using conveyer belts, scanners, computers and electronic weighing scales. It has also been provided with a dedicated transport facility to dispatch parcel bags to Mumbai Airport. Currently, the centre processes around 7,000 e-Commerce parcels per day and has an installed capacity to handle 30,000 e-Commerce parcels in a day in three sets.

The quick delivery of E-Commerce parcels is done through four dedicated mechanised nodal delivery centres which cover 21 delivery post offices in Mumbai.

India post planned to upgrade /open Parcel Processing centre across the country.

Every one aware e-commerce parcel & logistic is our future business Our goal is to realize delivery anywhere across India within 24 hours .CHQ appeal delegates to discuss our future business and suggest how to improve the Processing.

TRANSIT MAIL OFFICE : The TMO across the country functioning in the Railway stations. The Railway authorities are not providing minimum amenities to the staff we have taken up the issues with Directorate we are unable to find solution. Non co-operation of Railway authorities increasing everywhere.

CSI Roll out Approach (Core System Integrator):-CSI Business Solutions are planned to be rolled out in three phases – Pilot, Phase I circles and Phase II circles.

As per the system design and agreed approach, CSI business solutions will be rolled out in all the offices of the complete division together. CSI business solutions for mail operations, logistics post, F&A and HR will 'Go live' together in the division. As per finalized roll out date for each division, DOP employees / users will start using the CSI business applications and will stop using the legacy applications. The following are the key task areas which are prerequisites and need to be completed prior to the CSI roll out from legacy application to CSI business solutions:

1. Local Infrastructure of field office
2. Training of the DoP users for CSI business applications
3. Installation of CSI Client applications in offices (POS and SAP GUI)
4. Digitization of Service Books and documents, verification and updation
5. Data migration from identified Legacy applications
6. Data collection, upload through Data Collection Templates (DCT) and verification
7. Roll out communication and Roll out Checklist All of these areas are detailed out in the sub sections.

These key areas will be monitored jointly by TCS and DoP through the location-wise dashboard by the respective circle/central teams.

CSI Rollout I.

CSI Rollout is planned division wise to cater entire value chain which includes

HOs, SOs and other related offices. There are total 455 postal & 68 RMS divisions in PAN India.

II. Pilot Rollout started in Oct'2015 at Mysore Division.

III. Rollout issues including application bugs were resolved and solution streamlined. Thereafter, Pilot rollout resumed at Pune East Division in Jan'2017

IV. In Phase 1 - 106 divisions in 4 circles (Maharashtra, Karnataka, Andhra Pradesh, Telangana) are planned for rollout. Readiness work (digitisation, trainings, Infrastructure) has started in all Phase I divisions.

V. 12 divisions (740 offices) of Phase I have been rolled out till now

VI. Remaining divisions of Phase I are planned to be rolled out by Sep'2017. TCS has submitted the rollout plan and accordingly training and data migration activities have started in field offices.

Mail Operations Hardware (MOH) : Present Status and Implementation timelines

§ Mail Operations Hardware is being procured through DGS&D. Desktop computers, Electronic Weighing Scales & UPS have been supplied almost at all locations.

§ For procurement of Dot Matrix Printers, Barcode Scanners & Tag Printers (which are not available on DGS & D), PMU Division floated online tender.

§ Tender was opened on 19.12.2016.

§ After evaluation of bids, Technical Evaluation Committee did not recommend any bidder for financial evaluation.

CHQ appeal AIC to discuss CSI roll out and its implementation in the Mail offices.

ACCOUNTS OFFICE : The separate functioning of accounts office is now in trouble. The department is thinking centralized account office for RMS and post office after CSI roll out. But as on date it is only in paper. On assumptions we cannot discuss the issue in AIC. However it is mentioned here to point out the move of the department on Accounts office.

DIVISION OFFICE : Now we are having 68 RMS Division offices. Many division offices are situated in the metro cities. Discussion is going on to merge city RMS divisions as one office. This is only the information from the top level. There is no initiative from the Directorate as on date.

REST HOUSE : The rest houses are not maintained properly across the country. When we have taken up the issues with Directorate in the Departmental council meeting Department assured the matter will be looked in to seriously.

SUPERINTENDENT SORTING : Past 15 years these posts are being manned by ASP in officiating capacity as Gazetted Group 'B'. The issue was discussed in the Departmental council meeting finally the DPC was held on 13-11-2013 orders

were issued. now our 4 colleagues Promoted as Superintendent sorting. We demand the Department to create more superintendent sorting posts in all metro cities in the Department council meeting reply of the Department is available in the Department council meeting minutes.

PO & RMS ACCOUNTANTS: In the RMS function as drawing, disbursing, accounting, auditing in BPCs units are dealt by PO & RMS accountants.

Special allowance for these post was abolished by the 7th CPC. The matter was discussed in the allowances, committee meeting. Department recommended to continue the special allowance to these cadre but Finance ministry did not give permission.

STANDARDIZATION OF MAILS & STANDARD QUESTIONER

FOR VISIT TO MAIL OFFICE : Delegate may go through our website in RMS Sentinel web page for details

OUT SOURCING : Both Federations opposing outsourcing. Despite of our opposition, department is continuing the outsourcing in BPC, Speed post centre and PSOs. to reduce operational cost. We are unable to stop it even in accountable branches for various reasons. AIC may discuss the issue if they wish.

NEW RECRUITMENT PROCESS: The department introduced new Recruitment process during the period under review. Complete Exam paper pattern or syllabus for India Post recruitment 2015 details available in FWC 24 Annexure -24

OSA : 7TH CPC abolished OSA , we are unable to convince the Department to restore OSA.

D.A: As on date D.A rate is 5% the present D.A formula is against to central Government employees.

Shortage of Staff: Due New recruitment process we are unable to get staff in time. this has resulted in shortage of staff in every division we can not avoid this unless we change the present recruitment process.

CGHS & P & T DISPENSARIES : Some P & T dispensaries are converted to CGHS. In some places P & T dispensary is continuing. The CGHS, P & T dispensary services are far from satisfactory. The employees are unable to meet the medical expenses. The issue was discussed various forum we are unable to find permanent solution.

LONG PENDING ISSUES :

COUNTING OF PAST SERVICES OF RTP
There is no improvement from the department side to accept our demand. FNPO initiated to file a case before Hon'ble Principal CAT and it was dismissed.

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

NON-REVISION OF OTA: Our long pending issue was rejected by the 7th CPC.

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

RELATIONSHIP

UNI-GLOBAL UNION : It was launched on 1st January 2000 Right from the beginning, FNPO is continuing as member.

UNI – APRO : The UNI-APRO, Regional Secretary Bro, Christopher Ng. Is encouraging FNPO and its affiliated union activities always. Our CHQ conveys its sincere thanks to Bro. Christopher for his solidarity support to the FNPO, during the period under review.

UNI ILC UNI – ILC functions under the leadership of MilindNadkarni. Sister Anjali Bedekar co-ordinating the ILC matters among the Indian affiliates. The work of Sis. Anjali Bedekar is commendable. She is co-ordinating all the programmes in India tremendously, though Sri D. Theagarajan is selected as UNI ILC General Secretary he was unable to perform UNI – ILC General Secretary duty in a proper way. Sri JSR Prasad is continuing as finance secretary of UNI ILC.

MAIL MOTOR SERVICES : The staff of MMS having grivences that the CHQ has not taken up MMS issue properly with India post management. The illusion of the MMS staff is not correct. Nearly 1400 Drivers 450 artisans + 150 office assistants are working now in MMS. Out of this maximum 200-300 officials are belonging to our union. But if we go thro' the records the role played by our

union is more than the other union. But this has not reached to the rank and file due to democratic system prevail in our CHQ.

MMS CADRE REVIEW COMMITTEE It was constituted under the chairperson Mrs. Santhriya Rani, PMG BD, AP Circle. The committee meetings were held on 12,13 March 2012, 3, 4 AP 2012, 11, 12 June 2012 13, 14 August 2012, and 4th September 2012. All the meetings were attended by our CHQ. The Agreement was reached. The proposals were sent to the Department. The establishment branch raised many queries. This was clarified by us. During the strike meeting. On 13 AP 2015, it was assured by the secretary the proposals will get approval before 7th CPC implementation. Now the file is pending for the approval of M.O.F.

MODIFICATION FOR ON THE RECOMENTATIONS OF THE 7TH CPC. ON MMS : 7th CPC rejected all our demands Our CHQ Sought modification for on the recommendations of the 7th CPC on various cadres/issues relating MMS. The gist of the modification submitted by staff side reproduced below.

(a) MMS Drivers – In Chapter XVIII para 5 of our memorandum submitted to 7th CPC, we have requested that MMS Drivers shall not be equated with staff car drivers as MMS drivers are driving heavy duty vehicles in most of the cases. Further they are exchanging valuable mails such as mail bag, Parcel bag, Cash bag, stamps bag, Speed Post bags etc.

from post offices and handing over the same to RMS under acquittance. They are responsible for transportation of mail between RMS offices and post offices. Hence we have demanded upgradation of pay scale of MMS Drivers with GP 2800. Unfortunately, the 7th CPC has not examined our demand. Hence we request the Department to consider the demand favourably.

(b) Despatch Riders (MMS) – The Recommendation of the 7th CPC is furnish below: Para 11.8.34 - A demand has been made for merger of the post of Despatch Riders with MMS Drivers as the nature of their work is similar. Para 11.8.35 – The Commission is of the view that this is an administrative matter and it is for the department to take a view. As 7th CPC has clearly stated that Postal department can take a decision regarding merger of Despatch Riders (MMS) with Drivers (MMS) we request the department to accept our demand and issue orders accordingly.

(C) Artisans: The recommendations of the 7th CPC is furnished below: Para 11.8.42 – A demand has been made to upgrade the levels of Artisans at par with those in Railways and Defence. In their memorandum the staff side has pointed out that the 5th CPC had clubbed both pay scales of Artisan Grade-I (1320-2040) and feeder posts of Artisan Grade-II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisan staff of Railways and Defence whereby Artisan Grade-II were placed in the pay scale of 4000-6000 and

Artisan Grade-I were placed in the pay scale of 4500-7000. Accordingly the staff side has urged that the pay scales as implemented for Artisans of Railways and Defence be given to Grade-I and Grade-II Artisans of MMS of Department of Posts. Para 11.8.43 – The Commission has observed that the 6th CPC has upgraded the post of Artisan Grade-I to GP 2800 as a consequence of which the anomaly in the hierarchy structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the Department of Posts shall accordingly be extended only corresponding replacement level of pay. Notwithstanding the recommendations of the 7th CPC, We request the department to consider and implement the agreed proposals of the Cadre Review Committee in respect of Artisans of MMS.

(d) Technical supervisors: The recommendations of the 7th CPC are furnished below: Para 11.8.46 – A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience. Para 11.8.47- The commission notes that the existing level of Technical Supervisors in MMS is in line with the 6th CPC recommendations that posts carrying minimum qualification of Diploma in Engineering should be placed in GP 4200. Hence they are placed at

the appropriate level and no upgrade recommended. Notwithstanding the recommendations of 7th CPC we request the Department to implement the agreed proposal of Cadre Review Committee in respect of Technical Supervisors in MMS. (e) Eventhough we have explained and submitted our demand regarding the following categories of MMS staff also to the 7th CPC in Chapter XVIII of our memorandum, the Pay Commission has not examined our demand. 1. Cleaner 2. Store Officer 3. Charge hand 4. Foreman 5. Inspector 6. Head Clerks 7. Asst. Manager 8. Manager 9. Office Assistant 10. Postal Machine Assistants (PMA).

CONCLUSION : The period under review was ethic and critical. We spent more time on 7th cpc issues but we are unable to settle issues we are "disappointed and angry."But we did not loose our confidence on NJCM movements.The cadre restructuring of RMS & MMS is still pending with M.OF. we had disputed with the Department but we did not loose faith on the system. We are ready to accept the changes but we appeal to the Department officers to change their mindset.

The present secretary of post and Postal Board members are sincerely working for the improvement of Department. Many Chief PMGs, of Circles are responding to our correspondence sincerely. Let us proceed further with sheer determination to work hard and serve the member still better.

THANKS :

1. We conclude the report with hearty vote of thanks 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 heads of divisions/for their co-operation with our union office bearers.

4. to FNPO and affiliated unions for their co-operation and co-ordination.

5. to UNI for deep concern in the development of FNPO support and assistance.

6. to all those who guided and assisted in the functioning of union.

By Order
Central Working Committee
D. THEAGARAJAN
General Secretary

Let us forward ever backward never onwards with breaking through.

New Delhi

30/09/2017.

NUR C Zindabad FNPO Zindabad

INTUC Zindabad UNI Zindabad



PROGRAMMES

1st November 2017

07.30 Flag Hoisting
08.00 Break Fast
09.00 Registration of Delegates/Visitors
10.00 CWC meeting
13.00 Lunch 15.00
Rally 15.00 OPEN SESSION
Venue : **HOTEL RUMANI.**

2nd November 2017

08.00 Break Fast
10.00 Delegate Session
13.00 Lunch
14.00 Delegate session
20.00 Cultural Programme
21.00 Dinner

3rd November 2017

08.00 Break Fast
10.00 Delegate session continue till completion of the agenda.

Proposed amendments to the Constitution

ARTICLE 14

Monthly subscription for membership of union shall be Rs.75- per month.

ARTICLE 15 Monthly subscription shall be allocated as under:

Branch Rs.10
Division Rs. 20
Circle Rs. 15
CHQ Rs. 30.

POLICY AND PROGRAMME.

21st All India Conference of National Union of RMS and MMS Employees Group 'C' was held in Puri (Odisha from 01/11-2017 to 03-11-2017).

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 disappointed about 7th CPC outcome,

The AIC registers anger against NJCA decision to withdraw 11th July 2016 strike.

The AIC conveys its strong resentment to the Department for non-finalising Cadre Restructuring of RMS & MMS employees.

The AIC feels that the Department deceived RMS unions for non-implementing Norms in CR & Speed post units.

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 missives.

The AIC urges the Department not to install AMPC under MNOP any more taking in view the international conditions in which AMPC units are closed.

The AIC appeals to the Department to take appropriate steps to restore OSA.

The AIC requests the Department to finalise norms for parcel products.

The AIC solicits the Department to recruit Drivers & Artisans 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.

20th AIC SHORT NOTE

Annexure 1

SUBJECT COMMITTEE 28.07.2015:

The subject committee was started under the chairmanship of Shri. Ashoke Kumar Singh. The General Secretary initiated discussions on the agenda. All Circle Secretaries and Delegates deliberated their views on the agenda.

Brief description of the Circle Secretaries is appended below.

S. CHAKRAPANI (AP CIRCLE) – He said that he was elected as Circle Secretary eight months ago. The issues brought to the notice of the CHQ were duly attended by the CHQ. Officers of AP Circle are not helping the union. This results in that the Circle union is unable to settle many issues without the help of the CHQ. He further said that the scenario would however change in future.

UTPAL MEHDI (CS, ASSAM CIRCLE) : He stated that the administration is giving problems to the NUR 'C' in day-to-day affairs. Of late the Railway authorities are closing the gate to prevent mail van entry. This causes unnecessary delay to mails and hardship to the Mail Agents. Shortage of MMS vehicles and non-filling up of post of Manager MMS are major issues of MMS of Assam Circle. Construction of multi-storey building is a long pending issue. Special Duty Allowance has not been paid from June 2002 to Aug. 2008.

MMS SESSION :

MMS Session started at 12 O' clock (Noon). Sri Devendra Kumar initiated the discussion. He complimented the CHQ and its work. The following problems are required to be solved at the earliest.

1. Change of nomenclature of cleaner in MMS.
2. Filling up of vacant posts in all cadres
3. Recruitment of MMS Drivers
4. Issue of new Recruitment Rules for the post of Asst. Manager, Manager and others.

RAJESH KUMAR, AGS (DELHI) : He said that our CHQ is taking up the issues properly. But the AIRMS is taking the credit in the name of JCA. There should be proper publicity from our side. Many Divisions are not paying their quota to the CHQ. Our CHQ is facing financial crisis. He advised Divisional Secretaries to pay the quota properly.

SARAI AH, MMS TAMILNADU : He stated that MMS Drivers are now working only 8 hours in Tamilnadu, because this issue was settled by announcing local strike. The issue of MMS are long pending. The CHQ has to take proper action to settle the issues.

ASHOK NIKALJE (MAHARASTHRA) : He stated that the General Secretary is attending the problems properly. Earlier I used to criticize our General Secretary in the all India Conferences stating that he is not attending MMS issues properly. Now I observed that he took up the MMS issues in the various forums of the Department vigorously. But the Department is turning blind eye to the MMS problems.

GANESH SINGH (DS MMS KOLKATA) : He said that many issues of MMS are pending with the Department. The Department is showing step-motherly treatment to the MMS staff. MMS issues are not finding solution in the Departmental Council. Cadre Restructuring is pending. New

Recruitment Rules for various cadres are pending. Many MMS units are run without Managers. He appealed to the CHQ to take up appropriate action in finding solution to the pending problems of MMS.

NARASAPPA (MMS BENGALURU) : He stated that the CHQ settled the issue of transfer of President Karnataka Circle. Our CHQ played vital role for transferring the then Manager of MMS Bengaluru. He appealed that the General Secretary should not step down from his post now. He also requested all the Divisional Secretaries to pay quota to CHQ properly.

YOUTH AND LADIES SESSION

Sri N.S. Dhaiya presided over the session. He stated that our CHQ started youth and Ladies Wing in the 19th All India Conference, Raipur. Now we completed two years. During the period physically we met once at New Delhi. But we deal with our correspondence through App. Almost daily.

RABINDRA PATNAIK : General Secretary Youth : He submitted his report through Email. The report was adopted in the session unanimously. He appreciated the service of the General Secretary in supporting the youth and Ladies wing.

The youth wing donated Rs. 5500/- to the Reception Committee.

R. MURALI, TAMILNADU : He stated that the recent recruitment of PAs/SAs was stopped by the Department. The reason is not known publicly.

Our Federation wrote a letter to the Department. The CHQ has to take proper action to get appointments to the candidates who have been selected genuinely by the Department.

Smt. CHAITALY CHATTERJI, Ladies wing West Bengal stated that norms of CRC and speed post is not followed by the local administration. This

has resulted in staying of Ladies in the RMS set after office hours. She requested the CHQ to take proper action in the regard.

Miss LABYANYA HALDER SA Sealdah RMS stated that our CHQ is giving more encouragement to our lady employees in participating in the trade union movement. This should continue unabatedly.

Miss SOPHIA LAWRENCE, Chennai Stg. Dn. stated that norms for CRC, Speed post and Parcel is not adhered to. The action taken by the local union did not yield any result. She requested the CHQ to take appropriate action in this regard. She appealed to the CHQ that Rule 9 case against Sri Datta Banik, former CS of West Bengal Circle has to be settled at the earliest.

S. VIJILA of Chennai Stg. Dn. stated that Tamilnadu Circle union is functioning well. Therefore she is safe in all respects.

SRI ASHOK SINHA, SILCHAR RMS (ASSAM) : He stated that the CHQ is extending all necessary help to the youth wing. He assured that he would work hard in future in order to strengthen our union in the NE Region.

SRI SUBHAJIT DE OF SEALDAH RMS stated that West Bengal administration abolished three sectors without any basic reason. This has resulted in delay of public mails. The norms of CRC, Speed post and Parcel is not followed at the base level. System, Printer and Scanner are not properly working.

SRI KRISHENDU CHAKRABORTY OF RMS 'WB' Dn. said that innocent workers are facing court cases in the Mail Agency branches. R NEet, Speed

net have some discrepancies. This should be discussed in the appropriate forum.

Miss SOUMEE BHATTACHARYA OF RMS 'WB' Dn. said that the computers are not working properly. This causes that employees are to be stayed beyond the working hours.

Smt. GINI MAZUMDAR OF WB Dn. stated the problems of Parcel Hub. She conveyed her thanks to the CHQ for encouraging the ladies and youth.

Sri P.K. MURALIDHARAN RMS CT Dn. Kerala said that NFPE office bearers are creating maximum troubles to FNPO members. Our CHQ should implement all the ideals of INTUC. Without any change. New members who joined our union recently are working well.

Sri HEMANTHA KUMAR OF CHENNAI STG. DN. stated that youth wing would work hard and improve our membership for our union in future. He praised the lady members who have participated in the group discussion boldly.

Sri P. RAJA OF CHENNAI STG. DN. requested the CHQ to allot certain percentage of quota for improvement of youth wing.

RAJASEKAR, CHENNAI STG. DN. assured that he would work hard to improve our union in all respects in the days to come.

Sri HARISH SHARMA, DELHI AIR MAIL STG. DN. He attracted the audience through his emotional and touching speech. He said that we should not wait for two years to share our views in the AIC. We can share our views through electronic media frequently. Contribution of the CHQ does not reach the ordinary members. We should take proper steps that contribution of the CHQ to reach all common members. Connectivity is more important than our

work.

FELICITATIONS:

Felicitations were arranged to the retired colleagues namely Shri. Deepak Mukherjee, Shri.B.D.Lakan Paul, Shri.Amal Sarkar, Shri. Ravindran, Shri.M.P.Gadekar, Shri. R.B.Ghosh, Shri.SN Sarkar, Shri.Karmakar Shri Bujurk and Shri. S. Noorahmed.

Shri T.N. RAHATE PRESIDENT FNPO offered a shawl to all retired colleagues. The GS NUR"C" respectfully recalled the valuable services of the retired officials.

CULTURAL PROGRAMME:

A cultural programme was conducted in a peaceful manner and with patriotic spirit; also in remembrance of our beloved president Dr. Abdul Kalam and sacrifices of the other National Leaders.

SUBJECT COMMITTEE 29.07.2015 :

The subject committee was started under the chairmanship of Shri. Ashoke Kumar Singh. The General Secretary initiated discussions on the agenda. All Circle Secretaries and Delegates deliberated their views on the agenda.

Sri K.B. DESAI CS GUJARAT CIRCLE. He said that SRM RMS W Dn. is not sanctioning special CL to the delegates who attend all India Conference.

Sri G.L. LAMANI, CS KARNATAKA CIRCLE. He said that atrocities of NFPE are not tolerable in Karnataka, especially in RMS HB Dn. Hubli. The officers of Karnataka Circle are not keen to settle even genuine issues of NUR C.

SUNIL KUMAR PANDY CS CHATISGARH CIRCLE

He said that the CHQ is addressing all issues emanating from his circle

effectively. This paved way for improving our membership drastically in the Circle. He requested for the continuous co-operation of the CHQ.

Sri N.K. TYAGAI, CS UP CIRCLE. He said that the issues of UP Circle have been taken up by our GS effectively. But some issues are still pending even after vigorous intervention of CHQ. He narrated the issues of RMS O Dn. RMS SH Dn. and RMS G Dn.

Sri ASHOK NIKALJE, MAHARASTHRA CIRCLE. He thanked the CHQ for its intervention on many issues of Maharashtra Circle.

Sri DEVNATH PAL, CS WB CIRCLE. He narrated the issue of Sri P.G. Datta Banik emotionally in detail. He also pointed out the discrepancies in the pay scales of promotes and Direct Recruits. He also stated the improper functioning of CGHS, new parcel products and its related issues such as RP in new parcel. No proper repairing of departmental buildings. Less accommodation (20 seater) in mail vans. He appealed to the CHQ to find out the proper solutions for the above issues.

Sri P. KUMAR, CS TN CIRCLE. He thanked the Kerala Circle Colleagues for conducting excellent conference and pointed out the discrepancies in MNOP. He mentioned that the Deputy General Secretary of Youth wing, Sri R. Murali is working well. This has caused improving of more membership in Tamilnadu Circle.

Sri D. CHRISTU DOSS, CS KERALA CIRCLE. He thanked the GS for giving an opportunity to conduct the all India Conference in Kerala Circle. Though the time given is very short, he has done maximum for conducting the conference. He thanked the youth wing for their co-operation in improving the membership.

Sri P.N. MAHAPATRA, CS ORISSA CIRCLE.

He said that deficit of income of the Department is increased due to the hard work of 16000 group C employees of RMS. But the RMS employees are neglected for a long time by the Department. Norms for CRC/Speed post are not properly implemented. OTA rate is not yet revised upward.

Sufficient medical fund is not allotted. Working condition of RMS employees is very bad. Staff are facing many problems. The CHQ has to find out the solutions for those issues raised.

SRI GURUNAM SINGH CS PUNJAB CIRCLE

He said that medical fund is not sufficient. Norms for CRC/Speed Post/Parcel is the main issue. He has also pointed out some local issues.

Sri BALRAM SHARMA CS RAJASTHAN CIRCLE

He thanked the CHQ for taking necessary action on the basis of Circle complaints. He appealed to the CHQ that co-operation should continue in future. Staff of Rajasthan Circle is facing many problems from the AIRMS union members.

Sri SATYAPRAKASH, CS UTTARKHAND. He said that he developed the membership in his circle. There are many issues have to be settled by the CHQ. He appealed to the CHQ for its continued co-operation in the days to come.

SRI AVINASH KUMAR SINGH CS BIHAR CIRCLE

He thanked the Reception Committee for the good arrangement in the Conference. He said that he would arrange next AIC at Gaya Bharathiya Union is creating problems. But we are overcoming those

odds. Norms of CRC and Speed post are not adhered to properly by the administration. There are improper medical facilities in CGHS and P & T Dispensary. Repairs are undertaken only in officers quarters and not in employees' quarters for the past ten years. Basic amenities are not provided in many Rest Houses.

Sri DINESH SINGH CS HARYANA CIRCLE.

He said that norms for CRC/Speed Post/Parcel are not adhered to properly by the administration. Railway authorities are not giving proper accommodation to RMS mail vans. Closure of Railway station gates is resulting in problems in Mail exchanging.

Sri DEVENDRA KUMAR, CS DELHI CIRCLE.

He said that Rest Room in RMS offices is not in proper manner. There is no Recreation club in the mail offices of Delhi Circle. He said that he used to accompany the GS to all his meetings in Delhi.

Sri PRIMATAVA GHOSH DS KOLKATA AIR MAIL STG. DN.

He said that the GS has not educated the delegates properly. Therefore the delegates are showing interest only in visiting the tourist spots instead of attending the conference. NUR C West Bengal Circle is fighting with NFPE in day-to-day affairs. Our General Secretary is going to retire in 2017. Who will be the next General Secretary? We have to find. Kolkata Airport authorities are not providing necessary accommodation at Cargo point. This has resulted in suffering faced by our staff. The AMPC maintenance charge has become increased. He assured that under the leadership of Sri Devnath Pal the membership would increase in West Bengal Circle in the years to come. He also spoke about the case of Sri P.G. Dutta Banik.

Sri N. RANGARAJAN, DS RMS T DN. He appealed to the CHQ to pay proper attention in the following matters.

1. Earlier Finalisation of recent PA/SA Recruitment.
2. Sections which were earlier managed by mail Agents should continue.
3. Liberal grant of Rule 38 transfers on genuine reasons.
4. Posting of Manager, PSD Tiruchi.

SRI SAMAR BANERJI PRESIDNET KOLKATA RMS DIVISION

He said that the case of Sri P.G. Dutta Banik should be finalized early. Earlier finalization of PA/SA recruitment. Non-machinable mails should be processed at Kolkata RMS instead of AMPC.

Sri PAWAN KUMAR JOSHI, DS DELHI AIR MAIL STG. DN.

He pointed out the defects in outsourcing. Non-revision of OTA. Norms for CRC/Speed Post should be adhered. Non-attending of Building repairs in Delhi Circle.

Sri CHANDRASEKAR, DS BANGALORE STG. DN.

He pointed out the non-adherence of norms of CRC/Speed Post, problems of mail exchange in Metro Cities. Non-availability of Holiday Homes and other issues related to Karnataka Circle.

Sri ASHOK SINGH, PRESIDENT OF THE CONFERENCE (JHARKHAND CIRCLE)

He said that we allowed 43 speakers to speak in the conference. Now the time is limited. He advised the GS to sum up the delegates session by giving proper reply to the speakers.

The GS gave brief reply by mentioning the following.

1. In PA/SA recruitment case, the action has already been taken by the Federation. The result is awaited.

2. In the case of the Sri P.G. Datta Banik, the CHQ has written four letters to the Directorate. Now the formalities are over. The case is pending with the Chief PMG for final decision.

3. Norms of CRC/Speed Post/Parcel has already been fixed by the Directorate. Now the complaint is that the norms of the Directorate is not adhered to by the Divisional Heads. This subject has to be taken by the Circle Secretaries in four monthly meeting properly. If any Chief PMG says that the DG's order is not mandatory, you can write to the CHQ for further remedies.

4. Many speakers highlighted the local issues. This is a case of Circle Union and Circle union has to take proper action on the local issues in the proper forum. If the Head of Circle does not settle the issue, we have to conduct local agitation to find the solution. The CHQ can only write letters and discuss the issues with appropriate Authority for redressal. It is not mandatory on the part of the Chief PMG to reply the CHQ on the local issues as per the DG's instructions. Speakers should understand the lacuna in this regard.

5. CHQ wants to implement all INTUC programmes without fail. But many colleagues are not co-operating.

6. Some Divisions are withdrawing from the strike called by the Federation on their own. This is against our union constitution. Though our constitution permits the General Secretary to take action against such office-bearers, we are not doing so. Because we belong to democratic organization and we adjust with

all kinds of colleagues in order to keep our union intact. But I advise those Divisional Secretaries not to indulge in such activity in future. Please carry out the calls given by the CHQ/Federation.

7. The CHQ is aware that NFPE R III Colleagues are giving maximum troubles in the Divisions. We have to teach them proper lesson by taking workers' issues properly and vigorously with the administration and other forums and not to join the strike is not a proper way to teach a lesson to NFPE R III.

8. I am not interested to continue as General Secretary. My health is not co-operating. I request the house to find out a new person for the post of General Secretary to run our CHQ in the days to come.

9. We have to identify one of the four persons viz., N.K. Tyagi (U.P.), Devnath Pal (WB), Balram Sarma (Rajasthan) and Rabindra Patnaik (Orissa) for the post of our future General Secretary. This is my suggestion only. It is left to the house to take decision.

10. I earnestly appeal to all Divisional Secretaries to send quota properly in the coming days to the CHQ for efficient functioning of our union. The GS also mentioned about 7th CPC and related issues, problems of out-sourcing, MNOP and its implications, discrepancies in CRC and Speed Post Norms. Lethargic attitude of administrators. Issues of CGHS. Non-grant of genuine relaxation appointment. Anti-Labour attitude of present Govt. National and international Scenerio.

In regard to MMS issues, we worked hard but the results are not fruitful. However, the CHQ is trying its level best to achieve our goal in the case of MMS.

Tenth Federal Congress was held at Kolkata from 3-11-2015 to 6-11-2015. On 6-11-2015, Federal councillors met and decided the policy and program for 2016-2018 which are furnished below.

The Congress conveyed its deep concern on economic devastation in Greece and its impact on Europe and world economy. The congress voiced its protest on the G-20 activities on the anti labour issues. The congress debated at length about the present Government's antilabour movement and change of labour laws which are detrimental to the workers.

The congress discussed the following issues of Central Govt. employees:

- i. Seventh CPC and related matters
- ii. Removal of restriction on compassionate appointments
- iii. CGHS and P & T Dispensary issues
- iv. PFRDA
- v. Removal of cap on Bonus payment
- vi. Non-grant of IR and merger of DA with pay

The congress conveyed its strong resentment on the recommendations of Task Force Committee report dividing Postal Dept. as holding companies. The congress condemned the inaction on the part of the Department of Posts on Finnacle and Mccamish issues and urged the Department to settle the issues on top priority for providing better and efficient service to the customers.

The congress criticised MNOP and related issues. The congress insisted the Dept. of Posts to run e-commerce business on proper way to get more revenue and to

become leader in the e-commerce market in future. The congress unanimously decided to co-operate with the administration in order to develop postal business without compromising the labour issues.

The congress welcomed the Post Bank and solicited the Government to make the Post Bank to run on par with other nationalized banks. The congress conveyed its unhappiness for tightening the norms for all cadres such as postman, CRC, Speed Post etc.

The congress demanded the Department to implement the cadre Restructuring proposals in respect of PAs, SAs, MMS Staff, staff of Civil and electrical and DAP. The congress discussed GDS issues deeply and voiced its bitterness for non-inclusion of GDS cadre in VII CPC and also on the issue of non-grant of civil servant status to the GDS.

The congress condemned the Department for granting recognition to Bharthiya Federation against the principles of RSA Rules, 1995.

The congress worried about the outsourcing in the Department. The congress took serious view on the matters relating to outsourcing.

The congress criticized the Department for non-settling the issues relating to Casual Labourers.

The congress urged the Department to settle the issues of Postmaster cadre, system administrator, Marketing Executive and PO & RMS Accountants. The congress requested the Govt. to settle the MACP anomalies before implementing recommendations of VII CPC.

The congress directed the Secretary-General, General Secretaries of FNPO affiliated unions and FWC members to take appropriate action to chalk out lasting solutions on the above mentioned policies and issue.

BRIEF NOTE ON 10TH FEDERAL CONGRESS

Congress Proceedings : On 4-11-2015. The congress met at 10 a.m. The SG FNPO placed the triennial report. It was debated, discussed, argued and after including the names of Sri A.B.J. Abdul Kalam, Sri Shivalkar, Ex. CS NAPE C, Maharashtra Circle, Sri Dhariya Singh, Ex President FNPO in the homage list the report was adopted.

Sri Brij Mohan, Finance Secretary placed the accounts and it was adopted unanimously. The session was adjourned for lunch. The session again met at 3 p.m. and discussed the agenda of the congress. The SG FNPO initiated the debate on the agenda.

1. International Relations : The congress discussed in detail on the relationship of UNI Global union and its functioning especially on Postal and Logistics. The congress also discussed the UNI APRO and its activities. The congress thanked Bro. Christopher for his solidarity support to the FNPO.

2. National Secenario : The congress discussed the present Govt's actions on the labour reforms and anti-labour policies of the Govt.

3. Central Govt. Employees issues : The issues of compassionate appointments, PFRDA, Bonus issues, non-grant of IR and merger of DA and the co-ordinating committee of Central Govt. employees.

The following delegates took part in the discussion on the above subjects. S/Sri Shankar Goud, NAPE-C, Debashis Kundu, RPLI, Johnson Avokaram, NAPEC, P.U. Muralidharan, NUGDS, Bijit Das, NUR 'C'

4. Organisational Review : The congress debated the atrocities of NFPE affiliated unions at the base & high level and directed the Secretary General to avoid relation ship as far as possible with the NFPE in future.

5. Financial Review : The congress deeply voiced its concern about the financial indiscipline in non-paying quota to the Federation by the affiliated unions.

6. Issues pertaining to the Department : The congress discussed the following issues

- i. Mail Business
- ii. Financial Business (Banking and Insurance)
- iii. E-commerce
- iv. Premium Products
- v. Finacle, Mccamish issues
- vi. Contributory negligency
- vii. Postmasters, Marketing Executive, System Administrators, PO & RMS Accountants related issues
- viii. MACP Anomalies
- ix. Norms – Postmen, CRC and Speed post
- x. Regularisation of RTP Services

The following spoke on the above issues.

Sri Johnson Avokaran, Sri Shankar Goud, Sri Venugopal Reddy, Sri Bijit Das and Sri Debashis Kundu. GDS issues : The congress seriously discussed the GDS issues for more than two hours. Discussion

covered inclusion of GDS cadre in the 7th CPC, grant of Civil Servant Status and grant of recognition to NUGDS. The following took part in the discussion. Sri P.U. Muralidharan, Sri Johnson Avokaram, Sri Sivaji, Sri M. Thirumal Rao, Sri R.S. Yadav, Sri Bijit Das, Sri K.S. Lamjey, Sri M.R. Sarangi, Sri Rajat S. Das, Sri Kuradigi, Sri G.M. Rabbani and Smt Soma Ghosh. The congress took the following decisions.

i. If the department appoints Ex-Postal Board Member as Chairman for the GDS committee to review the wages, the Secretary-General should oppose the move tooth and nail and further course of action including strike should be organized in consultation with the General Secretaries of FNPO affiliated unions.

It should be approved by the Federal Working Committee members.

Casual Labour issues : The session discussed Casual Labour issues very seriously and took decisions to take appropriate action for absorption of the Casual Labourers who have performed duty for three years without imposing any cut-off date. The session nominated Sri M. Thirumal Rao as Chairman, Resolution Committee, especially on Finacle and Mccammish issues. Postal and RMS Pensioners' Association The session dealt with the forming of Pensioner's Association with national – minded pensioners.

Publication of Federal Sentinel : The congress directed the Secretary-General to publish the Federal Sentinel every month as far as possible.

The second day session came to an end with closing remarks of Sri T.N. Rahate at 7.30 p.m. The session met on third day at 10 a.m. The main subject on the 3rd day was Postal JCA and strike.

The Session critically analysed JCA programmes took place in the last three years and their out come. There was positive as well as negative discussion on the strike matters.

The following participated in the discussion.

S/Sri Rajat S. Das, Soma Ghosh, Johnson Avokaram, K.V. Kurudigi, K.L. Lamjey, Sivaji, Shankar Goud, Thirumal Rao, Venugopal Reddi and Bijit Das. After a detailed discussion, the congress unanimously decided that the SG FNPO and its affiliated General Secretaries would take decision about the strike and issue strike notice whenever requires. However, before taking decision, FWC Members should be consulted.

The following have been elected as new office bearers for 2015-2018.

S/Sri **President** T.N. Rahate,

(Maharashtra)

Working President

Rajat S. Das, (WB)

Vice Presidents

1. Ghulam Rabbani, AP
2. R.S. Yadav, (UP)
3. T.K. Govindarajan, (TN)
4. Ranjit P. Gohil, (Gujarat)

Secretary General

D. Theagarajan (TN)

Deputy Secy. Gen.

D. Kishan Rao (AP)

Asst. Secy. Gens

1. N.N. Majawar, (Maharashtra)
2. B. Shivakumar (Karnataka)

3. A.K. Solanki (Gujarat)
4. Rabindranath Biswas (WB)
5. R.H. Gupta (Maharashtra)

Finance Secretary

Brij Mohan (Delhi Circle)

Asst. Finance Secy.

Jagdish Sharma, (Delhi Circle)

Departmental Council Members : The congress authorized the SG to nominate the following as the Departmental Council Members.

1. D. Kishan Rao, GS, NAPE 'C'
2. T.N. Rahate, GS, NUPM & MTS
3. D. Theagarajan, GS, NUR 'C'
4. N. Ramappa, GS, NUR IV

National Council Member : Sri D. Kishen Rao has been nominated as National Council Member.

Constitutional Amendments :

1. The Federation quota will be Re.1/- irrespective of cadres.
2. Vacancies arise due to retirement/resignation/death among the Federal working committee members will be filled up by the Federal Working Committee with minimum 15 days' notice.

Auditor : M/s. Lall & Co. New Delhi has been appointed as auditor.

On 4th day (6-11-2015) Federal councillors met and decided the policy and program for 2016-2018.

THANKS : Reception committee Chairman Shri Rabindranath & Secretary Shri Lakshuman Majumdar under the leadership of Sri B.M. Ghosh made an excellent arrangements for lodging & fooding.

General Secretary visit in New Delhi and other places.

1.	August 2015	16-8-2015 17-8-2015 20-8-2015 23-8-2015 25-8-2015 26-8-2015 27-8-2015 31-8-2015	Udagamandalam Coimbatore Tuticorin Arakonam West Bengal New Delhi Haryana Jodhpur
2.	September 2015	22-9-2015 24-9-2015	New Delhi Mumbai
3.	October 2015	1-10-2015 to 3-10-2015 13-10-2015 to 16-10-2015 30-10-2015	Kolkatta Kolkatta Vijayawada Salem
4.	November 2015	3-11-2015 to 6-11-2015 26-11-2015	Kolkatta New Delhi
5.	December 2015	8-12-2015 10-12-2015 27-12-2015 to 30-12-2015	New Delhi Tuticorin Mangalore
6.	January 2016	2-1-2016 28-1-2016 to 30-1-2016	Hyderabad West Bengal
7.	February 2016	9-2-2016 to 10-2-2016 11-2-2016 26-2-2016 29-2-2016	New Delhi Kanpur West Bengal Bhuvaneswar
8.	March 2016	7-3-2016 to 11-3-2016 13-3-2016 21-3-2016 28-3-2016 to 31-3-2016	New Delhi Pondicherry Karnataka New Delhi

9.	April 2016	1-4-2016 to 2-4-2016 20-4-2016 25-4-2016 28-4-2016	New Delhi Hyderabad Kochi Goa
10.	May 2014	20-5-2016 27-5-2016 to 28-5-2016 29-5-2016 30-5-2016	Kerala New Delhi Haridwar New Delhi
11.	June 2016	29-6-2016 30-6-2016	New Delhi
12.	July 2016	1-7-2016	New Delhi
13.	August 2016	17-8-2016 13-8-2016 to 14-8-2016 25-8-2016 to 28-8-2016 31-8-2016	New Delhi West Bengal Taiwan Bangalore
14.	September 2016	26-9-2016 to 28-9-2016 29-9-2016 to 30-9-2016	Uttar Pradesh New Delhi
15.	October 2016	6-10-2016 to 7-10-2016 13-10-2016 to 15-10-2016 19-10-2016	Gurajat Dublin New Delhi
16.	November 2016	3-11-2016 16-11-2016 to 18-11-2016 19-11-2016	New Delhi New Delhi U.P.

17.	January 2017	8-1-2017 to 10-1-2017 26-1-2017	West Bengal Pondicherry
18.	February 2017	2-2-2017 5-2-2017 to 8-2-2017 9-2-2017 to 11-2-2017 23-2-2017	Hyderabad Trivandrum Maharashtra New Delhi
19.	March 2017	17-3-2017 22-3-2017 to 25-3-2017 28-3-2017	New Delhi Visakhapatnam New Delhi
20.	April 2017	10-4-2017 to 11-4-2017 18-4-2017	West Bengal New Delhi
21.	June 2016	11-6-2017 30-6-2017	Odisha New Delhi
22.	July 2017	2-7-2017 to 4-7-2017 10-7-2017 16-7-2017 to 18-7-2017	Rajasthan Vijayawada Mysore
23.	August 2017	7-8-2017 15-8-2017 20-8-2017 22-8-2017 25-8-2017 to 27-8-2017	Odisha Pondicherry Madurai New Delhi Malaysia
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RMS Sentinal		50	November 2017

24.	September 2017	16-9-2017 to 17-9-2017 18-9-2017 to 19-9-2017 30-9-2017	Maharashtra Hyderabad New Delhi
25.	October 2017	1-10-2017 to 4-10-2017 5-10-2017 6-10-2017	New Delhi Lucknow New Delhi

Seeking to pacify trade unions, which is critical to the proposed sweeping labour reforms, Prime Minister Narendra Modi on Monday said the reforms would be attempted only with the consensus among all stakeholders, reports from the Bureau in New Delhi. But he reiterated that “obsolete and unnecessary” laws needed to be weeded out. Addressing the 46th Indian Labour Conference (ILC), he said there was a thin line that separated the interests of workers and their unions and the same should be respected. “Efforts would be made to modify labour laws through consensus,” he stressed.

The draft labour code on industrial relations readied by the Modi government, among other things, suggests allowing more establishments to lay off workers without prior government approval, making it tough to form trade unions and bar professional politicians from becoming union leaders. However, even BJP-affiliate Bharatiya Mazdoor Sangh (BMS) is at odds with several of the proposals in the code and said that unions won’t allow reforms “at the cost of labour”.

Finance minister Arun Jaitley, in his address, warned of a threat to job creation if investments were blocked and appealed to the trade unions not to persist with ideas that harm the economic activity. “If we stop the fountain of investment, then employment will not increase, then economic activity will also not increase. And it becomes a threat to existing jobs,” he said.

While labour-related Bills are slated for consideration and passage in the monsoon

session of Parliament, starting Tuesday, 11 central trade unions, including the BMS, have called for a nation-wide strike on September 2 to protest against the proposed reforms.

Modi, who met leaders of central trade unions on Sunday ahead of the ILC, said talks with the unions on labour reforms would continue as the unanimous objective of all was to ensure the welfare of the workforce. Attempting to merge 44 extant labour laws into four codes, the government is trying to improve the ease of doing business in line with the stated objective of turning India into a manufacturing powerhouse. The simplification of the laws, the PM said, was meant to benefit the workers and would ensure that even the poorest are able to understand their rights and seek them.

Modi also pitched for giving importance to innovation among the workers. He asked industrialists to encourage innovative workers to become entrepreneurs.

The government has already set up a high-level ministerial committee, headed by Jaitley, to deliberate on the 10-point charter of demands of the labour unions. The committee had its first meeting on Sunday.

The draft labour code proposes to amalgamate three labour laws, including The Trade Unions Act, 1926, The Industrial Employment (Standing Orders) Act, 1946, and The Industrial Disputes Act, 1947. As per the code, firms employing up to 300 workers would be allowed to lay them off without prior government approval, against the current threshold of 100 workers.

The INTUC and other Central Trade Unions in the country have decided to go on One Day General Strike on 2nd September 2016 on 12 Points Charter of Demands submitted to the Central Government as below:-

1. Urgent measures for containing price rise through the universalization of public distribution system and banning speculative trade in the commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
4. Universal social security cover for all workers.
5. Minimum wage of not less than Rs. 18000/- per month with provisions of indexation (for unskilled workers).
6. Assured enhanced pension not less than 3000 p.m. for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment in Central/ State Public Sector undertakings.
8. Stoppage of contractisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in quantum of gratuity.
10. Compulsory registration of Trade Unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions

C-87 and C-98.

11. No. FDI in Railways, Defence and other strategic sectors.

12. No unilateral amendment to labour laws.

PART – B: (CGE & POSTAL DEMANDS) 1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay a fitment formula. Implement the assurance in a time-bound manner. 2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015. 3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972. 4. No privatization, outsourcing, contractisation of Government functions. 5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees. (ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits. 6. Fill up all vacant posts by special recruitment. Lift ban on creation of new posts. 7. Remove ceiling on compassionate appointments. 8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years 2014-15. Ensure payment of revised bonus before Pooja holidays. 9. Revive JCM functioning at all levels. 10. Implement Cadre restructuring in left out categories of the Postal Department. i.e RMS, MMS, PA CO, SBCO & Postal Accounts etc.. 11. Settle the problems related CBS, CIS & stop harassment and Trade Union victimization.

LESSONS LEARNT FROM THE 2ND SEPTEMBER STRIKE

According to the Department of posts, September 2 strike became successful throughout India. The percentage of Strike amounts to 48% to 51%. If FNPO and NFPE members go on strike, the strike percentage would be 98%. This has been proved in Kerala, almost in Assam and North Eastern Circle. The percentage reveals that FNPO and NFPE affiliated members to the extent of 45% have not joined the strike. The percentage may differ from States to States. But it is true that considerable members belonging to both Federations have not followed the directives of the respective CHQs except Kerala Circle. Why all the members of FNPO and NFPE did not join the strike enmasse is debatable one. According to our information, most of the members who performed duty on 2nd September were due to influence of the local leaders. Why local leaders went against the decision of the CHQ and Federation is questionable. FNPO local leaders are blaming NFPE and NFPE blaming FNPO. This has resulted in happiness on the part of the Government due to division among the workers.

There may be a question from the local leaders as to why there was no PJCA call on September 2 strike. FNPO is unable to join with NFPE for PJCA call due to differences on the policy matters and not on any personal reasons. That is why we were unable to give PJCA call though the demands of September 2 strike are the same for both the Federations. According to the verification of membership NFPE membership is around 60% and that of FNPO is around 25%. 10% percent members have opted for both Federations. In short, FNPO and NFPE membership is around 95% among the Postal Employees. If the above percentage been reflected in the Sep 2 strike, the strike would have become a grand success and it would have sent a strong signal to the Government in settling the issues more powerfully across the table in future.

FNPO affiliated unions members should understand why FNPO is calling one day strike. Unless there are strong reasons, the FNPO would not resort to one day strike.

The members are aware that same long pending issues such as bonus ceiling, gratuity to NPS subscribers have found solution. If we do not participate in the strike, the entire credit would go to other Federation. Steps taken by FNPO in removing the bonus ceiling and scrapping NPS would have become in vain had we not participated in the strike.

Leaders of other Federation are expert in propagating that all victories came due to their efforts. If any defeat found in the struggle, they will easily put blame on us. This practice has been going on for the last 50 years. We are unable to curb this successfully.

Further they have created a brand for themselves that they are the only fighters and others are not. This is unfortunate that a good number of Postal employees believe this. We cannot rule out this fact. Only for this reasons, we are not participating in the Sep 2 strike. There are many reasons to participate in the Sep 2 strike, which has already been explained in our last editorial.

The coming days are very crucial. The Department may take many austerity measures in future in order to reduce the deficit. We cannot go for indefinite strike for all times. Sometimes, we have to go on one day strike to show our protest to the Government.

Whenever the FNPO takes decision to participate in the one day strike in future, our affiliated union members should invariably participate in the strike forgoing the local conditions and political reasons.

We are workers and we are not politicians. We are not interested to politicalise our Federation for the last 50 years. Our interest is only the welfare of the Postal employees. Keeping this, I appeal to all our colleagues to learn lesson from the Sep 2 strike and participate enmass in future, whenever FNPO calls for one day strike.

NJCA
National Joint Council of Action
4, State Entry Road,
New Delhi – 110055

No.NJC/2015/7th CPC

December 10, 2015

To

Shri. Pradip Kumar Sinha

Cabinet Secretary

Government of India

Rashtrapati Bhawan Annexe

New Delhi-110001

Sir,

Subject:- 7th CPC recommendations and Charter of Demands – Reg.

We send herewith our suggestions and demands on the recommendation made by the 7th CPC. As indicated when the undersigned met you on 20th November 2015 the central government employees are extremely agitated over the totally retrograde recommendations of the Commission.

The meagre increase of 14% recommended by the 7th CPC is the lowest ever any pay Commission has made. It was the similar recommendation, we would request you to recall, made by the 2nd CPC that triggered a confrontation of an unprecedented nature, leading to a strike action which lasted for five days in the year 1960. In the background of the fact that the 5th and 6th CPC recommendations had resulted in the wage rise of 31% and 54% respectively, the anger, anguish and frustration of the employees are the natural outcome. Unless the minimum wage is re-determined with all consequential benefits,

the discontent will not be capable of being addressed effectively.

It is, therefore, necessary that a meeting of the members of the Standing Committee of JCM NC is convened under your chairmanship immediately to discuss the issues we have incorporated in the enclosed charter. Settlement through bilateral negotiation has become the urgent need and requirement.

I have been directed by the meeting of the NJCA held on 8th December 2015 to convey to you the disappointment and resentment of the employees over the recommendations of the 7th CPC. We expect a bilateral negotiated settlement of the issues without delay from the Government. We request you that a mutually agreeable settlement on the issues are brought about latest by the first week of February 2016. I have been asked by the meeting to inform you that the entire Central Govt Employees under the auspices of National JCA will be constrained to go indefinite strike in the first week of March 2016 if the desired settlement through bilateral discussions is not brought about by the first week of February 2016. To facilitate an early resolution of the issues, we expect the government to set up a Committee of Group of Ministers to negotiate with the NJCA immediately.

We earnestly hope that the Government will effectively intervene and bring about a satisfactory settlement much before the first week of February 2016 and avoid an otherwise inevitable confrontation.

Thanking you,

Yours faithfully,

(Shiva Gopal Mishra) ,

Convener

No.NJC/2015/7th CPC

December 11, 2015

To

All Constitutents of NJCA

Dear Comrade

We send herewith the copy of our letter dated 10.12.2015 addressed to the Cabinet Secretary intimating him of our suggestions and demands on the recommendations of the 7 CPC. A delegation of the NJCA met the officials in the DOPT and Department of Expenditure today to explain the charter of demands and request for the immediate convening of the empowered committee to discuss the issues in the charter with the NJCA. The National JCA has decided to embark upon the indefinite strike action in the first week of March 2016 in case the Govt does not settle the issues through bilateral discussions, with the NJCA. The modified charter of demands is enclosed. While handing over the letter cited to the Cabinet Secretary we have briefed the officials of Departments of Expenditure and Personnel of the demands, today.

The National JCA felt that no discussions will be possible or fruitful if it is not backed up with agitations at the field formations. The NJCA, therefore, calls upon all affiliates to advise their affiliated unions, their Branches/divisions/circles/zones etc to hold demonstration enlisting the participation of all members and hand over the copy of the NJCA letter to the head of offices for onward transmission to the Cabinet Secretary demanding immediate settlement of the issues. Please ensure that the said programme is carried out at all places on 30th December, 2015. This programme may be followed by a three days dharna at all State Capitals and Industrial Centers / Establishments on 19th, 20th and 21st Jan. 2016.

The NJCA will meet again on 8th February, 2016 to decide the date of commencement of the indefinite strike action, if no settlement is brought about by then.

The NJCA has received innumerable demands and suggestions concerning the 7th CPC recommendations. We have taken a few of the most important which is of concern to the large number of employees and which have a general sweep. The demands placed before the Government cannot therefore be considered as exhaustive. We have placed the demand for setting up of a Committee of Group of Ministers both at the National and Departmental level to expeditiously address the department specific issues and other matter which are not covered by the Charter of demands. We request the affiliates to kindly go through the report thoroughly and convey to us the issues to be taken up at the National level immediately.

During the intervening period, the affiliates are earnestly requested to organize meetings at all work places covering all employees and workers and explain the demands and the decision to organize strike action in case the issues are not settled satisfactorily. The employees and workers at the grass root level must have a fair idea and understanding of the issue, before we could embark upon an industrial action. The NJCA website will exhibit the day to day developments of the negotiations with the Government on the charter of demands.

With greetings,

Yours fraternally,

Shiv Gopal Misra, Convener

CHARTER OF DEMANDS

1. Re-compute the minimum wage on the basis of the actual commodity prices as on 1.7.2015 and factor the Dr. Aykroyd formula

stipulated percentages for housing and social obligations, children education etc. Revise the fitment formula and pay levels on the basis of the so determined minimum wage;

We are not in agreement with the methodology adopted by the 7th CPC in computing the minimum WAGE. We give hereunder briefly the reasons thereof.

1. The retail prices of the commodities quoted by the Labour bureau is irrational, imaginary and even absurd in respect of certain articles at certain places. The Staff Side had objected to the adoption of those rates in its meeting with the Commission on 9th June, 2015.

2. The adoption of 12 monthly average of the retail prices is contrary to Dr. Aykroyd formula. Same is the case with the reduction effected by the Commission on housing and social obligation factors. The house rent allowance is not a full compensation of the expenditure incurred by an employee for obtaining an accommodation. Therefore, no reduction on that count in arriving at the minimum wage is permissible. We may cite the minimum wage computation made by the 3rd CPC in this regard, The employees were in receipt of HRA even at that time. But still the 3rd CPC, and rightly so, adopted the 7.5% as the factor for housing. In respect of the addition to be made for children education and social obligation as per the Supreme Court judgement, (25%) the Commission has reduced the percentage to 15% on the specious plea that the employees are separately given children education allowance. The Children education allowance is not a full reimbursement of the expenses one has to incur. After the liberalization of the Education Sector where private parties were allowed to set up universities and colleges, the expenses for education had increased heavily . No concession or

allowance is granted to the employees for educating the children beyond the higher secondary levels. The earlier Pay Commission has only tried to compensate a little in the increasing cost of education and that too at the primary level, since even the Governmental institutions had started charging abnormal tuition and other fees.

3. The website maintained for the Agriculture Ministry depicts the retail prices of commodities which go into the basket of minimum wage computation. Even though the rates quoted by them vary from the real retail prices in the market, it provides a different picture. If one is to take the rates quoted by them for different cities and make an all India average of the prices as on 1.7.2015, it will work out to Rs. 10810. It will result in the computation of the minimum wage of Rs. 19880. Adding 25% for arriving at the MTS scale, it will rise to Rs. 24850. To convert the same as on 1.1.2016,

1. 3% will be added as suggested by the 7th CPC. The final computation will be Rs. 25,596, when rounded off shall be Rs. 26000.

4. The Andhra Pradesh State Pay Commission in its report has taken the commodity prices at Rs. 9830.- as on 1.7.2013 which works out to a minimum wage of Rs. 18080. The wage of MTS will then be Rs. 22600 as on 1.7.2013, The Corresponding figure for 1.1.2016 shall be Rs. 26758 , rounded off to Rs. 27000.

5. The Staff side had computed the minimum wage as on 1.1.2014 at Rs. 26,000, taking the commodity price at Rs. 11344. The rates were taken on the basis of the actual retail prices in the market as on 1.1.2014(average prices of 8 Cities in the country) substantiated by the documentary evidence of Cash bill obtained from the concerned vendors. As on 1.12016, the minimum wage work out to Rs. 29339, rounded off to Rs. 30,000.

6. The 5th CPC adopted the rate of growth in the economy (as reflected in the increase in the per capita net national produce at factor cost) over a period of ten years to arrive at the increase required to be made to arrive at the minimum wage. The per capita NNP at factor cost registered an increase of 65.28% over a period of ten years in 2013-14. If we apply the same percentage to the emoluments (Pay +DA) as on 1.1.2016 (assuming that DA will be 125% as on that date), the minimum wage as on 1.1.2016 for an MTS will have to be Rs. 26030, rounded off to Rs. 27000.

7. In para 4.2.9 of the report, the Commission has given a table depicting the percentage increase provided by the successive Pay Commissions, according to which the 2nd CPC had made a paltry increase of 14.2%. The 3rd CPC gave a rise of 20.6, 4th 27.6, 5th 31.0 and 6th CPC 54%. While the per centage increase had been in ascending order all along, the 7th CPC has sought to reverse that trend ostensibly for reasons unknown. It is was the meager increase of 14% provided for by the 2nd CPC that triggered the volatile situation in the civil service and led to all India strike encompassing all employees which lasted for 5 days in 1960. We do not know whether the 7 CPC really intend to create such a scenario once again.

8. In the case of Bank, Insurance and many other Public Sector Undertakings wage revision takes place once in 5 years. In the recently concluded agreement, Bank employees were provided more than 15% increase.

9. After the implementation of the Pay Commissions Report the AP State Employees have been given a wage structure based on a minimum wage far above the level of Central Government employees. In their case also wage revision does take place once in 5 years.

It could be seen from the above that the computation of minimum wage by the 7 CPC is prima facie wrong and computed on untenable premises and incorrect data. The minimum wage therefore requires re-computation and revision. Once the minimum wage gets revised, the fitment formula, the multiplication factor applied for determining the pay levels and the pay matrix itself will have to consequently revised.

Determination of Pay Level Minimum

It is seen that the 7th CPC has applied varying multiplication factors for different pay levels. The 6th CPC has taken the emoluments in the private sector to hike the salary of officers by applying different yardstick to compute the pay bands disturbing the vertical relativity while the 7th CPC has further accentuated the gap of differences in wages between officers and employees. This being unacceptable we urge upon adoption of uniform multiplication factor for determining pay levels.

2. Revise the pay matrix basing upon the revised minimum wage and rounding off the stages to the next hundred. Accept the suggestion made by the Staff Side in its memorandum to 7 CPC for de-layering viz. to abolish the pay levels pertaining to GP 1900, 2400 and 4600.

In our memorandum to 7th CPC the staff side had requested for de-layering by abolition of Grade Pay of Rs 1900, 2400 & 4600. The pay levels pertaining to GP 1900, 2400 and 4600 may be abolished and merged with the next higher levels.

3. Revise the rate of increment to 5 % and Grant two increments in the feeder cadre levels as promotion benefit.

The rate of increment has been pegged down to 3% by the 7th CPC. At this rate an employee will not be able to double his pay

even after 30 years. The demand of the staff side to increase the rate of increment to 5% to be accepted.

Promotion from one cadre to another is a rare phenomenon in government services especially in lower grades. If one to be awarded only an increment amounting to 3% of pay, it might not become a sought after affair and will in fact act as a demotivating factor. This apart, in most of the Govt. Departments, promotion is followed by posting to a different location. Those who are posted to unclassified cities or from Metro cities to towns will financially suffer due to such mandatory transfer on promotion. This is because of the fact that the rate HRA, Transport Allowance etc vary from one station to another. The financial benefit on promotion must be, therefore, at least two increments i.e. 10% of the pay.

4. Fill up all vacant posts by holding special recruitment drive

5. MACP to be treated as financial up-gradation, without any grading stipulation; to be provided on the basis of the promotional cadre hierarchy of the concerned department; increase the number of MACP to five on completion of 8, 15,21,26 and 30th years of service. Reject the Efficiency Bar stipulation made by 7th CPC. Personnel promoted on the basis of Examination should be treated as fresh entrants to the cadre.

6. Upgrade the LDCs in all departments as UDCs for it is stated by the Commission that the Government has stopped recruiting personnel to this cadre.

The cadre of LDC, after the introduction of MTS has presently overlapping functions. Most of the specific functions have also become obsolete on introduction of computerized diarizing and maintenance register. There is no specific need for this cadre in any of the offices. While future recruitment can be stopped, which the

government has conveyed to the Commission, what has to be done to the existing cadre is not mentioned. It is therefore necessary that the existing incumbents be promoted as UDCs by upgrading all posts of LDC as UDCs.

7. a) Parity to be ensured for all Stenographers, Assistants, Ministerial Staff in subordinate offices and in all the organized Accounts cadres with Central Sectt. By upgrading their pay scales (and not by downgrading the pay scales of the CSS)

b) Drivers in all Government offices to be granted pay scale on par with the drivers of the Lok Sabha.

The question of Parity, as has been rightly mentioned by 7th CPC, is a settled matter. It is the Department of Personnel which the cadre controlling Department for CSS cadre that unsettles the parity every time. The recommendation to downgrade the CSS is however not acceptable. What is required is to grant higher pay levels at par with CSS ministerial and stenographer cadres and other similarly placed cadres in the field/ subordinate offices and IA&AD & Organized Accounts cadres.

8. To remove existing anomaly, the annual increment date may be 1st January for those recruited prior to 30th June and 1st July in respect of those recruited prior to 31st December.

9. Wage of Central Government Employees be revised in every 5 years

10. Treat the GDS as Civil Servant and grant them all pay, allowances and benefits granted to regular employees on Pro -rata basis

11. Contract/casual and daily rated workers to be regularized against the huge vacancies existing in various Government offices.

12. Introduce PLB in all departments. All existing bilateral agreement on PLB must continue to be in operation.

13. Revise the pension and other retirement benefits as under:-

(a) Parity between the past and present pensioners to be brought about on the basis of the 7th CPC recommendations with the modification that basis of computation to be the pay level of the post / grade/ scale of pay from which one retired; whichever is beneficial.

(b) Pension to be 60% of the last pay drawn in the case of all eligible persons who have completed the requisite number of years of service.

(c) The family pension to be 50% of the last pay drawn.

(d) Enhance the pension and family pension by 5% after every five years and 10% on attaining the age of 85 and 20% on attaining the age of 90.

(e) Commuted value of pension to be restored after 10 years or attaining the age of 70, whichever is earlier. Gratuity calculation to be on the basis of 25 days in the month as against 30 days as per the Gratuity Act.

(f) Fixed medical allowance for those pensioners not covered by CGHS and REHS to be increased to Rs. 2000 p.m.

(g) Provide one increment on the last day in service if the concerned employee has completed six months or more from the date of grant of last increment.

14. Exclude the Central Government employees from the ambit of the National Pension Scheme (NPS) and extend the defined benefit pension scheme to all those recruited after 1.1.2004

15. In the absence of any recommendation made by 7th CPC, the Government must

withdraw the stipulated ceiling on compassionate appointments

16. Revise the following allowances/ advances as under in place of the recommendations made by the 7th CPC :

The 7th CPC has recommended to abolish large number of allowances and interest free advances without going into the exact relevance in certain departments where the allowances are provided for. The allowances which are stated to be subsumed and which are clubbed with other s also require consideration. If these allowances are withdrawn, it might affect adversely the very functioning of the Department itself in certain emergent situation. Of the allowances mentioned in the report for abolition, we have mentioned hereunder those pertaining to civilian employees which require to be retained.

In respect of advances the Commission appears to have taken a shylock view of the matter. Most of the under mentioned advances are required to meet out contingencies which the employees cannot manage to organize. These advances are, therefore, to be retained.

(i) Allowances

(a) Retain the rate of house rent allowance in place of the recommendation of the Commission to reduce it.

(b) Restructure the transport allowance into two slabs at Rs. 7500 and 3750 with DA thereof removing all the stipulated conditions.

(c) Fixed conveyance allowance: This allowance had no DA component at any stage.. This allowance must be enhanced to 2.25 times with 25% DA thereon as and when the DA crosses 50%

(d) Restore the island Special duty allowance and the Tripura Special compensatory remote locality allowance.

(e) The special duty allowance in NE Region should be uniform for all at 30%

(d) (f) Overtime allowance whenever sanction must be based upon the actual basic pay of the entitled employee

(g) Cash handling /Treasury allowance. The assumption that every transaction in Government Departments are through the bank is not correct. There are officials entrusted to collect cash and therefore the cash handling allowance to be retained.

(h) Qualification Pay to be retained.

(i) Small family norms allowances; (j) Savings Bank allowance (k) Outstation allowance

(l) P.O. & RMS. Accountants special allowance. (m) Risk allowance (n) Break-down allowance. (o) Night patrolling allowance.

(p) Special Compensatory hill area allowance. (q) Special allowance for Navodaya Vidyalaya Staff. (r) Dress Allowance ceiling to be raised to Rs. 32,400/- p a (s) Nursing Allowance to be raised to 2.25 times of Rs 4800/- (t) All fixed allowances must be raised to 2.25 times as per the principle enunciated by the Commission.

(u) The erroneous statement in Para 9.2.5 to be corrected. Vide OM No. 13018/1/2009-Estt (L) dated 22.07.2009, DOP, P&W, the leave period for Child adoption has been increased to 180 days

(v) Restore the allowances abolished for the reason that it is either not reported or mentioned in the Report by the Commission

17. Advances

Restore the following advances and revise the same to 3 times.

(a) Natural calamity advance;

(b) Festival Advance

(c) LTC and TA advances

(d) Medical advance

(e) Education advance.

(f) Vehicle advances including cycle advance

18. The stipulation made by the 7th CPC to grant only 80% of salary for the second year of CCL be rejected and the existing provisions may be retained

19. 50% of the CGEIS premium to be paid by the Government in respect of Group B and C employees.

20. Health insurance to be introduced in addition to CGHS/REHS and CCS(MA) benefits and the premium to be paid by the Government and the employee equally.

21. Reject the recommendations concerning PRIS

22. Full pay and allowances to be provided for the entire period of WRII .

23. The conditions stipulated in clause (4) & (5) under Para 9.2.37 be removed

24. Reject the recommendation made by the 7th CPC in Para 8.16.9 to 8.16.14 concerning dress allowance to PBOR as otherwise the five Ordinance Equipment factories under OFB will have to be closed down.

25. Set up a Group of Ministers' Committee to consider the anomalies including the disturbance of the existing horizontal and vertical relativities at the National level and Departmental/Ministry level with provision for referring the disputed issues to the Board of Arbitration under the JCM scheme

26. To increase the promotional avenue for Technical and other Supervisory staff.

7th CPC implementation- Minutes of the Meeting of Nodal Officers held on 2-2-2016

MINUTES OF THE MEETING OF JOINT SECRETARY (IC) WITH NODAL OFFICERS HELD ON 2ND FEBRUARY, 2016

A meeting of all the Nodal Officers of various Ministries/Departments, who have been appointed to interact with the Implementation Cell in connection with the processing of the recommendations of the 7th Central Pay Commission, was held on 02.02.2016. Joint Secretary (IC), Department of Expenditure, presided over the meeting.

2. While explaining the background and the context in which the meeting of Nodal Officers was held, it was brought out in the meeting that after the receipt of the report of the 7th Central Pay Commission on 19.11.2015, Ministry of Finance initiated a proposal to setup an appropriate mechanism to process the recommendations of the Commission. With the approval of the Cabinet, an Empowered Committee of Secretaries (E-CoS) headed by the Cabinet Secretary has been set up on 27.1.2016 to screen the recommendations and to firm up the conclusions for approval of the Cabinet. An Implementation Cell (IC), as a dedicated and focused wing in the Department of Expenditure (DoE) has been created to work as the

Secretariat for the E-CoS.

3. As the recommendations of the Commission relate to various Ministries/ Departments, their views/comments would be essential to process the matter for submitting the same before the E-CoS. JS(Pers), D/o Expenditure wrote a d.o. letter to the Secretaries of various Departments on 21.11.2015, wherein all the Departments were requested to formulate their views/comments on the recommendations of the Commission pertaining to them after taking into account the representations of the Staff Associations and also to nominate a Joint Secretary level Nodal Officer for interaction with the Implementation Cell. While a number of Ministries/ Departments have sent their comments and nominated their Nodal Officers, the comments received from some Ministries are simply in the nature of forwarding the representations of the Staff Associations without their comments.

4. In the above background, JS(IC) explained that there was a need for all the Ministries/Departments to furnish their comments in a structured format so that their collation and analysis could be placed before E-CoS in a systemic manner. Accordingly, JS(IC) impressed upon the following action points to be acted upon by the Nodal Officers to enable an expeditious processing of the

recommendations of the 7th Central Pay Commission: Departments who have not yet nominated a Nodal Officer, should do it within the next 2 days.

(ii) To be ensured that Nodal Officers are not changed midway, unless extremely unavoidable.

(iii) Nodal Officers may get acquainted with the recommendations of the Commission as specifically applicable to their Departments. Nodal Officers to find out which Wing/Office (attached or subordinate or UT) is concerned with the recommendations of the Commission. The mechanism of Nodal Officers should also be put in place in attached/subordinate/UTs so that the comments of such offices could be properly coordinated at the level of the Department concerned without any further delay.

(iv) The comments of the attached/subordinate offices/UTs should be compiled by Nodal Officers at the Department level itself.

(v) Nodal Officers to take note of any representation or demand of the Staff Association under the administrative purview of their Department. Nodal Officers to ascertain the views/comments of the concerned office on the recommendation of the Commission in the light of the representation /demands raised by the Staff Association.

(vi) In case, there is any need for consultation with the Staff

Association at the level of the Department, the same may be done as per the assessment of the Department.

(vii) Thereafter, the formal views/comments of the Department should be sent to the Implementation Cell (IC) on the recommendations of the Commission, which are specifically and directly related to that Department.

(viii) In case, the Department is of the view that any recommendation which are specifically related to their Department, need any modification, adequate justification in clear-cut terms should be brought out while sending the comments to the Implementation Cell (IC).

(ix) In case of any modification, the extra financial implications (per annum) over the recommendation of the Commission should be clearly indicated.

(x) If no modification of the recommendations of the Commission is suggested, approval of the Secretary of the Department should be obtained before sending the recommendations to the Implementation Cell (IC). if, however, any modification is suggested, approval of the Minister should be obtained.

(xi) While the views/comments of the Departments on the recommendations of the Commission directly and specifically applicable to

that Department are mandatory, a Department is free to offer views/ comments on the recommendations which are of general nature or concerning other Departments.

(xii) Besides sending the comments/ views of the Department in the running format, the same should also be sent to the Implementation Cell (IC) in the 'prescribed proforma' within two weeks. The soft copies of the same should also be sent through email. The email id of JS(IC) is : jsic-cpc@nic.in

(xiii) Nodal Officers should regularly keep a watch on the website of the Finance Ministry at the link http://www.finmin.nic.in/the_ministry/dept_expenditure_notification/7cpc/index.asp. E-mails should also be checked regularly for the purpose. The updates/further action to be taken shall be posted there to facilitate quick action.

5. Apart from the above action points, it was also felt that sub-groups may be formed after the receipt of comments from the Ministries/ Departments to accord focused consideration to certain specific issues, if necessary.

6. Besides above, after detailed deliberations, the Nodal Officers also agreed to the following :

(i) Even if the Department has no comments, it should send a response, saying that it has 'Nil Report'.

(ii) While certain Departments have already given their comments, these comments would be sent again in the 'prescribed format' and in accordance with the points brought out in para 4 above.

(iii) Nodal officers would ensure that the comments of their Departments on all the recommendations of the Commission and also on the representations received so far from the Staff Associations are forwarded to Implementation Cell (IC) in the prescribed format in a consolidated fashion and not in piece-meal within next two weeks.

(iv) If a representation was made by a Staff Association before the 7th Central Pay Commission and the Commission after due diligence has not accepted the demand made therein, the same matter should normally not be considered at this stage. However, if Departments consider that the issues are of such nature that they require consideration at this stage also, then they may give their comments with full justifications to the Implementation Cell (IC).

7. With the above discussions, the meeting ended with a vote of thanks to the Chair.

**LETTER FROM 7TH CPC
IMPLEMENTATION CELL**

Comments of the Ministries/
Departments on Recommendations of
7th Central Pay Commission –
Request to Expedite – regarding.

Government of India

Ministry of Finance

Department of Expenditure

Implementation Cell (7th CPC)

F No.30-1/2016-IC

Dated: 15th February, 2016

OFFICE MEMORANDUM

Subject: Comments of the Ministries/
Departments on Recommendations of
7th Central Pay Commission –
Request to Expedite – regarding.

All the Ministries/Departments, vide
the D.O.No.1-4/2015-EIII.A dated
21.11.2015 from Joint Secretary
(Pers), Department of Expenditure
were requested to formulate their
views/comments on the issues and
the posts/services under them with
reference to the recommendations of
the 7th Central Pay Commission and
forward it to the Department of
Expenditure within a period of three
weeks.

2. The action involved on part of the
administrative Ministries/
Departments was also discussed, in
detail, in the meeting with the Nodal
Officers on 02.02.2016 and all the
Nodal Officers were requested to
furnish their comments in the
'prescribed proforma' circulated in the
meeting, along with soft copy to the
jsic-cpc@nic.in within two weeks i.e.
by 17.02.2016. The responses received
so far are not satisfactory and
comments of the most the Ministries/
Departments are still awaited.

3. The Implementation Cell which is
working as the secretariat of the
Empowered Committee of Secretaries
(E-CoS) has been asked to furnish
considered views of the Ministries/
Departments on the
recommendations of the 7th CPC.

4. In view of the above, the comments
of the Ministries/Departments may
be furnished to the Implementation
Cell. Department of Expenditure,
immediately.

This may be treated as most urgent.

sd/-

(R.K.Chaturvedi)
Joint Secretary (IC)

The need for fixing the minimum wages at Rs 26,000/- and modifying the multiplying factor was explained in detail with full justification

V CPC 31.0%
VI CPC 54.0%
VII CPC 14.3%

No: II/95/Pt VIII Dt:19th February, 2016

MESSAGE

On the Invitation of Shri R.K. Chaturvedi, Convener, Implementation Cell, Ministry of Finance Dr M. Raghavaiah, Chairman/NJCA & GS/NFIR and Shri Guman Singh, Member/NJCA & President/NFIR representing Central Government Federations/Associations attended the meeting at North Block, New Delhi at 11.00AM on 19th February 2016 and explained NJCA's 1 to 26 charter of demands with full justification for every demand.

The need for fixing the minimum wages at Rs 26,000/- and modifying the multiplying factor was explained in detail with full justification. The leaders drew the attention of Shri Chaturvedi to Page No 63 of 7th CPC which is as follows:

II CPC 14.2%
III CPC 20.6%
IV CPC 27.6%

It is clear from above that the pay rise is only 14.3% in 7th CPC, which is causing lot of resentment and unrest among 34 lakh Central Govt Employees belonging to Railways, Defence, Postal etc., Mr R.K. Chaturvedi assured to explain the views expressed by NJCA leaders to the Cabinet Secretary and stated that within 10-15 days a meeting between NJCA, Empowered Committee and the Implementation Cell will be held for further discussions.

The NJCA leaders made it ample clear that in the event of No Negotiated Settlement all the central government employees will be compelled to serve Strike Notice on 11th March 2016 and proceed on strike from 6.00AM on 11th April 2016.

As already decided by NJCA all the Central Govt Employees must prepare themselves for Indefinite Strike from 11th April 2016.

sd/-

(Marri Raghavaiah)

**INDEFINITE STRIKE FROM
11th APRIL-2016**

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

No.PF-PJCA/2016

Dated: 10th February, 2016

To

All General secretaries/CHQ Office Bearers

All Circle/Divisional and Branch secretaries of all NFPE/FNPO unions.

Dear Comrade,

An emergent meeting of PJCA with available General Secretaries of both Federations (NFPE& FNPO) was held at NFPE office 1st Floor North Avenue Post Office Building, New Delhi.

After detailed discussion it was decided that along with NJCA programme , the following programme will be organized on Postal Charter of demands as mentioned below :

PROGRAMME

The following programme of action was chalked out:

(i) Submission of memorandum by organizing lunch hour demonstration in front of all Divisional offices and submission of memorandum to Secretary Posts on 11.03.2016. (ii) Dharna in front of all Divisional offices on 18.03.2016. (iii) Dharna in front of all CPMG offices on 06.04.2016. (iv)

Indefinite Strike along with NJCA on 11.04.2016.

A joint letter by both Federations will be submitted to Secretary Department of Post on Pay commission related issues and Cadre restructuring , 7 Point Charter of demands and Memorandum will be submitted on 11th March 2016.

Sd/-

Sd/-

(D. THEAGARAJAN)(R.N. PARASHAR)

Secretary General Secretary General
FNPO NFPE

NJCA

National Joint Council of Action
4, State Entry Road,
New Delhi – 110055

No.NJC/2015/7th CPC February 9,
2016

To

All Constituents of NJCA

Dear Comrade

The NJCA met on 08.02.2016 as scheduled. The meeting after taking into account various factors decided that the proposed indefinite strike will commence from 11.04.2016 if no settlement is brought about on the charter of demands by that time. The meeting also took the following decisions.

1. Strike notice will be served by the NJCA and all its constituents on 11.03.2016 by holding massive demonstration.

2. There will be a massive Rally on 11.03.2016 at Delhi and leaders of NJCA will make it possible to attend the said rally and the strike notice will be served

on Cabinet Secretary, Government of India.

3. All the National JCA leaders will attend Rally at the State Capitals/big industrial centres during the month March and April, 2016. Dates will be finalised in consultation with the concerned State JCA.

4. To strengthen the campaign, the NJCA will place on the website a pamphlet explaining the demands.

5. Posters will be centrally designed and kept in the website for State JCAs and constituents to adopt.

6. All Constituents will undertake independent campaign programmes in the month of March 2016 to popularize the demands.

7. 29th March will be observed as solidarity day throughout the country unitedly by all the Constituents of NJCA.

8. The indefinite strike will commence at 6 am on 11.04.2016.

9. The updated Charter of Demands on which the indefinite strike is to be organized is enclosed.

10. The Constituent organizations may add sectional demands as Part B of the Charter of Demands of the NJCA

The National JCA appeals all constituents to make intensive campaigns to make the strike an unprecedented success.

With greetings,

Yours fraternally,
(Shiva Gopal Mishra)
Convener

Charter of Demands

1. Settle the issues raised by the NJCA on the recommendations of the 7 CPC sent to Cabinet Secretary vide letter dated 10th December 2015

2. Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways & Defence, different categories in other Central Govt establishments by the 7 CPC

3. Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993

4. i) No privatization, /outsourcing/ contractorisation of governmental functions

ii) Treat GDS as Civil Servants and extend proportional benefit on pension and allowances to the GDS

5. No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

6. Fill up all vacant posts in the government departments, lift the ban on creation of posts; Regularise the casual/contract workers

7. Remove ceiling on compassionate ground appointments

8. Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15

9. Ensure Five promotions in the service career of an employee

10. Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers

11. Revive JCM functioning at all levels.

NJCA
National Joint Council of Action
4, State Entry Road, New Delhi 110055

No. NJC/2016/7TH CPC

Date : June 4, 2016

To

All Constituents of NJCA

Dear Comrades,

We hope you must have gone through our communication dated 26-5-2016 detailing the brief discussions, we had with the Cabinet Secretary. We had, as you are aware, done everything possible at our end to bring about a negotiated settlement on the charter of demands, we submitted to the Government immediately after the submission of the report by the 7th Central Pay Commission. i.e. on 19th November, 2015. On 19th May, 2016, we have crossed the six months period since the commission submitted the report to the Government. You are aware that the Commission had concluded their deliberations and prepared their report in Feb. 2015 itself but was delayed by the unwarranted intervention of the present Government. Even on the first occasion when we met the authorities after the submission of the report by the 7th CPC we had conveyed the anguish and anxiety of the employees over the delay especially in the background of the denial of the interim relief and merger of DA. We had pointed out that unlike in the past the employees had not been granted any financial help in the form of interim relief of DA merger even in the face of the unprecedented erosion of the real value of wage due to the high level

of inflation in the economy. We had then requested the Government the need to take an expeditious decision over the recommendations of the 7th CPC, atleast on the core issues pertaining to wage revision.

In the absence of any formal meetings or fruitful negotiations which had been the practice at all earlier occasions, the rumour mongers who represent none, had a field day. The NJCA had been in constant touch with the authorities. You will recall that at the request of the Cabinet Secretary, when we met him on 1st March, 2016, we deferred our decision to go on strike in April, 2016. The empowered committee set up by the government could have met the JCA leaders during the months of April and May and could have discussed the various pros and cons so that by the end of May, certain views could have emerged on all matters.

It was in this background that the National JCA met on 3rd at the Staff Side office. The meeting considered the piquant situation that has emerged due to the wanton inaction on the part of the Government, despite the NJCA agreeing to defer the strike action. The meeting, therefore, came to the inescapable and inevitable conclusion unanimously that in the face of the nugatory attitude of the Government, we must adhere to our earlier decision to tread the path of struggle and serve the strike notice on 9th June, 2016 to commence the indefinite strike action on 11th July, 2016. The meeting also decided to exhort the constituent organizations to mobilize their members without losing any time as the time available for preparation being very short i.e. hardly a month. I am also to

convey to all of you the following decision taken at the meeting and appeal to you to create a vibrant situation throughout the country to convey the impression to all concerned that we stand united with determination.

1. Every Association/Federation/Union and all its units will serve the strike notice on 9-6-2016 by holding massive demonstration at all work places. The strike notice shall have the 11 point charter of demands (copy enclosed) and the respective organizations can include their department-specific demands as Part B of the charter of demands.

2. The Constituents will plan and exercise a massive mobilization campaign to cover each and every employee/worker in which all the National and State leader must take part.

3. The Unions/Federation/Associations will suspend immediately all ongoing negotiations with their departmental heads/authorities and concentrate on the mobilization campaign.

4. On 24th June, 2016, a massive united demonstration under the auspices of the NJCA will be held before the Parliament. The constituent organizations will decide upon the quota for each State Unit and communicate the same so that the state units can take necessary steps to ensure that their members reach Delhi on 24th.

5. The NJCA (CHQ) will write to the leaders of all the Political parties as also the Central Trade Unions seeks their support and solidarity as also explaining as to why the NJCA had to take the extreme

step of organizing the strike action.

6. All the Constituent organizations and the State Units shall write such letters to the members of Parliaments of their respective States and shall make efforts to meet them in person to seek their support.

7. All the State Units of the Constituent organizations either jointly or independently organize Press Conferences to cover the Print and Electronic media.

8. The NJCA (CHQ) will hold such a Press Conference at Delhi on 23rd June, 2016 i.e. just one day prior to the mammoth demonstration planned before the Parliament.

9. The Constituent organizations will get in touch with the Associations/Federations of the retired personnel both at the All India and State levels to seek out their support for the strike action and enlist their participation in all demonstrative programmes organized by the working employees in support of the strike. The Pensioners organizations may be informed of the Government decision to reject the recommendation of the 7th CPC to provide Option No. 1 to the Pensioners as an alternative pension fitment formula.

10. The constituents will also seek the participation of those organizations in their respective organizations who are not associated with the NJCA being not participants in the JCM Scheme.

We appeal to all constituents and through them each and every member of the Central Government employee's community to take all out efforts to make this historic decision an all time

memorable event, which must go into the history as the largest participated strike action of the Central Government employees and works. We must consider this as a really historic moment provided to us by the harsh turn of events and as an opportunity to reassert our strength, unity and determination not only to win laurels today but to function as an effective bargaining entity for years to come.

We are fully aware of the enormous task ahead and equally aware of the possible response, a brutal Government might take in the circumstances. Without minimizing the impact of such as retaliatory action on the part of the Government (from our experience in the past) we know that no power on earth will be able to subdue our unity and determination and we shall march forward well realizing that the ultimate victory in all struggles belong to the working class.

With greetings,

Yours fraternally,
Shiv Gopal Mishra,
Convener

STRIKE NOTICE FORMAT DIFFER BETWEEN INDUSTRIAL AND NON INDUSTRIAL ESTABLISHMENTS, KINDLY USE THE APPROPRIATE FORM, GIVE HEREUNDER IS THE COMMON CHARTER OF DEMANDS, ENCLOSE THE COMMON CHARTER AS PART A AND DEPARTMENT SPECIFIC ISSUES AS PART B.

CHARTER OF DEMANDS

1. Settle the issue raised by the NJCA on the recommendations of the 7 CPC sent to Cabinet Secretary vide letter dated 10th

December 2015.

2. Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways & Defence, different categories in other Central Govt. establishments by the 7 CPC.

3. Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993.

4. i. No privatization/outsourcing/contractorisation of government functions.
ii. Treat GDS as Civil Servants and extend proportional benefit on pension and allowances to the GDS.

5. No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

6. Fill up all vacant posts in the government departments, lift the ban on creation of posts; regularize the casual/contract workers.

7. Remove ceiling on compassionate ground appointments.

8. Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15.

9. Ensure Five promotions in the service career of an employee.

10. Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers.

11. Revive JCM functioning at all levels.

Cabinet approves Implementation of the recommendations of 7th Central Pay Commission

The Union Cabinet chaired by the Prime Minister Shri Narendra Modi has approved the implementation of the recommendations of 7th Central Pay Commission (CPC) on pay and pensionary benefits. It will come into effect from 01.01.2016.

The Cabinet has also decided that arrears of pay and pensionary benefits will be paid during the current financial year (2016-17) itself, unlike in the past when parts of arrears were paid in the next financial year.

The recommendations will benefit over 1 crore employees. This includes over 47 lakh central government employees and 53 lakh pensioners, of which 14 lakh employees and 18 lakh pensioners are from the defence forces.

Highlights:

1. The present system of Pay Bands and Grade Pay has been dispensed with and a new Pay Matrix as recommended by the Commission has been approved. The status of the employee, hitherto determined by grade pay, will now be determined by the level in the Pay Matrix. Separate Pay Matrices have been drawn up for Civilians, Defence Personnel and for

Military Nursing Service. The principle and rationale behind these matrices are the same.

2. All existing levels have been subsumed in the new structure; no new levels have been introduced nor has any level been dispensed with. Index of Rationalisation has been approved for arriving at minimum pay in each Level of the Pay Matrix depending upon the increasing role, responsibility and accountability at each step in the hierarchy.

3. The minimum pay has been increased from Rs. 7000 to 18000 p.m. Starting salary of a newly recruited employee at lowest level will now be Rs. 18000 whereas for a freshly recruited Class I officer, it will be Rs. 56100. This reflects a compression ratio of 1:3.12 signifying that pay of a Class I officer on direct recruitment will be three times the pay of an entrant at lowest level.

4. For the purpose of revision of pay and pension, a fitment factor of 2.57 will be applied across all Levels in the Pay Matrices.

5. Rate of increment has been retained at 3 %. This will benefit the employees in future on account of higher basic pay as the annual increments that they earn in future will be 2.57 times than at present.

6. The Cabinet approved further improvements in the Defence Pay Matrix by enhancing Index of Rationalisation for Level 13A (Brigadier) and providing for additional stages in Level 12A (Lieutenant Colonel), 13 (Colonel) and 13A (Brigadier) in order to bring parity with Combined Armed Police Forces (CAPF) counterparts at the maximum of the respective Levels.

7. Some other decisions impacting the employees including Defence & Combined Armed Police Forces (CAPF) personnel include :

- Gratuity ceiling enhanced from Rs. 10 to 20 lakh. The ceiling on gratuity will increase by 25 % whenever DA rises by 50 %.

- A common regime for payment of Ex-gratia lump sum compensation for civil and defence forces personnel payable to Next of Kin with the existing rates enhanced from Rs. 10-20 lakh to 25-45 lakh for different categories.

- Rates of Military Service Pay revised from Rs. 1000, 2000, 4200 & 6000 to 3600, 5200, 10800 & 15500 respectively for various categories of Defence Forces personnel.

- Terminal gratuity equivalent of 10.5 months of reckonable emoluments for Short Service Commissioned Officers who will be allowed to exit Armed Forces any time between 7 and 10 years of service.

- Hospital Leave, Special Disability Leave and Sick Leave subsumed into a composite new Leave named 'Work Related Illness and Injury Leave' (WRIL). Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRIL.

8. The Cabinet also approved the recommendation of the Commission to enhance the ceiling of House Building Advance from Rs. 7.50 lakh to 25 lakh. In order to ensure that no hardship is caused to employees, four interest free advances namely Advances for Medical Treatment, TA on tour/transfer, TA for family of deceased employees and LTC have been retained. All other interest free advances have been abolished.

9. The Cabinet also decided not to accept the steep hike in monthly contribution towards Central Government Employees Group Insurance Scheme (CGEGIS) recommended by the Commission. The existing rates of monthly contribution will continue. This will increase the take home salary of employees at lower levels by Rs. 1470. However, considering the need for social security of employees, the Cabinet has asked Ministry of Finance to work out a customized group insurance scheme for Central Government Employees with low premium and high risk cover.

10. The general recommendations of the Commission on pension and related benefits have been approved by the Cabinet. Both the options recommended by the Commission as regards pension revision have been accepted subject to feasibility of their implementation. Revision of pension using the second option based on fitment factor of 2.57 shall be implemented immediately. A Committee is being constituted to address the implementation issues anticipated in the first formulation. The first formulation may be made applicable if its implementation is found feasible after examination by proposed Committee which is to submit its Report within 4 months.

11. The Commission examined a total of 196 existing Allowances and, by way of rationalization, recommended abolition of 51 Allowances and subsuming of 37 Allowances. Given the significant changes in the existing provisions for Allowances which may have wide ranging implications, the Cabinet decided to constitute a Committee headed by Finance Secretary for further examination of the recommendations of 7th CPC on Allowances. The Committee will complete its work in a time bound manner and submit its reports within a period of 4 months. Till a final decision, all existing Allowances will continue to be paid at the existing rates.

12. The Cabinet also decided to constitute two separate Committees (i) to suggest measures for streamlining the implementation of National Pension System (NPS) and (ii) to look into anomalies likely to arise out of implementation of the Commission's Report.

13. Apart from the pay, pension and other recommendations approved by the Cabinet, it was decided that the concerned Ministries may examine the issues that are administrative in nature, individual post/ cadre specific and issues in which the Commission has not been able to arrive at a consensus.

14. As estimated by the 7th CPC, the additional financial impact on account of implementation of all its recommendations in 2016-17 will be Rs. 1,02,100 crore. There will be an additional implication of Rs. 12,133 crore on account of payments of arrears of pay and pension for two months of 2015-16.

7th Pay Commission – NJCA Writes to PM on 7th Pay Commission related issues and regarding NPS

Dear Sir, the central government employees are very much disappointed with the recommendations of the 7th pay commission. We have written to you before too, and to the empowered committee also. However we feel even after expressing our grievances, there is no concrete action taking place.

Sir, The new pension scheme is a curse on the employees. As far as employees are concerned, they are worried that in future they may be deprived of their pension in total. They are also worried that there is no guarantee of either family pension nor gratuity as per 7th pay commission recommendations. The central government employees are in fact very much annoyed and anxious with the 7th pay commission recommendations.

There are about 11 lakh employees, out of which around 5 lac employees are from railways, most of whom are responsible for safety, and our demand is, their job should be non transferable, for the safety reasons, since they know their area better.

Sir, we hope that you will do the needful to release the stress through which the employees are going on now.

Sir, we write to you in the hope that you do the needful and accept our just demands.'

The Charter of Demands send to the Prime Minister

· Settle the issues raised by the NJCA on the recommendations of the 7th pay commission sent to Cabinet Secretary vide letter dated 10th December 2015.

· Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways& Defence, different categories in other Central Govt. establishments by the 7th pay commission.

· Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993.

· i) No privatization/outsourcing/contractorisation of governmental functions.

ii) Treat GDS as Civil Servants and extend proportional benefit on pay, pension and allowances to the GDS.

· No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

· Fill up all vacant posts in the government departments, lift the ban on creation of posts; regularize the casual/contract workers.

· Remove ceiling on compassionate ground appointments.

· Extend the benefit of Bonus Act,1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15.

· Ensure Five promotions in the service career of an employee.

· Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers.

· Revive JCM functioning at all levels.

**MODIFICATIONS SOUGHT FOR ON THE
RECOMMENDATIONS OF THE 7TH CPC**

No. JCA/7th CPC/Modification/2015

Dated – 08.12.2015

To

The Secretary

Department of Posts

Dak Bhawan, New Delhi – 110001

Madam,

**Sub: - Process to examine the
recommendations made in the report of
7th CPC report – Modifications
sought for.**

**Ref:- Your No. 7-1/2015-PCC dated
26.11.2015.**

With reference to your letter No. cited above, we are submitting a note requesting modifications in the recommendations of the 7th CPC regarding the demands placed by the staff Side (NFPE & FNPO) in the Joint Memorandum submitted to the Chairman 7th CPC. A copy of the Joint memorandum submitted by NFPE & FNPO is enclosed herewith for your ready reference.

It is requested that the Department may suggest the empowered committee headed by cabinet Secretary, to accept the modification suggested by us.

Regarding the issues which are common to all Central Government Employees, the JCM National Council, Staff Side, will be submitting a detailed letter to Government seeking modifications. As we are part of the JCM National Council Staff Side, we fully endorse the view points of the JCM (NC) staff side on issues which are common to all Central Government employees including Postal.

Yours faithfully,

(R. N. Parashar)

Secretary General

NFPE

(D. Theagarajan)

Secretary General

FNPO

**MODIFICATIONS SOUGHT FOR ON THE
RECOMMENDATIONS OF THE 7TH CPC
ON VARIOUS CADRES/ISSUES RELATING
TO DEPARTMENT OF POSTS**

I. PAY STRUCTURE

1. Postal Assistants and Sorting Assistants

Please refer to Chapter VI & VII of our memorandum submitted to 7th CPC (Copy enclosed). We have explained in detail the job evaluation of PA/SA and has demanded enhancement of existing grade pay of 2400 to 4200 and minimum qualification for direct recruits from class XII to Graduation. Commission has recommended that there is no justification for the upgrade sought (Para II.8.24)

Modification sought for: - As the department is implementing the IT Modernisation project including Core Banking Solution and Core Insurance Solution, the nature of work of PA/SA cadre has become highly complicated and high-tech. In addition there are other duties performed by PA/SA cadre which we have elaborately explained in Chapter VI and VII of our memorandum. As there is enough justification for upgradation of Grade pay of PA/SA from 2400 to 4200, we demand the Department to take up the case with Government to grant the enhanced pay scale, modifying the recommendations of the Pay Commission.

2. Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I)

Chapter VIII and IX of the memorandum may please be referred. Consequent on our demand to upgrade PA/SA grade pay from 2400 to 4200, the grade pay of LSG, HSG-II and HSG-I may be upgraded to 4600, 4800

and 5400. Seventh CPC has rejected our demand with the remark – “There is no justification for the upgrade sought.” (para 11.8.24).

Modification sought for: - Taking into consideration, the arduous nature of supervisory duties performed by the LSG, HSG-II and HSG-I officials as explained in chapter VIII and IX of our memorandum the upgraded pay scale corresponding to grade pay 4600, 4800 and 5400 may be granted to officials promoted to the above supervisory posts.

3. Postmaster Cadre:

7th CPC has not considered our demand for upgradation of grade pay of Postmaster Grade-I, Grade-II and Grade-III to GP 4600, 4800 and 5400 respectively. The Commission has given the following favourable recommendations regarding the promotional opportunities of Postmaster Grade officials.

Para -11.8.18- “Accordingly the commission recommends that while 25% of the posts of Senior Postmasters may continue to be filled up from Postmaster Grade –III through seniority based promotions, eligible officers from the Postmaster cadre (Postmaster Grade II and Postmaster Grade III) may also be permitted to appear for LDCE alongwith Inspector (Posts) for the balance 75 percent of the Senior Postmasters posts.”

The above recommendation of the 7th CPC may be accepted and implemented.

At the same time it may be pointed out that our demand for permitting Postmaster Grade officials to write Inspector (Posts) and PS Group-B Examination is not considered by the Pay Commission.

In view of the above, it is requested that the following legitimate demands of the

Postmaster Grade officials may be considered favourably while implementing the 7th CPC recommendations.

(i) The Pay scales of Postmasters Grade-I, grade-II and Grade-III may be upgraded to the pay scales corresponding to the grade pay 4600, 4800 and 5400 respectively. Chapter X of our memorandum may be referred.

(ii) The recommendation of the pay commission to allow Postmaster Grade-II and Grade-III officials to write LDCE of Senior Postmaster Post against the 75% quota vacancies may be accepted.

(iii) The Postmaster Cadre officials may be permitted to write Inspector (Posts) and PS Group B examination also.

4. PO & RMS Accountants

Our demand for placing the PO & RMS Accountants at par with Organised Accounts cadre is rejected by the 7th CPC (Para 11.8.30) stating that the proposal is in the nature of cadre restructuring, which is not in its ambit (Para 11.8.31).

Notwithstanding our claim to treat PO & RMS Accountants at par with organised Accounts cadre, we have requested the 7th CPC that PO & RMS Accountants be declared equal to LSG and their pay scale be fixed to the proposed grade pay of 4600/-. Further promotion to the Accountant may be under the ratio 50:30:20 in higher grades and granted pay scales equivalent to grade pay 4800 and 5400. (HSG-II and HSG-I). A separate channel of promotion for advancement of their carrier should be considered. (Chapter XI Para 11.7.4 of our memorandum)

Further we have demanded the 7th CPC that the special allowance granted to PO & RMS Accountants may be counted towards

fixation of pay on promotion with effect from 01.01.1996 and set aside the anomaly existing (Chapter XI-Para 11.7.5 (i) of our memorandum).

Unfortunately both the above demands has not been considered at all by the 7th CPC. In view of the above we request that the following demands of the PO & RMS accountants may be considered favourably by the Government while implementing the 7th CPC recommendations.

(i) PO & RMS Accountants may be granted LSG pay scale and separate promotional channel at the ration of 50:30:20 (LSG, HSG-II & HSG-I).

(ii) The Special allowance drawn by the PO & RMS Accountants may be counted for pay fixation at the time of promotion.

PO & RMS Accountants Special Allowance stands abolished by 7th CPC

Your kind attention is drawn to para 8.2.5 of 7th CPC report under chapter "Allownaces", which reads as follows:

Para 8.2.5 – "Any allowance not included here (and hence not reported to the commission) shall cease to exist immediately. In case there is any demand or requirement for continuance of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of the Ministry of Finance and should be put in the public domain."

We have gone through the entire chapter "Allowances" of 7th CPC. There is no mention about the "PO & RMS Accountants Special allowance" in this chapter and hence 7th CPC has not deliberated upon it and no recommendation for enhancement is given. It means that Department of Posts

has not reported this allowances to 7th CPC. Hence as per the recommendation of the Pay Commission the PO & RMS Accountants Special allowance will stand abolished immediately. This should not happen under any circumstances. Due to an omission on the part of the Department of Posts, the PO & RMS Accountants should not be made to suffer, Hence we request that the Department should convince the government that PO & RMS Accountant special allowance is to be continued and also enhanced as per the 7th CPC formula.

5. System Administrators:

The recommendations of the 7th CPC on System Administrators demands is reproduced below:

Para 11.8.52 – the 5th & 6th CPC have also dealt with this issue and have not recommended separate cadres. The Commission also see no rational for creation of a separate cadre".

We have given full justification for our demand for a separate cadre in Chapter XII of our memorandum submitted to 7th CPC. Hence it is once again requested to accept the following demands of the System Administrators:

(i) All system Administrators may be placed in the grade pay of 4600 considering arduous nature of their job and requirement of higher skill and knowledge in Technology.

(ii) A separate cadre with nomenclature of "System Assistant" may be created.

(iii) Their promotional avenues may be fixed in the ration of 40:40:20. These higher posts at the ratio of 40:40:20 may be decided considering the number of systems as well as responsibilities they handled during the course of the day.

6. Marketing executives

The recommendation of the 7th CPC is same as that of System Administrators (Para 11.8.52).

We request the Department to consider our demand for higher pay scale of GP 4600 to Marketing Executives. Justification for our demand is explained in Chapter XIII of our memorandum submitted to 7th CPC (copy enclosed).

7. Postmen:

Recommendations of 7th CPC regarding the demand of Postmen cadre is reproduced below:

Para 11.8.28 – They have demanded that the grade pay of Postman may be enhanced from GP 2000 to GP 2800.

Para 11.8.29 – The Commission noted that the VI CPC has consciously recommended upgradation of Postman in the Department of Posts and the analogous post of Mailguard in Railway Mail Service to their present level. The Commission noted the entry level qualification prescribed (Class X or ITI for MTS) and also the work content, and is of the view that there is no justification for further raising the entry grade pay of Postman.

In Chapter XIV of our memorandum submitted to 7th CPC we have explained in detail the justification for our demand for upgradation of pay scale of Postmen. Unfortunately the Pay commission has not considered it but simply rejected the demand stating that 6th CPC has already enhanced the pay scale.

We request the department to consider our justified demand and grant higher pay scale to Postmen staff.

8. Mail Guard:

The request made by us with regard to Postmen may please be made applicable to Mail Guard in RMS also as they are treated as analogous posts. Higher pay scale may be granted to Mail guard also. Please refer to Chapter XIX of our memorandum submitted to 7th CPC

9. Sorting/Head Postmen and Mail/Cash overseers:

Please refer to Chapter XV of our memorandum submitted to 7th CPC. The 7th CPC has not at all examined our demand for higher pay scale of GP 4200 to Sorting/Head Postmen and Mail/Cash overseers, keeping in view the supervisory duties performed by them, unlike Postmen staff. At present they are placed in GP 2000, just like Postmen.

We request the Department to consider our demand for higher pay scale for the above categories of staff.

10. Multi Tasking staff (MTS):

The recommendation of the 7th Pay Commission regarding the MTS of Postal Department is furnished below: -

Para 11.8.36 – They have demanded higher GP 2000 for MTS-domestic posts and GP 2400 for MTS Foreign Posts, stating that the job profiles require greater skill as compared to MTS of other departments. Higher educational qualification for entry into MTS-Foreign Posts has also been proposed.

Para 11.8.37 – The Commission is of the view that given the minimum entry level qualification of class X and the job content of MTS-domestic posts, the existing GP 1800 appears to be appropriate. In so far as MTS-Foreign Posts are concerned, it is

noted that they have, as packers of Foreign posts, been treated as skilled workers and accordingly, in the wake of judgment of High Court of Delhi, they are provided GP 1900. No upgrade is considered necessary for either MTS-domestic or MTS Foreign Posts.

We have explained the justification for higher pay scale for MTS domestic and Foreign Posts in our memorandum submitted to 7th CPC, in Chapter XVI. We request the Department to consider the demand favourably and necessary modification may be sought for.

11. Postal Assistant (SBCO) Cadre:

Please visit : www.fnpo.org to read details.

12. Mail Motor Service (MMS):

(a) MMS Drivers – In Chapter XVIII para 5 of our memorandum submitted to 7th CPC, we have requested that MMS Drivers shall not be equated with staff car drivers as MMS drivers are driving heavy duty vehicles in most of the cases. Further they are exchanging valuable mails such as mail bag, Parcel bag, Cash bag, stamps bag, Speed Post bags etc. from post offices and handing over the same to RMS under acquittance. They are responsible for transportation of mail between RMS offices and post offices. Hence we have demanded upgradation of pay scale of MMS Drivers with GP 2800.

Unfortunately, the 7th CPC has not examined our demand. Hence we request the Department to consider the demand favourably.

(b) Despatch Riders (MMS) – The Recommendation of the 7th CPC is furnish below:

Para 11.8.34 - A demand has been made for merger of the post of Despatch Riders

with MMS Drivers as the nature of their work is similar.

Para 11.8.35 – The Commission is of the view that this is an administrative matter and it is for the department to take a view.

As 7th CPC has clearly stated that Postal department can take a decision regarding merger of Despatch Riders (MMS) with Drivers (MMS), we request the department to accept our demand and issue orders accordingly.

(C) Artisans: The recommendations of the 7th CPC is furnished below:

Para 11.8.42 – A demand has been made to upgrade the levels of Artisans at par with those in Railways and Defence. In their memorandum the staff side has pointed out that the 5th CPC had clubbed both pay scales of Artisan Grade-I (1320-2040) and feeder posts of Artisan Grade-II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisan staff of Railways and Defence whereby Artisan Grade-II were placed in the pay scale of 4000-6000 and Artisan Grade-I were placed in the pay scale of 4500-7000.

Accordingly the staff side has urged that the pay scales as implemented for Artisans of Railways and Defence be given to Grade-I and Grade-II Artisans of MMS of Department of Posts.

Para 11.8.43 – The Commission has observed that the 6th CPC has upgraded the post of Artisan Grade-I to GP 2800 as a consequence of which the anomaly in the hierarchical structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the

Department of Posts shall accordingly be extended only corresponding replacement level of pay.

Notwithstanding the recommendations of the 7th CPC, We request the department to consider and implement the agreed proposals of the Cadre Review Committee in respect of Artisans of MMS.

(d) Technical supervisors: The recommendations of the 7th CPC are furnished below:

Para 11.8.46 – A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience.

Para 11.8.47- The commission notes that the existing level of Technical Supervisors in MMS is in line with the 6th CPC recommendations that posts carrying minimum qualification of Diploma in Engineering should be placed in GP 4200. Hence they are placed at the appropriate level and no upgrade recommended.

Notwithstanding the recommendations of 7th CPC we request the Department to implement the agreed proposal of Cadre Review Committee in respect of Technical Supervisors in MMS.

(e) Eventhough we have explained and submitted our demand regarding the following categories of MMS staff also to the 7th CPC in Chapter XVIII of our memorandum, the pay Commission has not examined our demand.

- | | |
|----------------|------------------|
| 1. Cleaner | 6. Store Officer |
| 2. Charge hand | 7. Foreman |

- | | |
|---------------------|--|
| 3. Inspector | 8. Head Clerks |
| 4. Asst. Manager | 9. Manager |
| 5. Office Assistant | 10. Postal
Machine
Assistants
(PMA) |

(f) Superintendent Sorting (Gazetted) – There are 4 Posts of Superintendent Sorting (Gazetted) in the Grade Pay of Rs.4600/- . This is a promotional post from HSG-I which is also in the Grade Pay of Rs. 4600/- (Non-Gazetted) Promotion to Gazetted Cadre from non- Gazetted cadre is in identical Pay Scale. This is an anomaly. Grade Pay of Superintendent sorting may be upgraded to Rs. 4800/-.

We reiterate our demand and request department to consider it favourably.

13. Postal Administrative office Staff

Eventhough we has elaborately explained in Chapter XXI of our memorandum to 7th CPC the demands of the staff working in the Postal Administrative offices, the 7th Pay Commission has not examined their grievances. We request the department to examine their demands and make favourable recommendations to the Government. It may be noted that they are having separate recruitment rules with 75% direct recruit and 25% by promotion

14. Postal Civil and Electrical Wing

Eventhough we have explained in detail in Chapter XXII of our memorandum to 7th CPC, our demands relating to various cadres of staff working in the Postal Civil and Electrical Wing, the 7th CPC has not examined any of their demands. We request the department to examine their demands and make favourable recommendations to Government.

15. Foreign Post Administration, Returned Letter offices (RLO) Postal Stores Depot (PSD) and Stamp Depots

In Chapter XXIV, XXV and XXVI of the memorandum submitted to 7th CPC we have explained and placed the demands of the Staff working in Foreign Post Administration, RLO, PSD and CSDs. But the 7th CPC has not analysed or examined any of their demands. We request the department to consider their demands favourably and recommend to the government accordingly.

16. Postal Accounts Staff Cadres

Please visit : www.fnpo.org to read details.

COMMON CADRES

1. Multi Tasking Staff:

This cadre is a common cadre. The minimum pay proposed by the JCM Staff Side is Rs.26000/-. The 7th CPC has depressed the minimum pay to Rs. 18000/-. This minimum has to be raised to Rs. 26000. The Staff Side JCM has very clearly brought out the calculations in this regard. Unless the minimum pay is raised the benefit out of this Pay Commission will not last long. Hence, it is requested to support the Staff Side views in this regard and suggest the pay of Rs.26000 at starting level for MTS.

2. Sorter, LDC and DEO cadres:

Please visit : www.fnpo.org to read details.

17. Various Posts in Postal Dispensaries:

In Chapter XXXX of our memorandum submitted to the 7th CPC we have demanded as follows:

Para 40.1.7 – The conditions of service, nature of duties etc. of the staff working in the P&T Dispensaries including para-

medical staff are identical to those of the CGHS staff. Hence the avenues of promotions, special pay, patient care allowance etc. which are now available to CGHS staff should be extended to P&T Dispensaries staff also.

The 7th CPC has made the following recommendations in respect of various posts in Postal Dispensaries.

Para 11.8.40 – Higher levels of pay have been sought for staff Nurses and Para medical staff at par with similar categories of posts in other departments including CGHS.

Para 11.8.41 – The Commission is in agreement with the views of the 6th CPC and recommends IMMEDIATE MERGER of the remaining 33 Postal Dispensaries in 10 Postal Circles with CGHS so that the Postal Dispensary employees get the benefit of CGHS posts. Merging of Postal Dispensaries with CGHS will also help in better use of infrastructure. The Commission has separately discussed the issue regarding extension of the benefit under CGHS to retired Postal employees in Chapter 9.5.

As the 7th CPC has unambiguously recommended immediate merger of the remaining Postal Dispensaries with CGHS to facilitate the extension of benefits of CGHS staff to Postal dispensary staff also, we request the department to implement the above recommendations without any further delay.

18. Public Relations inspector (PRI (P)), Caretaker, Gestetner Operator, Development officer (PLI), Welfare Inspector and Hindi Translator:

Eventhought we have presented the nature of job and demands of the above categories

of staff before the 7th CPC in Chapter XXX of our memorandum, the 7th CPC has not examined their case. We request the department to consider their case favourably and make recommendations accordingly.

19. Gramin Dak Sevaks (GDS)

Eventhough the Government repeatedly refused to include the Gramin Dak Sevaks under the purview of 7th CPC, the 7th CPC suo-moto reviewed the case of Gramin Dak Sevaks (GDS) and made the following most damaging and retrograde recommendations regarding Gramin Dak Sevaks.

Para 11.8.50 - Government of India has so far held that the GDS is outside the civil services of the Union and shall not claim to be at par with the Central Government employees. The Supreme Court Judgment also states that GDS are only holders of civil posts but not civilian employees. The Commission endorses this view and therefore has no recommendations with regard to GDS.

We strongly disagree with the above observations of the 7th CPC. In Chapter XXXVIII of our memorandum submitted to 7th CPC, we have explained all the legal points regarding grant of Civil Servant status to GDS.

We furnish below, the observation made in the fourth CPC Report by Hon'ble Justice (Retd.) Supreme Court, Shri. P. N. Singhal, who was the Chairman of the fourth Central Pay Commission, regarding the status of GDS:

“A letter was received from the Ministry of Communications (P&T Board) for exclusion of the Extra Departmental Employees (Now called GDS), numbering about three lakhs, from the purview of our inquiry. It was

stated that the system of Extra-Departmental Agents was peculiar to the P&T organisation and was designed to extend postal facilities in rural and backward areas where opening of regular departmental post offices was not justified due to inadequate workload. The remuneration and conditions of service of Extra Departmental Agents were also different from those of regular employees. The third pay commission accepted the view that the Extra-Departmental agents were not holders of civil posts and decided to exclude them from its purview. The matter is, however, beyond controversy after the decision of the Supreme Court in Gokulnandas' case where it has been declared that the Extra Departmental Agents is not a casual workers, but “holds” a post under the administrative control of the state” and that while such a post is outside the regular civil services, there is no doubt that it a post under the “state”. In view of this pronouncement, we are unable to accept the contention that Extra-Departmental employees were outside the purview of the terms of our commission” From the above observation it is clear that fourth CPC was in conclusion that the ED Agents (now GDS) are Civil Servants and therefore they are to be brought under the purview of Pay Commission.

Now the recommendations made by Justice Ashok Kumar Mathur, Chairman 7th CPC, who is also a Retired Justice of the Supreme Court is quite contradictory to the observation made by Justice (Retd) Supreme Court Shri P. N. Singhal, chairman, Fourth CPC.

Further Justice Charanjit Talwar Committee headed by Retired Justice Shri Charanjit Talwar of Delhi High Court, who was the Chairman of the One-man

Committee which examined the wages and Service Conditions of Gramin Dak Sevaks (then EDAs) has made the following recommendations in its report submitted to Government.

“Extra Departmental Agents have to be included within the overall class of Civil Servants being holders of civil posts. They can be grouped as “additional” to the departmental employees, but they cannot be classified as a class apart from the Civil Servants. At any rate they cannot be classified with the sole object of not granting them benefits which accrue to departmental employee.....
..... The plea taken by the Department before the second and third Pay Commissions and also before various learned Tribunals that ED Agents are a class apart is entirely misconceived. It is violative of Article 14 and 16 of the constitution..... They have been held by the Supreme Court to be Civil Servants. Therefore, these employees are required in future to be included within the purview of the Pay Commission..... It is therefore recommended that whenever it is required to review the service conditions and wage structure of the employees of the Department of Posts, ED Agents be bracketed along with the departmental employees. There is no need to set up a separate committee or commission for ED Agents.”

Here again the recommendations made by Chairman 7th CPC is contradictory to the recommendations of another Judge Shri. Charanjit Talwar.

Thus it can be safely concluded that the 7th CPC has not examined the case of GDS in a fair and judicial manner, but simply repeated the often – repeated arguments of the Postal Board and Government of India

to deny Justice to the three lakhs Gramin Dak Sevaks.

We urge upon the Government of India and Departmental of Post to reject the retrograde recommendations of the 7th CPC relating to GDS and treat the GDS as Civil Servants and extend all the benefits of the departmental employees on pro-rata basis to Gramin Dak Sevaks also.

20. Implement Cadre restructuring Agreement of Group ‘C’ employees of Department of Posts before the implementation of 7th CPC Recommendations.

The 7th Pay Commission made the following observation regarding Cadre Review.

Para 1.26 – A serious grievance has been made by all services that Cadre Review have not been taken place for years together, which has resulted in great anguish and frustration among the services. Though it is essentially an administrative matter, it has serious impact on the status and emoluments of employees. On account of delay in Cadre Reviews, many Central Services lag behind and that give rise to frustration and ultimately affects governance.”

The above observations are cent percent true in the case of Group ‘C’ employees of the Department of Posts. Not even a single cadre review has been conducted in the Department of Posts in respect of Group ‘C’ employees. Finally, after much pressure from the staff side and after giving notice for an Indefinite strike, a Cadre Restructuring Committee for Group ‘C’ was constituted in the year 2010. The Committee after protracted negotiations, finally signed an agreed proposal in the month of April 2013. Before that three

separate Cadre Restructuring Committees constituted for Mail Motor Service (MMS) , Postal Accounts and Civil wing have also concluded their business and agreement was signed by both Department and staff side. Eventhough two years are over after signing the agreement (four years after constituting the committees) till this day the Cadre Restructuring Committees proposal are not implemented, thereby delaying and denying the Group C employees their legitimate career improvement.

We strongly protest the undue delay in implementing the Cadre Restructuring agreements and demand the Department to take immediate necessary action to implement the proposals before implementation of 7th CPC recommendations.

21. Filling up of Vacant Posts.

The 7th CPC has made the following shocking revelations in its report regarding unfilled posts remaining vacant in the Postal Department.

Para 11.8.3 – In the Postal Department there are 59817 vacant posts (Group A-131, Group B-3029 and Group C – 56657)

It may be seen that out of 59817 posts 56657 posts are lying vacant in Group ‘C’ cadre. That means about 30% posts are vacant and the existing employees are compelled to shoulder the additional work of this 30% vacant posts also. Not only that, the efficiency of the Postal Department including delivery work and counter work are badly affected due to non-filing up of vacant posts.

As there is no ban on filling up of vacant posts from 2010 onwards, the Postal Board cannot absolve itself from its failure to fill up the vacant posts.

We urge upon the Postal Board to take immediate action, on war-footing, to fill up all the posts lying vacant in the Postal Department.

(Please refer Chapter XXVIII of our memorandum submitted to 7th CPC also.)

22. Modified Assured Progression Scheme (MACP)

Referring our demand for five Assured Carreer Progression the 7th CPC has made the following recommendations relating to MACP.

Para 5.1.44 – There is no justification for increasing the frequency of MACP and it will continue to be administered as 10,20,30 years as before. In the new pay matrix, the employee will move to the immediate next level in the hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the pay matrix.

In addition the commission has made the following retrograde recommen dations also:

Para 5.1.45 – The commission recommends that the bench mark in the interest of improving performance level, be enhanced from “good” to “very good”. In addition introduction of more stringent criteria such as clearing of departmental examination or mandatory training before grant of MACP can also be considered.

We strongly oppose the above two conditions (i.e. “very good” benchmark and Examination) proposed by the 7th CPC. We request the Department and Government of India to reject the above two retrograde conditions recommended by 7th CPC.

Further the following demands submitted by us to the 7th CPC in Chapter XX of our memorandum has not been considered by

the 7th CPC. We request the department to consider the demands and recommend to the Government for acceptance.

(a) As there is only limited chance for regular promotions in Postal Department, there should be five financial upgradation on completion of 8 years, 7 years, 6 years, 5 years and four years. (during a span of 30 years of service) in the departmental promotional hierarchy (and not the next pay scale in the hierarchy.)

(b) The period of service worked as "Reserved Trained Pool" (RTP) candidate and also 50% of the Temporary Status/Casual labourers service and pre-appointment Training period may be counted as regular service for grant of MACP

(c) Whenever Departmental Examination oriented promotions are granted, the service rendered by such employees in the lower post must be ignored and such promotion shall be treated as first (fresh appointment in that cadre and fresh MACP promotion shall commence from the date of such promotion. The CAT Jodhpur Bench and Rajasthan High Court has upheld the above position. Hence it is requested that the promotion earned through departmental examination should not be counted towards MACP and all promotees may be granted eligible 3rd MACP.

(d) Stepping up of pay with that of junior may be permitted in MACP also.

(e) Bench marks should be abolished.

(f) If regular promotion and the MACP upgradation are in the identical pay two increment fixation benefit should be granted.

23. Special Pay, Allowances and incentives:

Please refer to chapter XXXI and XXXII of our memorandum submitted to 7th CPC. The following allowances may be retained and enhanced as demanded by us in the memorandum

(a) Cash handling allowance to Treasurers/Cashiers – Also Same amount may be granted to Treasurers and Cashier.

(b) Cash handling allowance to SPMs in A class post offices.

(c) Cash handling allowance to single/double handed post offices.

(d) Split duty allowance.

(e) Outstation Allowance.

(f) Fixed Monetary Compensation and double duty allowance to Postmen in lieu of OTA. If the recommendations of pay Commission is accepted the existing compensation will be reduced.

(g) Savings Bank Allowance.

(h) Incentive to Staff working on AMPC.

(i) Overtime allowance to be granted with reference to the revised pay.

(j) Family Planning Allowance may be retained and enhanced.

(k) Dress allowance- the higher slab of 10000/- may be granted and Postal Department's name may also be included in the list of departments eligible for dress allowance.

(l) Incentives for sports persons may be retained.

The recommendation of the 7th CPC to abolish Cash handling allowance, Savings Bank Allowance, Overtime Allowance etc. may be rejected and continued grant of such allowances at enhanced rate may be ensured.

24. Productivity Linked Bonus (PLB) to Postal Employees.

Please refer to chapter XXXXI of our memorandum submitted to 7th CPC. The artificial cap of 60 days imposed by Finance Ministry on PLB to Postal employees may be removed and maximum eligible Bonus as per PLB formula may be granted.

25. Counting of Past Services of RTP

Please refer to chapter XXVII of our memorandum submitted to 7th CPC. We once again request to render justice to the deserving genuine case of Erst-while Reserved Trained Pool (RTP) official of the Postal department atleast by counting their RTP services as qualifying service for all purposes including MACP promotion and pensionary benefits.

26. Women Employees

(a) Child Care Leave: The recommendation of the 7th CPC to restrict the Pay and allowances for the 2nd year of child care leave to 80% may be rejected and status-quo may be maintained. Chapter XXXIX of our memorandum submitted to 7th CPC may be referred and our demands in respect of women employees may be considered favourably and recommended for acceptance of the Government.

27. Leave Reserve

Our demand to increase leave reserve percentage of Postal Assistant, Sorting Assistant and Postmen to 20% may be considered favourably. Refer chapter XXXIII of our memorandum. Similarly various issues which merit consideration submitted by us to 7th CPC in chapter XXXIV of our memorandum may be considered favourably.

28. Charge Allowance to Postmasters

Our demand for grant of charge allowance to Postmaster (see chapter XXXV of our memorandum may be considered favourably.

29. Holidays, Casual Leave

The following demands may be considered favourably

(a) Closure of all RMS offices on sundays and holidays.

(b) Enhance casual leave to 15 days.

(c) Grant Holiday for May Day (1st May).

30. Casual, Part-Time, Contingent Employees

Please refer to chapter XXXXII of our memorandum submitted to 7th CPC. Following demands may be considered favourably for implementation.

(a) Department should evolve a scheme by which all casual, contingent and daily-rated workers are regularized with all the concomitant benefit available for regular Government employees.

(b) Pending finalistaion of such a scheme for regularization, the non-regular employees (Part Time, Casual and Contingent employees) must be paid pro-rata wages at par with the similarly placed regular employees on the principle of equal pay for equal work.

31. Stenographers

(a) We demand that parity with CSSS pay scales may be granted to the Stenographers working in Postal Department also as they are also selected through Staff Selection Commission.

(b) Cadre Restructuring Proposals in respect of Stenographers of the Postal department may be implemented before implementation of 7th CPC recommendations.

**MEMORANDUM TO SECRETARY
POSTS ON 7th PAY COMMISSIONS
RELATED ISSUES**

**POSTAL JOINT COUNCIL OF
ACTION**

**NATIONAL FEDERATION OF
POSTAL EMPLOYEES**

**FEDERATION OF NATIONAL
POSTAL ORGANISATIONS**

No.PF-PJCA/2016

Dated: 09th February, 2016

To
The Secretary,
Department of Posts'
Dak Bhawan, New Delhi-110 001

**Sub: Settlement of Pay
Commissions related issues:
regarding**

Madam,

1. The Finance ministry has constituted an implementation cell which will function as the Sectt. of the empowered Committee headed by Cabinet Secretary in which Secretary , Department of Post is also a member.

2. As per the minutes of implementation cell held on 2nd February, Nodal Officers from our Department has not attended, it is reliably learnt.

3. The implementation cell has fixed two weeks time for submission of any Departmental specific Modification on 7th CPC recommendations but it is learnt that Nodal Officer appointed by the Department is out of Delhi and

will be returning after 12th February , by that time, there will be 4 days time left for cutoff date fixed by implementation cell.

4. Further minutes says that any modification recommended by the Secretary Posts should be approved by the Minister (C) also before submission to implementation cell. We feel that if action is not taken on war footing it will be impossible for the Postal Department to submit modification proposal to the implementation cell after completing all the above formalities before the cutoff date

5. Regarding Cadre Restructuring also if orders are not issued before implementation of Pay Commissions report, there is every chance of returning the proposal by DOP&T for resubmission after signing fresh agreement taking in to consideration the 7th CPC orders issued by the Government.

In view of the above we request you to kindly act immediately to safeguard the interests of Postal Employees without giving room for any delay or omission or commission on the part of Postal Department.

We have decided certain agitational programmes on which we will be giving a separate memorandum on 11th March 2016.

Yours faithfully

Sd/-

(D. THEAGARAJAN)
Secretary General
FNPO

Sd/-

(R.N. PARASHAR)
Secretary General
NFPE

RMS Sentinal

88

November 2017

CHARTER OF DEMANDS

1. Settle all 7th CPC related demands submitted by NJCA.
2. Grant of Civil Servant status and all benefits of Departmental employees on pro-rata basis to Gramin Dak Sewaks.
3. Upgradation of Pay Scales of various cadres of Postal department by modifying the retrograde recommendations of the 7th CPC.
4. Implement Cadre restructuring agreements already signed before implementation of 7th CPC report.
5. Filling up of all vacant posts by conducting special recruitment in all Cadres of Department of Posts.
6. Settlement of problems arisen due to roll out of CBS and CIS.
7. Regularization of service and payment of revised wages of Casual labourers w.e.f. 01.01.2006.

**PJCA CIRCULAR
POSTAL JOINT COUNCIL OF
ACTION**

**NATIONAL FEDERATION OF
POSTAL EMPLOYEES
FEDERATION OF NATIONAL
POSTAL ORGANISATIONS**

No.PF-PJCA/2016

Dated: 10th February, 2016

To

All General secretaries/CHQ Office
Bearers

All Circle/Divisional and Branch secretaries of all NFPE/FNPO unions.

Dear Comrade,

An emergent meeting of PJCA with available General Secretaries of both Federations (NFPE& FNPO) was held at NFPE office 1st Floor North Avenue Post Office Building, New Delhi.

After detailed discussion it was decided that along with NJCA programme , the following programme will be organized on Postal Charter of demands as mentioned below :

PROGRAMME

The following programme of action was chalked out:

- (i) Submission of memorandum by organizing lunch hour demonstration in front of all Divisional offices and submission of memorandum to Secretary Posts on 11.03.2016. (ii) Dharna in front of all Divisional offices on 18.03.2016. (iii) Dharna in front of all CPMG offices on 06.04.2016. (iv) Indefinite Strike along with NJCA on 11.04.2016.

A joint letter by both Federations will be submitted to Secretary Department of Post on Pay commission related issues and Cadre restructuring , 7 Point Charter of demands and Memorandum will be submitted on 11th March 2016.

**Program of the Protest week
12 to 19-12-2016**

To

All Circle/Division/Branch Secretaries of FNPO affiliates.

Dear colleagues,

FNPO affiliated unions decided to observe protest week from 12th to 19th December 2016 on the 16 points Charter of Demands.

Program of the Protest week

13/12/2016 - Demonstration at Divisional office.

15/12/2016- To submit a letter to the Prime Minister through the State Governors by the Circle Secretaries.

16/12/2016 Lunch hour Demonstration at Circle/Regional offices

19/12/2016 Lunch hour Demonstration at Directorate&submission of letter to the Prime Minister.

Our Circle/Division/Branch Secretaries of FNPO affiliated unions are requested to observe the above program in their respective places in an energetic manner.

With regards,

SG FNPO.

Circle Secretaries are requested to organise March to Raj Bhavan

preferably on 15/11/2016 at all State Capitals and submit the letter to the Prime Minister through State Governor.

MODEL COPY OF LETTER TO THE GOVERNOR AND THE PRIME MINISTER.

To,

His/Her Excellency..... Governor of..... State Capital

Respected Sir/Madam,

Sub: Request to consider the issues of Postal employees related to 7th CPC & other related issues.

We, the Circle Secretaries of FNPO affiliated unions, submit to you the enclosed letter addressed to the Honourable Prime Minister of India with our kind requests to forward the same to the Prime Minister to voice our grave concerns.

We also request that you kindly use your good offices to impress upon the Central Government by conveying our genuine feelings.

We are highly thankful for your valuable time.

Thanking you, Sir,

Yours Sincerely,

(Circle Secretaries)

LETTER TO THE HONOURABLE
PRIME MINISTER OF INDIA BY THE
FEDERATION OF NATIONAL POSTAL
ORGANIZATIONS AND ITS
AFFILIATED UNIONS /
ASSOCIATIONS.

To

Shri Narendra Modiji,
Hon'ble Prime Minister of India,
South Block, Raisina Hill,
New Delhi-110011

Respected Sir,

We, the Federation of National Postal Organisation and its affiliated unions submit this letter to express our deep concern and request to honour the commitment given by the Group of Ministers in the meetings held with JCM (Staff Side) leaders on 30th June 2016 & 06th July 2016.

Subsequently an assurance was given that a High-Level Committee will examine the 7th CPC issues, mainly the Minimum Wage and Multiplying

Factor. Based on the assurance, the JCM Constituent deferred the Strike action on 06th July 2016.

Though a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response has been disappointing.

The employees of the Postal and other Central Government employees are greatly disappointed over non-settlement of the main issues.

More so, many of the recommendations of the 7th CPC have created unrest in the minds of Central government employees in general and Postal employees in particular.

The issues raised after the implementation of 7th CPC & other long pending issues are enclosed.

We request your kind attention to the issues listed in the enclosure and action thereof at the earliest.

Item No 1:

ANOMALY IN COMPUTATION OF MINIMUM WAGE

In Para 1.29 of Chapter 1 of the 7th CPC report, the learned Chairman of the Commission Justice Shri AK Mathur has approvingly quoted the following observation their Lordship in the Supreme Court in the case of Bhupendranath Hazarika and Another Vs. State of Assam (SC 2013 (2) Sec.516)

“.....It should always be borne in mind that legitimate aspirations of the employees are not guillotined and a situation is not created where hopes end in despair. Hope for everyone is gloriously precious and that a model employer should not convert it to be deceitful and treacherous by playing a game of chess with their seniority. A sense of calm sensibility and concerned sincerity should be reflected in every step. An atmosphere of trust has to prevail and when the employees are absolutely sure that their trust shall not be betrayed and they shall be treated with dignified fairness then only the concept of good governance can be concretized. We say no more.”

Naturally the recommendations of the 7th CPC ought to have been in consonance with the spirit of the observations made in Para 1.29, While determining the Minimum Pay (Chapter 4.2). The Commission is on record to state that it shall abide by the formula of Dr WR Aykroyd as amended by Supreme Court in the case of Workmen represented by Secretary Vs. Management of Reptakos Brett and Co. Ltd and Anr. on 31 October, 1991(Equivalent

citations: 1992 AIR 504, 1991 SCR Supl. (2) 129). In its submissions made to the Govt, the Staff Side had pointed out the errors and omissions crept in the computation of Minimum wage and its consequential impact. The Commission’s recommendations in this regard was clearly in violation of what has been stated in para 1.29 (quoted above). We annex for ready reference the extracts from our own submissions pertaining to this issue.

OUR SUBMISSION TO CABINET SECRETARY ON 7TH CPC:

“We are not in agreement with the methodology adopted by the 7th CPC in computing the minimum WAGE. We give hereunder briefly the reasons thereof.

1. The retail prices of the commodities quoted by the Labour bureau is irrational, imaginary and even absurd in respect of certain articles at certain places. The Staff Side had objected to the adoption of those rates in its meeting with the Commission on 9th June, 2015.

2.The adoption of 12 monthly average of the retail prices is contrary to Dr. Aykroyd formula. Same is the case with the reduction effected by the Commission on housing and social obligation factors. The house rent allowance is not a full compensation of the expenditure incurred by an employee for obtaining an accommodation. Therefore, no reduction on that count in arriving at the minimum wage is permissible. We may cite the minimum wage computation made by the 3rd CPC in this regard, The employees were in receipt of HRA even at that time.

But still the 3rd CPC, and rightly, so, adopted the 7.5% as the factor for housing. In respect of the addition to be made for children education and social obligation as per the Supreme Court judgement, (25%) the Commission has reduced the percentage to 15% on the specious plea that the employees are separately given children education allowance. The Children education allowance is not a full reimbursement of the expenses one has to incur. After the liberalization of the Education Sector where private parties were allowed to set up universities and colleges, the expenses for education had increased heavily. No concession or allowance is granted to the employees for educating the children beyond the higher secondary levels. The earlier Pay Commission has only tried to compensate a little in the increasing cost of education and that too at the primary level, since even the Governmental institutions had started charging abnormal tuition and other fees.

3. The website maintained for the Agriculture Ministry depicts the retail prices of commodities which go into the basket of minimum wage computation. Even though the rates quoted by them vary from the real retail prices in the market, it provides a different picture. If one is to take the rates quoted by them for different cities and make an all India average of the prices as on 1.7.2015, it will work out to Rs. 10810. It will result in the computation of the minimum wage of Rs. 19880. Adding 25% for arriving at the MTS scale, it will rise to Rs. 24850. To convert the same as on 1.1.2016, 3% will be added as suggested by the 7th CPC. The final computation will be Rs. 25,596, when rounded off shall be Rs. 26000.

4. The Andhra Pradesh State Pay Commission in its report has taken the commodity prices at Rs. 9830.- as on 1.7.2013 which works out to a minimum wage of Rs. 18080. The wage of MTS will then be Rs. 22600 as on 1.7.2013, The Corresponding figure for 1.1.2016 shall be Rs. 26758, rounded off to Rs. 27000.

5. The Staff side had computed the minimum wage as on 1.1.2014 at Rs. 26,000, taking the commodity price at Rs. 11344. The rates were taken on the basis of the actual retail prices in the market as on 1.1.2014(average prices of 8 Cities in the country) substantiated by the documentary evidence of Cash bill obtained from the concerned vendors. As on 1.1.2016, the minimum wage work out to Rs. 29339, rounded off to Rs. 30,000.

6. The 5th CPC adopted the rate of growth in the economy (as reflected in the increase in the per capita net national produce at factor cost) over a period of ten years to arrive at the increase required to be made to arrive at the minimum wage. The per capita NNP at factor cost registered an increase of 65.28% over a period of ten years in 2013-14. If we apply the same percentage to the emoluments (Pay +DA) as on 1.1.2016 (assuming that DA will be 125% as on that date), the minimum wage as on 1.1.2016 for an MTS will have to be Rs. 26030, rounded off to Rs. 27000.

7. In para 4.2.9 of the report, the Commission has given a table depicting the, percentage increase provided by the successive Pay Commissions, according to which the 2 CPC had made a paltry increase of 14.2%. The 3rd CPC gave a rise of 20.6, 4th 27.6, 5th 31.0 and 6th CPC 54%.

While the per centage increase had been in ascending order all along, the 7th CPC has sought to reverse that trend ostensibly for reasons unknown. It was the meager increase of 14% provided for by the 2nd CPC that triggered the volatile situation in the civil service and led to all India strike encompassing all employees which lasted for 5 days in 1960.

8. In the case of Bank, Insurance and many other Public Sector Undertakings wage revision takes place once in 5 years. In the recently concluded agreement, Bank employees were provided more than 15% increase.

9. After the implementation of the Pay Commissions Report the AP State Employees have been given a wage structure based on a minimum wage far above the level of Central Government employees. In their case also wage revision does take place once in 5 years.

It could be seen from the above that the computation of minimum wage by the 7 CPC is prima facie wrong and computed on untenable premises and incorrect data. The minimum wage therefore requires re-computation and revision. Once the minimum wage gets revised, the fitment formula, the multiplication factor applied for determining the pay levels and the pay matrix itself will have to be consequently revised. “

It could be seen from the above extract that the Minimum Wage as on 1.1.2016 could not have been computed at less than Rs 26000/- and consequently the multiplication factor ought to have been at 3.714. It is, therefore, demanded that the

Minimum Wage and multiplication factor may be recomputed and Pay Level and Pay matrix changed in accordance with the revised minimum wage.

Item No. 2

3 % INCREMENT AT ALL STAGES

In Para 5.1.21, the Commission has stated that it has constructed the Pay Matrix, which has two dimensions i.e. horizontal and vertical ranges. The vertical range is supposed to denote the pay progression with the level. The steps are to reflect the annual forward progression of three per cent in each level. More specifically under the Caption “Annual increment” in Para 5.1.38, the Commission has emphatically stated that the annual increment is being retained at 3 percent. In the forward to the report, the Chairman Justice Shri AK Mathur (Para 1.19) writes “the prevailing rate of increment is considered quite satisfactory and has been retained.” This apart in para 4.1.17, the Commission states that the various stages within a level moves upward @ 3% p.a

Having stated categorically that a Govt servant must get his annual increment @3% of his pay, the recommendation that one’s pay on award of annual increment must move to the next cell in the matrix would become tenable only if the difference between the two cells is more than 3% of the Pay of the Govt servant. From the chart annexed it could be seen that it is not so at many stages warranting a revision of the Pay Matrix at those levels, where the employee gets less than 3% as his annual increment when he moves on to the next higher stage in the matrix.

ILLUSTRATION-I — LOSS IN INCREMENT

ILLUSTRATION-I — LOSS IN INCREMENT						
Pay Level	Sl. No. in the Pay Level rate %age	Basic Pay in the Revised (Cell)	Next above Basic Pay after Pay scale	Next above Basic Pay fixed adding 3%	Amount of loss to the as per increment	Actual increment employee pay matrix
1	12	24900	25647	25600	47	2.81
1	26	37600	38728	38700	28	2.92
3	9	27600	28428	28400	28	2.89
3	16	34000	35020	35000	20	2.94
4	11	34300	35329	35300	29	2.91
4	22	47500	48925	48900	25	2.94
5	10	38100	39243	39200	43	2.88
5	20	51100	52633	52600	33	2.93
6	6	41100	42333	42300	33	2.91
6	9	44900	46247	46200	47	2.89

Item 3 :**REMOVAL OF CONDITION OF 3% STIPULATED TO GRANT BUNCHING BENEFIT :**

One of the conditions stipulated for grant of Bunching increment is that the difference between the lower and higher pay should be atleast 3%.

It could be seen that at many levels of the Pay Matrix, the difference between one cell and another is less than 3% of the Basic Pay of the amount in the lower cell. However, the said lesser amount is still treated as one increment. In the circumstance to deny the government servant the Bunching increment on the ground that the difference is less than 3% is not reasonable. The said condition required to be removed. Given here under is the illustration which explains the issue.

(1) The pay as per the 7th CPC of MTS drawing pay of 7210 and 7430 in the pre-revised pay is bunched and fixed at Rs.19700. As per the bunching orders issued by Finance Ministry, the official drawing Rs.7430 in the pre-revised scale will get additional increment and will be fixed at Rs.20300/- with effect from 01.01.2016.

But the MTS officials drawing Rs.7660/- in the pre-revised pay are also getting revised pay fixed at Rs.20300 with effect from 01.01.2016.

It is requested that to remove the anomaly, the MTS officials who are drawing Rs.7660/- in the pre-revised scale may also be made eligible to get additional increment.

Item No 4

FIXATION OF PAY ON PROMOTION

The Fundamental Rule 22 (I) (a) (i) is reproduced here under;

“When a Government Servant promoted / appointed to a higher post which involves assumption of duties and responsibilities of greater importance than those attached to such permanent post, he will draw as initial pay the stage of the time scale next above his substantive pay in respect of the old post”.

In the existing Pay Matrix the vertical stages are same in most of the Levels, such Level 2 & 3, 6 & 7, 7 & 8, and 6 & 8 etc. Because of this, if an employee is promoted under the regular promotion scheme or MACP his pay will be almost the same. This has happened only because Rule 13 of the revised Pay Rules, 2016 the fixation of pay on promotion is stipulated in the manner stated in para 1 above. In other words, the omission of the words at the stage next above the notional pay in FR was changed to a cell equal to the figure so arrived at.

The above stated stipulation imposes reduced/ or no financial benefit to an employee on promotion. In many cases the benefit has now become equivalent to one annual increment. The clause in the existing FR subject to a minimum has also been omitted in the revised pay rules.

In the existing pay matrix, the stages are same in most of the levels such Level 2 & 3, 6 & 7, 7 & 8, 6 & 8 etc. In this situation, if an employee is promoted/upgraded under MACPS from one level to another level, his pay will be almost same as he may draw even without promotion.

For example, an employee (Senior Accountant) working in Level 6 (erstwhile GP 4200) and drawing pay of Rs 47600/- (Cell – II in Level 6) with effect from 01.07.2016 after annual increment, is granted MACPS to level 7 (erstwhile GP 4600) or promoted to the post of Asstt, Accounts Officer (AA D) to level 8 (erstwhile GP 4800) with effect from 01.04.2017, his pay will be fixed as under, as per Rule -13 of CCS (RP) Rules 2016 —

Basic Pay in the revived pay structure (Level – 6) – 47600

On upgradation under MACPS to Level -7 – 49000

On promotion to higher level (AAO) Level – 8 – 49000

On drawing one increment (without promotion or MACPS) – 49000 Level — 6

It can be seen that there is no improvement on promotion/upgradation, which can never be the intention

Necessary amendment in the Rule-13 that – “on promotion/upgradation of an employee, if the stage/cell on pay fixation is equal in the promoted/upgraded level, he shall be placed at the next higher cell/ stage in the promoted scale (Level)” — may be made.

Item No 5

REMOVAL OF ANOMALY IN PAY MATRIX

The Pay of officials drawing different Grade Pay is fixed in the same stage in different pay level of 7th CPC Pay Matrix.

Example

SI.	Pay	Grade Pay	Total	X 2.57	Level	Pay (in the Pay Matrix)
1	22900	5400	28300	72731	9	73400
2	22860	5400	28260	72628	9	73400
3	23660	4600	28260	72628	7	74300
4	23670	4800	28470	73168	8	74300
5	25010	6600	31600	81238	11	83300
6	24000	7600	31600	81212	12	83600
7	26800	4800	31600	81212	8	83600
8	27000	4600	31600	81212	7	8360
9	27400	4200	31600	81212	6	83600

The above table is depicting the pay fixation as per the Pay Matrix. The following anomalies may be noted.

- a) Revised Pay of an employee who has drawn 28300 (SL-1) higher basic pay in the pre-revised scale is fixed at the same stage (74300) than the employees who have drawn lower basic pay in the pre-revised scale (see SL-2, SL-3).
- b) Revised basic pay of an employee who had drawn 28470 (SL-4) higher basic pay in the pre-revised scale is fixed at the same stage 74300 than the employees who have drawn basic pay in the pre-revised scale (see SL-1, SL-2, SL-3)
- c) Revised basic pay of an employee whose revised basic comes to 81238 (SL-5) in the revised scale is fixed at a stage (83300) equal to the employees who revised basic pay comes to 81212 (see SL-7,8,9)
- d) Revised basic pay of employees drawing GP of 4200, 4600, 4800, 7600 (SL-6,7,8,9) are fixed at the same stages from index Serial 9 to 20 (44900 to 62200) of level -6 (4200 GP), stages from index serial 1 to 12 (44900 to 62200) in Level -7 (4600 GP) and stages from index-2 to 10 (49000 to 62200) of Level — 8 (GP-4800) are one and the same in the feeder cadre and promoted level. As a result officials who are promoted from Level 6 to 7 and from Level 7 to 8 are the losers as their pay on promotion will be fixed in the cell which would be equal to the amount in the lower level after addition of one increment.
- e) An employee who is drawing more pay in the pre-revised pay is being fixed less in the revised pay eg. Revised Basic Pay drawing 21320 with GP 5400 will be fixed at 69000 on 01.01.2016 (Level 10) where as basic pay of an employee drawing 21300 with GP 5400 will be fixed at 69200 on 01.01.2016 (Level 9).

f) Similarly when an employee drawing 4600 GP (Level 7) is granted MACP to 4800 GP (level 8) there is no change in his revised basic pay as per Pay Matrix.

Construction of pay matrix is done in such a way that on promotion in most of the cases the fixation falls at the same stage (even though pay level is lower and higher) thus the benefit on promotion is only the annual increment. If minimum benefit of two increments is not ensured on promotion, that will act as disincentive to the employees for accepting promotion.

Item No 6

ANOMALY DUE TO INDEX RATIONALIZATION

In para 5.1.19 the 7th CPC has stated that the existing entry pay at each level corresponding to successive grade pay in each band from PB 2 onwards has been enhanced by an "Index of rationalisation" according to which for the pay levels in PB 2 where constructed with a factor of 2.62, in PB 3 with 2.67, PB 4 with 2.72 and HAG, HAG + apex level with 2.81 and for Cabinet Secretary with 2.78.

This is done on the plea that the role and responsibility and accountability increases at each step in the hierarchy. It was for the same reason, the 5th and 6th CPCs assigned higher pay scales/pay bands to senior officers in the Govt.

No doubt, the role, responsibility and accountability increases when one move up from the lower level of hierarchy to higher levels. That was precisely the reason that the Pay, Perks, benefits and privileges provided to them are higher. If such differential multiplication factors

are used for construction of Pay at the time of each CPC, it will result in serious disturbance to the vertical relativity. This apart, it may be noted that during period between 2006 and 2016, there had been no specific addition to the responsibilities warranting higher pay packets. In other words, the construction of Pay Level from PB2 onwards by varying multiplication factor disturbs the vertical relativity and if continued unabated will drastically alter the ratio between minimum and maximum salary in the Govt. As of date the ratio between minimum salary and maximum salary stands at 1:17.36 which was supposed to have been at a desirable level of 1:10.

In view of the fact that the minimum wage had not been constructed properly the staff side requests that the lower Pay Levels must also be constructed on the basis of the multiplication factor of 2.81, i.e. all the Pay Levels are to be computed by applying multiplication factor of 2.81 which will enable to raise the minimum wage to Rs 19670 and the ratio between minimum and maximum would be down to 1:15.8.

Item No 7.

ANOMALY ARISING FROM THE DECISION TO REJECT OPTION NO. 1 IN PENSION FIXATION

The 7 CPC on considering various demands raised by the employees and Pensioners, while rejecting most of them at the instance or opinion tendered by the Department of Pension and Pensioners Welfare as also by the Defence Ministry in Para 10.1.67 recommended the following formulation for civilian employees including CAPF

personnel who have retired prior to 01.01.2016.

The Govt in its resolution dated 4th August 2016 made its stand on the recommendation as under:

11.Revision of Pension of pre 7m CPC retirees

The Commission recommend the following pension formulation for civil employees including CAPF personnel who have retired before 0.1.0.1.20.16(i) All the Civilian personnel including CAPF who retired prior to 01.01.2016 (expected date of implementation of the Seventh CPC recommendations) shall first be fixed in the Pay Matrix being recommended by this Commission, on the basis of the Pay Band and Grade Pay at which they retired, at the minimum of the corresponding level in the matrix. This amount shall be raised, to arrive at the notional pay of the retiree, by adding the number of increments he / she had earned in that level while in service, at the rate of three percent. Fifty percent of the total amount so arrived at shall be the revised pension (ii) The second calculation to be carried out is as follows The pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension.(iii) Pensioners may be given the option of choosing whichever formulation is beneficial to them. It is recognized that the fixation of pension as per formulation in (i) above may take a little time since the records of each pensioner will have to be checked to ascertain the number of increments earned in the retiring.

Both the options recommended by the 7th Central Pay Commission as regards pension revision be accepted subject to feasibility of the implementation. Revision of pension using the second option based on fitment factor of 2.57 be implemented immediately. The first option may be made feasible after examination by the Committee comprising Secretary (Pension) as Chairman and Member (Staff), Railway Board, Member (Staff), Department of Posts, Additional Secretary Financial Adviser, Ministry of Home Affairs and Controller General of Accounts as Members

The doubt over the feasibility of implementation of the said recommendations had arisen due to the report tendered by the Secretary (Pension). It was no doubt an unprecedented step taken by Secretary (Pension).

The Govt., unfortunately and unethically too, set up a committee under the chairmanship of the same Secretary (Pension) to go into the very matter of feasibility, who had expressed that very doubt at the beginning and prior to the issuance of the resolution.

The Staff side was provided with an opportunity to represent before the Committee. They had pointed out that it was feasible to implement the recommendation with relevant official records that was supposed to have been kept alive by the Government. The submissions made by the Staff side is annexed. On the specious plea that the Service Books were not available in respect of all pensioners, the committee came to the conclusion that the

recommendation is not feasible to be implemented. In fact the committee made a random study on the availability of the records and came to the conclusion that of the 100 cases they had taken up, in the case of 86, the relevant records were available. In other words, the Committee itself found that only 14% of the cases the records, i.e. the Service Books will not be able to be traced. The very fact that there are other equally relevant official records from where the requisite information of the number of years of service the pensioner has put in a cadre/Grade/scale of pay etc at the time of retirement was available, was not considered by the Committee. The Committee thus erroneously came to the conclusion that the recommendation is not feasible to be implemented.

The Committee then went on to suggest an alternative proposal, which was identical to what the 5th CPC had recommended but not acted upon due to huge financial outflow by the then Government. The staff side appreciating the fact that the said recommendation of 5 CPC, if implemented even now will not only benefit the pensioners but also will be capable of removing certain anomalies that might arise if option No 1 is implemented in the case of a few pensioners, suggested that apart from the two options recommended by the 7 CPC, the Committee's suggestion could be considered as 3rd Option.

The rejection of the suggestion of the staff side and the recommendations of 7 cpc by the Govt regarding option No. 1 on the ground of " infeasibility " is untenable and creates a bad precedent in as much

as a Govt Servant or a pensioner is made to suffer financially for the fault of the Govt of not maintaining the requisite official records for verification. For the fault of the Govt not having the records, the pensioners or the employees cannot be punished. The finding that the recommendation is not feasible for implementation is faulted as the committee itself has come to the conclusion that in 84% of the cases, the relevant records are available. The decision amounts to denial of benefit for a vast number of pensioners for the simple reason that in the case of small segment of pensioners the records are stated to be not available. The Committee's findings are also erroneous on the ground that it did not consider whether alternate documents other than Service Books are available from where the claim of the pensioner could be verified.

From the above, it could be seen that Govt's decision not to implement option No 1 recommended by 7 CPC is flawed and based upon factually erroneous premises and constitutes a clear cut anomaly. The said decision of the Govt requires to be revisited and pensioners given the benefit of option No 1.

We give a chart indicating the financial loss suffered by pensioners on account of the Govt decision in not implementing the recommendation of 7 CPC concerning option No 1.

Comparison of Basic Pension — option I vis-a-vis new Formula available in our website

Copy of letter No.NC-JCM-2016/7th CPC (Pension) dated October 17, 2016

addressed to the Secretary ,Department of Pension & Pensioners Welfare, Govt. of India, Sardar Patel Bhawan,New Delhi.

Dear Sir,

Sub: 7th CPC recommendation. Pay determination in the case of Pre-2016 pensioners. Option No. 1. Examination of feasibility.

Ref: Minutes of the meeting of the Committee in F.No. 38/37/2016 P&PW(A)Dated 10th October, 2016

We refer to the discussions held on 6.10.2016 in the matter of feasibility of acting upon the 7th CPC recommendations (Option No. 1) in the matter of pension computation and the minutes circulated under cover of the letter cited. At the outset, we would like to state that the members of the Staff Side, who were associated with the discussions, gained an impression that the Pension Department would not like to implement the recommendation of the 7th CPC concerning Option No. 1 provided to the Pensioners in determination of the revised pension. As has been pointed out by us during the discussions on 6th October, the Government has accepted the said recommendation with a rider of its feasibility of implementation. The attempt, therefore, must be to explore the ways and means of implementing the said recommendation, which benefits a large number of retired personnel, especially those retired prior to 1996. It is, therefore, highly doubtful how any alternate proposal in replacement of the accepted recommendation would be tenable.

We have the matter considered by various Pensioners Associations as also

the Federations of the Serving employees. We enumerate hereunder the feed- back we have received:

Even according to the exercise carried out by the Pension department, only in 18% of the cases, the service Books are reported to have been not available. Conversely it means that in 82% of the cases the records are available to operationalize option No.1. Besides, we find that on the basis of a random scrutiny that only 40% (Percentage varies from Department to Department depending upon the then prevailing career prospects) generally will opt to have pension fixation under the provision is of option No.1. It will work out to hardly 7% of the cases, where Service Books might not be available. As has been pointed out in the last meeting, Gradation/Seniority list is maintained for each Cadre by the Concerned Department, where the date of promotion to the cadre inter alia is indicated. The said gradation list will reveal many other details viz. the date of birth, date of entry into government service, date of promotion to the present cadre, whether eligible for next promotion, date of superannuation etc. This apart there are several other documents maintained by the Department, which will come in handy for verification of the claim, viz, the pay bills, Establishment files containing promotion orders etc. In other words it is possible to verify the claim of any individual pensioner or family pensioner and take appropriate decision. In other words, there is no infeasibility question at all. It was also pointed out by many organisations that the retention period of Service Books in all major Departments of the Government of India

is 5 years after the death of the Pensioner/ Family Pensioner and not 3 years after retirement as indicated by the Official side at the meeting. This apart, it may also be noted that the option has to be exercised by the concerned individual pensioner and he has to make a formal application to the concerned authorities. He is bound to substantiate his claim with documentary proof, whatever that is available with him.

As was pointed out by some of us in the last meeting, the non- implementation of an accepted recommendation on the specious plea of infeasibility will pave way for plethora of litigation. Apart from the administrative difficulties, the Pension Department would be saddled with if such litigations arise, it would be sad and cruel on the part of the Government to compel the pensioners to bear huge financial burden to pursue their case before the courts of law.

In view of this the Staff side is of the firm view that the Government issue orders for implementation of Option No. 1 as there is no room for stating that the recommendation is impossible to be implemented for those who are benefited by the said option.

We are aware that certain anomalies are bound to arise on implementation of option No.1 Anomalies have arisen in the past too. What is needed is to examine those anomalies and ensure that those are genuinely addressed.

It may be noted that even under the present dispensation, no two Government servants are entitled for the same pension despite they being retired on superannuation from the same grade on the same day. The promotion in lower

cadres especially Group B, C and D had been few and far between a decade back in many departments and continues to be the same situation in certain organisations of the Government of India. The vacancy based promotion system, one must admit , operates in a fortuitous manner. For no fault of the individual employee, he/she may retire without getting a promotion whereas his colleague due to sheer luck might get the promotion at the fag end of the career. The case of those employees who retired prior to the advent of ACP or MACP is really pathetic. They had to remain in certain departments in the same cadres for years together. They are in receipt of a paltry amount of pension though there is nothing distinguishable in their service careers for such deprivation. To deny them the benefit provided by the 7th CPC on the specious plea that the relevant records are not available with the Government may not only be unreasonable but also will not stand the test of judicial scrutiny .

As we have stated in the meeting, the alternative suggestion put forth by the official side is a welcome feature , for it might be a step in the right direction to remove the anomaly pointed out by the Official side when Option No.1 is implemented and will benefit those pensioners who got their promotion at the fag end of their career.. It is also likely to bring about certain extent of parity, if not full, between the old and the present pensioners. However it cannot be in replacement of the recommendation in respect of Option No.1. made by the 7th CPC. The alternate suggestion of the Pension Department may be offered as another option to the pensioners who are

not benefited either by Option No. 1 or 2 recommended by the 7th CPC. Such an option will eliminate to a great extent the anomalies that might arise from the implementation of option No. 1.

In fine, we request that:

The Pensioners/family pensioners may be allowed to choose any one of the following three options,

(a) 2.57 time of the present pension if that is beneficial.

(b) Option No. 1. Recommended by the 7th CPC, if that is beneficial for them

(c) to determine the Pension on the basis of the suggestion placed by the Pension Department on 6.10.2016 i.e. extension of the benefit of pension determination recommended by the 5th CPC (viz. arriving at notional pay in the 7th CPC by applying formula for pay revision for serving employees in each Pay Commission and consequent pension fixation) to all pre-2016 Pensioners/family pensioners, if that becomes beneficial to them.

Item No 8

Lesser Pay in higher Level of Pay Matrix

The construction of Pay Matrix has opened up very many anomalies. From the illustration given hereunder, it could be seen that a person in higher Pay level but drawing same basic pay of person in the lower pay level gets lesser pay. It could also be seen that certain stage in PB-2 GP 5400 has more benefit than a similarly placed employee in PB3 GP 5400. (see the table). The Pay Matrix therefore has to be changed to remove the anomaly.

The Basic Pay from the stage 3 of Level 9 of the Pay Matrix recommended by 7th Central Pay Commission shall be higher than of stage 1 of level 10 for a same amount of pre revised basic pay (Pay in Pay Band + Grade Pay) for the grade pay of Rs 5400 in PB 2 and Rs 5400 in PB 3. As per the 7th CPC chart on Pay Matrix the pay for level 9 and 10 are as follows:

As per the Th CPC chart on Pay Matrix the pay for level 9 and 10 are as follows available in our website.

Item 9:

Bunching of steps in the Revised Pay structure

In para 5.1.36, the 7 CPC envisaged that "Although the rationalisation has been done with utmost care to ensure minimum bunching at most levels, however if situation does arise whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix".

To give effect to the recommendations, orders were issued vide No.1-6/2016-IC dated 7.9.2016 by the Deptt of Expr-IC.

In consonance with the recommendation, the said order stipulated that officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

However vide order No 1-6/2016-IC dated 03.08.2017, DOE, IC issued a clarification which was virtually to wipe off the benefit to a large number of employees. They placed 4 (four) conditions for the grant of Bunching benefit as under.

i) Benefit on account of bunching is to be extended when two or more stages get bunched.

(ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.

(iii) As stipulated in MoF OM dated 07 09.2016, a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.

(iv) All pay stages lower than the Entry pay in the 6th CPC pay structure indicated in the pay Matrix contained in the 7th cpc Report are not to be taken into account for determining the extent of bunching.

Condition No (iv) has been incorporated as an afterthought it must be construed as one contradictory to the very intention expressed in clear terms by the Commission.

The Staff Side demands that the condition No (iv) in the order cited may be deleted so as to provide the benefit of Bunching to all deserving employees.

Item No 10

Minimum Pension

In Para 10.1.26, and 10.1.27, the 7 CPC has dealt with the quantum of minimum pension. The 7 CPC has not adduced any reason as to why the demand of minimum pension as minimum wage is not acceptable. The Commission had asked for the opinion of the Deptt of Pension in the matter. From what is stated in the report, the Dept of Pension evaded answering the question. There had been no rationale in fixing 50% of Minimum wage as Pension. Pensioner

also can't live without need based minimum wage. The only point that could have been probably considered with some rationale was that in the case of pensioner, the family Unit need not necessarily be 3 as in the case of serving employees. In the case of serving employee, the family unit is taken at 3 on the plea that the family consists of husband, wife and 2 children. Probably exclusion of children from the Pensioner family unit might be justified. From that view of the matter, the minimum Pension ought to have been fixed at MWx 2/3 = Rs 12,000 (as present). The staff Side demands that the computation in respect of minimum Pension might be corrected and revised orders issued, adopting the sound rationale mentioned above.

Item No 11

Date of Effect of Allowances -HRA, Transport Allowance, CEA etc.

The 7 CPC states that its recommendations once accepted must take effect from 1.1.2016. The Govt accepted this recommendation and made it effective from 1.1.2016 only for Pay where as allowances were made effective with effect from 1.7.2017. Salary package contains pay and allowances and cannot be bifurcated and treated separately. This issue had been the subject matter of the proceedings before the Board of Arbitration. The award of the Board of Arbitration in CA No. 8/1986 dated 4.1.1989 was accepted and implemented where as the award on the second occasion in CA No 2/2002 dated 15.4.2004 being the same has not yet been acted upon. The staff side demands that the grant of above stated allowances must be from 1.1.2016 as in the case of Pay.

The Cabinet Secretary,
Government of India,
Rastraapati Bhavan Annexe,
New Delhi
Respected Sir,

Sub: Government's acceptance of 7th
CPC recommendation – Modified
Assured Career Progression Scheme
– reg.

NFIR invites kind attention of the
Government to the acceptance of 7th
CPC recommendations circulated by
the Ministry of Finance (Department
of Expenditure) vide Resolution No. 1-
2/2016-IC dated 25th July 2016, the
Annexure II of which contains the
decision in relation to Modified
Assured

Career Progression Scheme (MACPS)
as given below:-

· “While the MACP has been
continued to be administered at the
intervals of 10,20 & 30 years of
service to an employee as was in
vogue, the benchmark for performance
appraisal under the MACPS has been
enhanced from “good” to “very good”.

· It has also been decided by the
Government to withhold annual
increments in the case of those
employees who are unable to meet
the benchmark for MACP or on
regular promotion within first 20
years of the service of the employee”.

In this connection, NFIR conveys that
the Government has not consulted
JCM (Staff Side) before taking a
decision as above although this being
one of the issues contained in the
Charter of demands, seeking
discussion. The decision has caused
disappointment among Railway
employees and as well Central
Government employees. Upgrading
the benchmark from “good” to “very
good” for granting financial
upgradation under MACPS would
provide unfettered powers to the
superiors to victimize and give scope
to favour the liked staff on “pick” and
“choose” basis. The decision for
withholding annual increments on
the pretext that employees are unable
to meet the benchmark for MACP or
regular promotion within first 20
years of service would not only
demoralize the staff but also give a
handle for willful harassment and
victimization by higher Officials.

NFIR, therefore, requests the Cabinet
Secretary who is also the Chairman
of the JCM, to kindly hold meeting
with the Staff Side representatives for
resolving the issues amicably through
discussions.

Yours sincerely

sd/-

No.NC.JCM-2016/Pension (NPS)
Feb.10,2017

The Chairman,
Sub-Committee III on NPS
Dept of Pension & Pensioners
Welfare
3rd Floor, Lok Nayak Bhawan,
Khan Market, New Delhi
Dear Sir,

Thank you very much for your letter No 57/2016-P&PW(B) dated 31st January 2017 and the decision to reschedule the meeting at our request.

We find from your letter cited that the Committee set up by the Government to streamline the NPS has delegated the task to different Sub-Committees and we are before the Sub-Committee No III. Since the identified task of each subcommittee is not made known, nor even as to how such many subcommittees are set up, we may not be able to make a comprehensive presentation on NPS. On 20th January 2017, we had made a written presentation of our views in the matter. We attach the said letter to this communication and reiterate the views conveyed therein.

1. The entire Central and State Govt Employees of the Country must be excluded from the purview of the NPS and consequently of PFRDA Act for the elaborate reasons mentioned in our Memorandum to 7 CPC. The National Pension Scheme which is based on defined mandatory

contribution with the employee's organisations in the JCM forum and amounts as unilateral and arbitrary withdrawal of an existing benefit, which is clearly impermissible. We give hereunder our comments on each of the issues raised in the letter cited.

2. Without compromising on the above position, We request that benefits defined under the CCS (Pension) Rules, 1972 as amended on a date must be the pension and other entitlements in the case of all Central And State Govt. employees. In other words, every employee who retires after completion of 20 years of service must be given-

Pension @50% of the last pay drawn or average emoluments of the last 10 months whichever is beneficial to the employee along with the appropriate Dearness Relief, subject to the minimum pension under the Rules as is amended from time to time.

On his death as Pensioner, family members shall be entitled to family Pension, subject to the specified minimum amount of family pension, stipulated by the Government from time to time along with appropriate Dearness Relief. Besides, all persons on retirement will be entitled to Gratuity as specified under extant Rules.

(A) The framing of rules on service matters of NPS employees including the following:

(i) Provision of an option for entitlements under old pension scheme on death, disability or invalidation during service

There cannot be a provision for the option. The stipulation of pensionary benefit afforded under the extant rules / CCS(Pension) Rules be extended to them. The provisional pension benefit orders issued by the Govt. is to be continued or made permanent.

(ii) Family for the purpose of payment of annuity

Family definition must be as is provided for the present CCS (Pension) Rules

(iii) Contribution during suspension, extraordinary leave (i.e.leave without pay), unauthorised absence

Contribution during suspension: 10% of the subsistence allowance and Govt.

Contributes 10% of the entitled full salary

Extra Ordinary leave-No contribution
Unauthorised absence-No contribution

(iv) Entitlements/deductions on dismissal / removal during service

Entitlement/deduction on dismissal/removal during service – Return of the Contributions made by the official and the Govt on his behalf. If the purchases an annuity by investing the funds so received, the said annuity must not be in any case less than 1/3rd of the last pay drawn by the dismissed/removed official.

(v) Withholding of NPS funds due to departmental/judicial proceedings pending at the time of retirement.

Neither the Pension fund be withheld nor the entitled defined benefit pension. In other words, the pension must be delinked from any disciplinary proceedings.

(vi) Departmental proceedings after retirement for the alleged misconduct during service.

It must not have any bearing on the Pension entitlements of an official who is subscriber to NPS

(vii) Withholding of annuity on account of future misconduct Does not deserve any comment

(viii) Voluntary retirement of NPS employees

Voluntary retirement is presently afforded after 20 years of service. Therefore, the official will be entitled to full pension

(ix) Commercial employment of NPS employees after retirement.

Must not have any bearing on pension entitlement.

B. Provision of GPF for the NPS employees

May be provided as a voluntary option to all officials.

Thanking you,

Yours faithfully,

(Shiva Gopal Mishra)
Secretary

**Minutes of the meeting of the
Committee to suggest measures for
streamlining implementation of the
National Pension System (NPS) held on
17.03.2017**

No. 57/1/2016-P&PW(B)
Government of India
Ministry of Personnel, PG and Pensions
Department of Pension and
Pensioners Welfare
3rd Flor, Lok Nayak Bhawan,
Khan Market, New Delhi
Dated the 23rd March, 2017

OFFICE MEMORANDUM

Subject: Minutes of the meeting of the
Committee to suggest measures for
streamlining implementation of the
National Pension System (NPS) held on
17.03.2017 -reg.

The minutes of the meeting of the
Committee to suggest measures for
streamlining implementation of the
National Pension System (NPS) held under
the Chairmanship of Secretary (Pension)
on 17.03.2017 at Sardar Patel Bhawan, New
Delhi is hereby forwarded for information
and further necessary action.

S/d,
(Harjit Singh)
Director
Encl. as above.

To,

1. Secretary, Department of Financial
Services, Jeevan Deep Building, New Delhi
2. Secretary, Department of Personnel &
Training, North Block, New Delhi.
3. Additional Secretary, Department of
Pension & Pensioners' Welfare, Lok Nayak
Bhawan, New Delhi.
4. Ms. Annie George Mathew, Joint
Secretary (Pers), Department of

Expenditure, North Block, New Delhi-
110001

5. Shri G.S. Yadav, Joint Secretary and
Legal Advisor, Department of Legal Affairs,
Shastri Bhawan, New Delhi.

6. Shri B. S. Bhandari, Member, Pension
Fund Regulatory & Development Authority,
B-14/A, First Floor, Chhatrapati Sivaji
Bhawan, Qutab Institutional Area,
Katwaria Sarai, New Delhi- 110016.

7. Shri Shiva Gopal Mishra, Secretary,
National Council (Staff side), JCM for
Central Government Employees, 13 C,
Firozshah Road, New Delhi- 110001.

Minutes of the Meeting of the Committee
to suggest measures for streamlining
implementation of the National Pension
System (NPS) held on 17.03.2017 at Sardar
Patel Bhawan, New Delhi

A meeting of the Committee to suggest
measures for streamlining the
implementation of the National Pension
System was held under the Chairmanship
of Shri C.Viswanath, Secretary (Pension)
on 17.03.2017 at Sardar Patel Bhawan, New
Delhi with JCM (Staff side). The following
were present:

OFFICIAL SIDE

1. Ms. Vandana Sharma, Additional
Secretary (Department of Pension &
Pensioners' Welfare).
2. Shri Gyanendra Tripathi, Joint
Secretary, Department of Personnel &
Training (representing Secretary DoPT).
3. Shri G.S. Yadav, Joint Secretary and
Legal Advisor, Department of Legal Affairs).
4. Shri Amar Nath Singh, Director,
Department of Expenditure (representing
JS (Pers), Deptt. Of Expenditure).
5. Dr. B. S. Bhandari, Member, Pension
Fund Regulatory and Development
Authority.

6. Shri Pravesh Kumar, DGM, PFRDA. JCM (Staff Side)

7. Shri Shiva Gopal Mishra, Secretary, Staff Side (JCM),

8. Shri M. Raghavaiah, Leader(JCM Staff Side) & General Secretary, NFIR

9. Shri Guman Singh, President, NFIR

10. Shri K.K. N. Kutty, President, Confederation of CG employees & Workers

11. Shri C. Srikumar, General Secretary/AIDF, Member National Council, JCM

12. Shri R. Srinivasan, General Secretary, INDWF, Member, National Council (JCM).

2. Additional Secretary (Pension) made a brief presentation on the recommendation of the 7th CPC and the decision of the Government on setting up of the Committee, composition of the Committee, formation of three Sub Committees and issues being considered by each of the Sub Committee. The presentation also brought out the issues raised and suggestion made by the employees' Associations and other stakeholders for streamlining the implementation of NPS.

3. Thereafter, JCM (Staff side) made following observations / suggestion :

- NPS amounts to discrimination between employees appointed before and after 01.01.2004 and also between service personnel and civilian employees within Defence Department. Personnel retiring with less service period are getting very little pension with no revision linked to price index. Government employees should be excluded from the purview of NPS. In case, however, it minimum was not/ possible to exempt the Government employees from the NPS, a pension @ 50% of the last pay drawn with dearness relief may be ensured to all NPS employees on their retirement.

- In the Defence Department, the contributions of around 250 employees

have not been credited to their NPS accounts and are presumed to be lying in suspense account. The matter should be looked into.

- There is lot of confusion over NPS among employees due to deficiencies in communication of information. Employees are not getting any statement of their deductions / accumulated fund. The statement of transaction i.e. details of contribution made by employees, matching contribution from the Government and the accumulated wealth as on date should be communicated to employees at regular intervals. This may be provided in the form of passbook to the employees in physical form.

- Employees should be made aware about the grievance mechanism available under NPS and the authorities whom they could approach for redressal of their grievances. Employees should be made aware of the procedure for correction of Name, address and contact details etc. in the NPS account.

- Rules on entitlements to employees / family on death or disability of an employee covered under NPS may be framed. There may be no objection to option to the employee / family to get family pension / disability pension under the old pension scheme or the benefits under NPS, in the event of death / disability of the employee during service.

- Study on International practices on the pension should be done and functional difficulties in NPS may be sorted out. Best practices should be adopted after the study.

4. Secretary (Pension) assured that the concern raised by the JCM (Staff side) would be duly considered and addressed in the report of the Committee.

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

Signed Copy

Minutes of the Meeting of the Standing Committee held between staff side and Official side MINUTES OF THE MEETING OF THE STANDING COMMITTEE HELD BETWEEN THE STAFF-SIDE, NATIONAL COUNCIL (JOINT CONSULTATIVE MACHINERY) AND THE OFFICIAL-SIDE UNDER THE CHAIRMANSHIP OF SECRETARY(P) AT 3.00 P.M. ON 03.05.2017

The meeting of the Standing Committee of the National Council (JCM) was held at 3.00 p.m. on 03.05.2017 under the Chairmanship of Secretary (P) at Room No. 119, North Block, New Delhi. The list of participants is at Annexure.

2. In his introductory comments, Secretary(Personnel) while welcoming the participants, mentioned that the agenda for the meeting included the action taken statement on the 31 items discussed in the last meeting held on 25.10.2016 and 26 additional items received from the Staff Side.

3.(i) In his opening remarks, Secretary, Staff-Side thanked the Chairman for convening the meeting and urged that as per the JCM Scheme, the meetings of the National Council should be held on quarterly basis. He also pointed out that the meeting of the National Council under the Chairmanship of Cabinet Secretary has not been held since 2010 which, he emphasized, was against the spirit and the basic principle of the JCM Scheme. This view was seconded by other representatives of the Staff-Side.

(ii) Secretary (Staff-Side) further requested to know the present position on the basic demands made by the Central Government employees about minimum wages, fitment

formula, reversion to the old pension scheme and the report of the Committee of Allowances. He recalled that when a notice for strike was given in 2016, the senior Cabinet Ministers in the Central Government had met the staff side representatives and assured a positive decision on the aforesaid demands. Although that strike was deferred on this assurance, the central govt. employees are still waiting. Consequently, it is getting difficult to make the central government employees understand the reasons for delay in fulfilment of the assurances then given by the Senior Cabinet Ministers.

(iii) Hence Secretary, Staff-Side requested the Chairman to convey to the Cabinet Secretary and Chairman, National Council (1CM) the duty to meet the Government employees in accordance with the JCM Scheme to avoid an atmosphere of confrontation.

(iv) He stated that a number of agenda items proposed by the Staff-Side have been deleted and no formal communication has been sent to them on the reasons for deletion. He requested that the views of official side on this may be communicated to them. This sentiment was echoed by other members of the Staff-Side. He also mentioned that the senior Cabinet Ministers had issued a statement about constitution of a High Level Committee to look into the aforesaid basic demands made by the Staff Side while giving the strike notice. However, even after more than 10 months, nothing has happened and only one meeting was taken by Additional Secretary in Department of Expenditure.

(v) On allowances, he informed that there is a lot of uncertainty on whether the

allowances would become admissible prospectively or from 01.01.2016 i.e., the date of implementation of 7th Central Pay Commission.

(vi) The following points were also raised by Leader JCM (Staff-Side):

a. The assurance given by Senior Ministers on 30th June 2016 on 7th CPC issues-mainly minimum wage and multiplying factor have not been fulfilled. Only one meeting was held by Addl. Secretary (Expenditure) with the Staff side and thereafter nothing is known with regard to progress made even though 10 months passed.

b. On 7th CPC recommendation for revision of pension on the basis of option the contents of the Committee's Report are not made available to the JCM (Staff Side). There is need to see that transparency is ensured for preserving healthy industrial

c. On Allowances, the Leader JCM (Staff Side) expressed disappointment as there has been no positive outcome even after lapse of several months. He requested the Chairman that the JCM (Staff Side) demand to revise the Allowances w.e.f. 01/01/2016 should be considered and Staff Side demand be taken to the level of Cabinet Secretary and the Government.

d. Although Ministry of finance Resolution dated 25th July 2016 stipulates that 14.29% hike in the pay of Running Staff in the Railways be ensured, unfortunately, the same has not been complied with. The said hike has not been ensured. He requested the Chairman to kindly take appropriate initiative on the proposal sent by Ministry of Railways which is pending with the Ministry of finance. He also pointed out that

Annexure 20

the references made by different ministries to the DoP&T/MoF pursuant to the discussions held by the JCM Constituents with the respective Departments/Ministries are pending. He requested that speedy response be ensured by DoP&T/MoF.

While concluding, the Leader, JCM (Staff-Side) expressed confidence that the NC/JCM meeting as well Standing Committee meetings will be convened regularly in accordance with the JCM rules for paving way for healthy industrial relations".

(vii) The Staff-Side drew attention to the fact that since 1966 Joint Committees used to be set up for discussing contentious issues which has since stopped. References from the Departments are also remaining unanswered. The members of the Staff Side requested that DOP&T should take a view on all these issues as a number of them have not been settled. The Staff Side also requested that the duration of Standing Committee meetings should be extended so that all issues can be discussed and resolved quickly and the meetings should also be held every quarter.

(viii) The Staff-Side also pointed out that items of agenda sent by them are to be included, if it is found to be appropriate to be discussed. Since there had been permanent subcommittees under the Chairmanship of Secretary. (Health) and (Pension), the agenda items pertaining to those two ministries can be referred to those two sub-committees. The sub-committees are to deliberate and report back to the Standing Committee for a final decision. They wanted the said procedure to be followed as the items sent by the Staff

Side to the meeting contained many Pension and Health related issues.

(ix) Referring to the convening of the Departmental Council, the Staff Side said that the situation has not registered any significant improvement. They also pointed out that in the details provided; no dates of the last meeting held had been They pleaded that the Department of Personnel has to evolve a mechanism to monitor the functioning of the Departmental council.”

(x) In view of the ongoing ban on recruitment imposed by the Department of Expenditure, the staff are having to work long hours. This is despite the Task Force, set up by Ministry of Railways on safety-related matters, having suggested that additional staff be mobilized to ensure safety. Even the Hon'ble Prime Minister in his speeches has stressed the need for safety; but the Ministry of Railways have chosen to ignore.

(xi) Another point raised was about the instructions issued by the DOP&T following the assurance given to the Hon'ble Supreme Court in a contempt case which was said to have created a situation where the DPCs are not being held and the employees are retiring without getting promotion. It was stated that UPSC is also refusing to accept DPC proposals and insists that clarification from DOP&T may first be obtained. As a result promotions are not taking place and many officers have retired without promotion. The Staff-Side requested that necessary clarifications may be issued by DOP&T urgently so that DPCs can be held in the

4. Chairman, in his reply, said that no agenda points had been deleted and, in order to ensure that discussions are

complete in a meeting, it was decided in consultation with the Secretary(Staff-Side) to limit the number of agenda points for today's meeting. He further stated that if the Staff-Side insists that the remaining points which have been left out should also be taken up for discussion, they would need to be circulated to the concerned Departments in advance for their He emphasized that the Government attaches the highest priority to the Staff-Side and the concerns expressed over the assurance given after the strike call would be conveyed to the concerned authority. On the issue of the Allowances Committee's report not being shared with the Staff Side, the Chairman stated that the sentiment would also be conveyed to Ministry of Finance along with the concerns over pay revision etc.

5. After these opening remarks the Action-Taken-Note on the minutes of the last meeting held on 25.10.2016 was taken up for discussion.

S.No.1 — Item no, 5(i) of the Standing Committee meeting of 25.10.2016.

JS(Admn and JCA) mentioned that as desired by the Staff Side, the minutes of the earlier meetings held on 07.05.2014, 25.02.2015 and 09.10.2015 had been circulated to the Secretary and members of the Staff-Side. It was decided that the item may be closed.

S. No. 2 – Include Grameen Dak Sewaks within the ambit of 7th CPC.

Department of Posts had informed through their letter dated 07.02.2017 that a one-man Committee constituted to look into the service conditions, emoluments and other facilities of Gramin Dak Sevaks has submitted its report and the same has been

hosted on the website of the Department of Posts. Further, due to the then prevailing Model Code of Conduct, no further action could be taken till it was lifted in March, 2017.

The representative of the Department of Posts informed that the report had been examined and the financial implications were being worked out. The proposal will then be forwarded to Ministry of Finance before taking a final view.

The Staff-Side expressed satisfaction on the development. It was decided that the item may be closed.

{Action: D/o Posts}

S.No. 3 — Settle all anomalies of the Sixth Central Pay Commission.

Additional Secretary, Department of Pensions & Pensioners' Welfare informed that in respect of one of the pending items viz. anomaly related to modified parity in pension had been settled and orders had been issued to this effect. It was decided that the updated statement may be re-circulated to all and this item taken up in the next meeting.

The Staff-Side pointed out that there had been several items in the Anomaly Committee. ATS has not been circulated. The Official side assured to circulate the ATS on all anomaly committee items. It was then decided that the Staff- Side will present its views after it is circulated.

{Action: D/o P&PW,JCA(DoPT)}

S.No. 4 — No privatisation, PPP or FDI in Railways and Defence Establishments.

Ministry of Railways had vide their O.M. dated 14.02.2017 intimated that following a meeting between Railway Minister and

the highest office-bearers of AIRF and NFIR on 18.12.2014 on FDI and other issues, a Standing Committee has been set up to discuss and suggest ways of generating resources towards improving the financial health of Indian Railways. Following two more meetings on 20.07.2015 and 29.07.2015, the terms of reference have been expanded by adding the words “and productivity of Indian Railways”.

Members of Staff-Side rebutted that the reply of Ministry of Railways was not correct as the committee is not looking into the point raised in this agenda item. At this point, Chairman asked the representative of Ministry of Railways to share the terms of reference of the said Committee with the members of Staff Side.

On the point related to Ministry of Defence (MoD), the representative of the Ministry shared a Note on the ‘Status of FDI in Defence Sector’. As per the Note, defence manufacturing sector was opened for the first time in 2001 for 100% private sector participation including FDI. In 2001, the FDI upto 26% was allowed under the Government route (FIPB approval). Since then, the policy has been revised several times. The FDI Policy for defence sector was last revised in June 2016. As per the revised policy, FDI upto 49% is allowed under automatic route and beyond 49%, under Government route, wherever it is likely to result in access to modern technology or for other reasons to be recorded. FDI policy for defence is applicable to defence industry subject to Industrial Licence under the Industries(Development & Regulation) Act, 1951. The Policy is also applicable for manufacturing of small arms and ammunition under the Arms Act, 1959.

He clarified further that this sector badly needs capital investment and infusion of technology for which foreign investment can play a significant role. Investment promotion and technology transfer being of prime concern, Government believes that the amendments made in the policy could be the most trusted route to technology transfer which would help in increasing the defence production base and providing the much-needed impetus to self-reliance and indigenisation in defence sector.

Members of the Staff-Side stated that the present Policy is likely to impact the existing Defence Establishments like DRDO and Ordnance Factories. The recent decision of DDP to outsource 143 products produced by ordnance factories would affect the existence of the organization and its employees. This is against the assurance given by the Ministry of Defence that the products already being produced by ordnance factories would not be outsourced and, for any new products, ordnance factories would be given first preference. However all these major policy decisions were taken without any discussion with the Staff Side and without hearing their view points.

It was decided that the Ministry of Defence would be requested to hold discussion with the Staff side on the subject matter and accordingly the issue would be referred to Ministry of Defence.

It was decided that the item may be treated as closed.

{Action: M/o Railways, M/o Defence}

S. No. 5 — No corporatization on Postal Services.

Department of Posts has informed through their letter dated 07.02.2017 that there is

no proposal of corporatization /privatization at this juncture. The said Department has further stated to be making efforts to give better and competitive services to the customers specifically in the areas of insurance, banking and parcels.

The Staff-Side representative confirmed that D/o Posts has communicated to them that there is no proposal to corporatize the postal services at this juncture. It was decided that the item may be treated as closed.

S.No. 6 — No ban on recruitment/creation of posts.

Department of Expenditure had vide letter dated 05.01.2017 informed that they had already delegated power to Ministry of Railways to create work-charged posts vide I.D. dated 17.07.2015. However, for creation of work-charged posts at the level of SAG and above, Ministry of Railways is to approach the Cabinet for approval. JS(Personnel), Department of Expenditure reiterated that there was no ban on creation of posts. Further, at present there is no ban on recruitment of posts already in existence.

The Staff-Side contended that the reality is otherwise. Because whenever a new service or train is introduced, it is not followed up with creation of posts. As a result, the operations are suffering and the employees are working beyond duty hours. It was stated that often a proposal for creation of posts is returned with the rider of matching savings. They requested that a direction should go from the Chairman of the Standing Committee that no new service should be introduced till new posts are created.

Staff-Side also stated that in the last National Council meeting, the Cabinet Secretary had stated that there cannot be ban on creation of posts for meeting operational needs. Hence, after informing that no recruitment has taken place to meet the increased operational requirement of Ministry of Railways, they argued that if the power to introduce new trains is delegated to the Railway Board, the power to create posts and make recruitment should also be delegated to the Board.

After hearing them, Chairman observed that in so far as the item is concerned, Department of Expenditure have clarified that there is no ban on recruitment on posts. In so far as creation of posts in M/o Railways is concerned, the following delegation has been made:

- i) For 'Revenue' Non-Gazetted posts, Railway is allowed to continue with the existing system being followed by them for creation of posts. For creation of 'Revenue' Gazetted posts, for the posts below SAG level, approval of Finance Minister will be required and for posts at the level of SAG and above, approval of Cabinet will be required.'
- ii) For Work-charged' posts, Ministry of Railways is allowed to continue with the existing procedure for creation of posts below SAG level. For creation of Work-charged' posts at the level of SAG and above, Ministry of Railways is advised to approach the Cabinet for approval.
- iii) For the purpose of final Cadre strength of the Railway Services, as was done in the last Cadre Review, 75% of the 'Work-charged' posts may be added to arrive at the final strength.

The moot point is which type of case should come to Department of Expenditure_ for approval. As such the Ministry of Railways have been delegated the power to make recruitments or create posts. The item can therefore be closed as settled.

It was admitted that the recruitment processes is slow. However, Government has been making efforts to make it faster by introducing modern technology. On the concerns expressed by the Staff-Side on security related aspects, the representative of Ministry of Railways was asked to take note of them. It was also directed that the Ministry of Railways be informed of the new points raised by the Staff Side in this matter.

{Action: M/o Railways, DoPT(JCA)}

S. No. 7 — Scrap PFRDA Act and reintroduce the defined benefit statutory pension scheme.

The representative of Department of Financial Services informed that a committee has been constituted to look into the issue and suggest measures to streamline the NPS and make it more effective. It was informed that the Committee had also held discussion with the representatives of the Staff Side.

The Staff-Side stated that while discussions have been held, it has also been made clear by the said Committee that they cannot commit on a minimum pension. It was stated that although the defined benefit pension scheme has been re-introduced in many places and the experience of those organisations should be taken into account, the fact remains that employees are not getting any benefit of the New Pension Scheme though they

are the people who have put in their money. It was informed that these concerns were expressed before the said Committee but there has been no response. Even a minimum assured pension as provided in CCS(Pension) Rules-1972, Family Pension, Disability Pension are not guaranteed and there is no provision for GPF.

Hearing the Staff-Side, Chairman remarked that the mandate of the Committee seems to be about the NPS and making it more effective. Noting that the Staff-Side are in favour of scrapping of the PFRDA Act and reverting to the old pension scheme, it was directed to the representatives of Department of Financial Services and Department of Pensions & Pensioners' Welfare to bring the concerns expressed by the Staff-Side to the notice of the Committee set up to streamline the NPS.

It was also decided that in the light of discussions, the Staff- Side may await the report since the entire matter is with the NPS committee.

{Action: Mb Railways, DPS/P&PW}

S.No. 8 – Ns, outsourcing, contractisation, privatisation of governmental function; withdraw the proposed move to close down the printing press, publication, form store and stationery departments and medical stores depots.

Ministry of Health & Family Welfare had vide O.M. No. B-12014/01 /2016- JCM dated 05.04.2017 informed that there was no proposal to close down the medical stores depots immediately. However, the house believes that MoHFW should hold discussion with the Staff-Side and recommends accordingly.

About printing presses, the representative of Ministry of Urban Development informed that a proposal is afoot to rationalize the Government of India Presses and modernize them. It was stated that there would be no retrenchment of the existing employees of the Presses and there may be redeployment of some staff. Regarding publication and stationery department, no decision has been taken so far. On this the Staff Side desired that whenever a decision is taken to re-deploy the staff, the stakeholders should be consulted.

It was decided that in view of the clarification provided by the Ministry of Urban Development that there would be no retrenchment, the part of the item concerning them may be closed. Further, Ministry of Urban Development may hold discussions with the Staff Side on deployment, as and when the stage comes.

{Action: MoUD}

S.No. 9 – Regularise the existing daily rated/casual and contract workers, and absorb trained apprentices. No labour reforms should be carried out which are not in the interest of workers.

Joint Secretary (Establishment), DoPT clarified that no proposal from Ministry of Railways had been received relating to grant of temporary status. He informed that the Ministry of Railways have their own scheme for regularisation of casual labourers with temporary status similar to the DoPT scheme. Staff side stated that the issue is about the casual labourers whose services were regularised after 01.01.2004 and why the entire temporary service period prior to regularisation should not be counted for reckoning the qualifying service for pensionary and other benefits.

This is similar to item no.29 discussed later on.

Staff-Side stated that Ministry of Railways had sent a proposal that those who had temporary status as on 1st January 2004 before the introduction of new pension scheme in 2004 should be covered under the old pension scheme. DoPT, in its response to Ministry of Railways, had proposed for a methodology of screening. To an observation that DoPT is not giving replies, JS(E), informed that the instructions issued by DoPT on 26.02.2016 on contribution to GPF and Pension under the old pension scheme have already addressed this situation and such employees would be covered under that. Further discussion on this point followed later.

S.No. 10 – Revive JCM functioning at all levels as an effective negotiating forum for settlement of demands of the central government employees.

JS(Admn and JCA) informed that the instructions on holding meetings of the Office Council were reiterated to all departments and information on the meetings held were asked for. Comments and details have been received from a few departments and this is being followed up to ensure that information is received from all departments. She offered to share the details of the information received so far. On the status of the Staff associations under DoPT, it was stated that the existing associations were being granted extension and have been requested a number of times to submit the present position on their representation. As none of the associations have fulfilled the mandatory requirement of 35% representation, fresh recognition

cannot be granted. No proposal has been received.

The Staff-Side explained that the grant of recognition to Service Associations is pending for years together in various other Departments, without even communicating reasons therefor. They wanted the DoPT to make inquiries into this matter and seek a report from all ministries as to the status of recognition to Service Associations. They suggested that DoPT conduct verification on their own on basis of the declaration filed by the applicant associations. Only in a situation where no association is able to comply with the 35% stipulation, no recognition should be granted. On this JS(Admn and JCA) assured to look into the matter.

{Action: RR&DC Division, DoPT}

S.No. 11- Remove the arbitrary ceiling on compassionate appointments.

Chairman recapitulated the discussion held on this issue on 25.10.2016. It was noted that Establishment Division, DoPT had vide their letter dated 31.01.2017 informed that the proposal of the Staff-Side for removal of the upper ceiling for compassionate appointment in cases related to Group 'D' employees, and the proposal for enhancement from 5% to 10% ceiling for compassionate appointment in respect of Group 'C' employees had been examined and submitted for consideration of the Cabinet Secretary. The view that emerged was that with the issue of the two O.M. dated 14th June 2006 and 9th October 2006 adequate relief for regulating compassionate appointment cases had been provided. In view of this, and the legal compulsion that the limit of compassionate appointment has to be kept reasonable and

to ensure that the provision is not declared unconstitutional violating the mandate of Articles 14 and 16 of the constitution, it has not been found feasible to enhance or remove the existing ceiling of 5% quota.

Staff-Side was of the view that there is reason to revisit the instructions. It was stated by them that 5% vacancies to be kept aside for filling up on compassionate grounds is to be counted from the overall vacancy position and not from the number of vacancies arising in a year. Ministry of Defence has both uniformed personnel and civilian employees. The wards of uniformed personnel are being granted compassionate appointment in Civil Posts within the 5% vacancy limit calculated from the Civilian vacancies. The vacancies in the Armed Forces are not taken into account for arriving at the 5% vacancies. This discriminatory and anomalous and hence Civilians are subjected to hardship. Therefore, the 5% quota may be separately calculated. It was also informed that with the approval of Hon'ble Raksha Mantri ji, a proposal had been sent to the DoPT for one-time measure in filling up of the vacancies on compassionate basis as there were large number of vacancies. It was decided that these points and concerns would be looked into.

The Staff-Side further stated that the reasoning given in the Supreme Court judgement and which had been read out by JS(E) does not apply in Railways which employs almost 50% of Government employees. Even prior to the DoPT instructions, compassionate appointments were being made and it did not create any problem. Staff-Side explained that the essence of the judgement is that the facility should not be misused. However, the

fact remains that even eligible persons are not being able to get appointment because of the ceiling imposed by DoPT. Also, due to reclassification, a number of posts of Group C have become Group B. Group D has been abolished. While the Group-A and Group-B employees are also eligible for compassionate appointment, the vacancies in Group-A and Group-B are not taken into account for deriving the 5% vacancies. They pointed out that while compassionate appointments are to be offered to family members of Group A and B officers, who die in harness, the vacancy of Group A&B is not counted for applying the ceiling of 5%. The Staff-Side also pointed out that on instructions from the DoPT, every Department has put in place a mechanism to screen all applications and verify whether the applicant is really in distressing situation and deserves to be offered appointment on compassionate ground. The Screening Committee is composed of senior officers and by virtue of the said scheme, in vogue, the allegation and fear of misuse is unfounded. They added that by prescribing 5% ceiling, deserving candidates are often denied appointment. Further, there is also a stipulation for considering application within 3 years though that has been set aside in some Court judgements. Staff-Side requested Chairman to take a decision on this alarming situation.

Chairman stated that in the last discussion it was seen that the ceiling has been held valid in court orders. He desired to know the genesis of non-application of the 5% limit on compassionate appointment in Railways. The Staff-Side replied by saying that it was in view of the large number of fatalities that often occur when the railway

employees are in the field. So the Railways have been kept away from the ceiling on compassionate appointment. It was stated that the Supreme Court never said that this be limited to 5% but it is to be ensured that the compassionate appointment is not misused. The court ruling should not be used to deny compassionate appointment to the deserving candidates.

Representatives of Ministry of Railways were requested to provide any data on the instances of giving compassionate appointment so that the issue could be further examined. It was also decided that the Ministry of Defence and DoPT would examine the issue in light of the points mentioned by the Staff Side.

{Action: DoPT/M/o Defence/ M/o Railways}

S. No. 12 — Ensuring five promotions in the service career.

Establishment Division, DoPT, vide their letter dated 09.02.2017, had informed that action on this point was required to be taken by Cadre Review Division and a letter had been written to the concerned Joint Secretary. With regard to other demand i.e. grant of MACP in promotional hierarchy, they informed that if MACP was granted in the promotional hierarchy, it would give rise to uneven benefit to employees falling in the same pay scale since several organizations had adopted different hierarchical patterns. Consequently employees working in organizations having larger number of intermediate grades would suffer because financial upgradation under MACPS would place them in lower pay scale vis-a-vis similarly placed employees in another organization that had fewer intermediary grades. Further, 7th CPC has also recommended that MACP will

continue to be administered in the hierarchy of levels in the Pay Matrix.

Staff-Side opined that the previous ACP scheme was far better because it was in promotional hierarchy while MACP scheme provides upgradation in grade pay hierarchy. Staff-Side further stated that the two financial upgradations under the previous ACP scheme after 24 years were more beneficial than what an employee would get after three decades under the MACP Scheme. On this, the Chairman observed that the Standing Committee cannot look into issues which have been settled by the 7th CPC.

It was informed that when this anomaly was earlier pointed out to the Joint Committee it was promised that this would be reconsidered and rectified. They suggested that if the MACP scheme was considered more beneficial, the employee should be given option to choose whether he wants ACP scheme or MACP scheme. The Chairman desired to know if there was any pay commission recommendation on this issue, on which he was informed that there was not.

It was decided that the Establishment Division would examine the issue further.

{Action: JS(E)DoPT}

S.No. 13 – Non-implementation of the decision taken in the 46th National Council (JCM) Meeting held on 15th May 2010 with regard to Item No. 20.

Ministry of Defence (MoD) vide their OM dated 28.04.2017 had informed that the issue regarding non-applicability of CCS (RSA) Rules, 1993 to the workers employed in Defence Establishments, was earlier discussed in the 46th Ordinary Meeting of

the National Council (JCM) held on 15.05.2010, and 91st Departmental Council Meeting of Defence held on 18.11.2016. CDRA has stated that in a meeting held on 12.05.2003 in Ministry of Defence, it was observed that there had been two different recognition rules for Unions and Associations and it was unanimously accepted that the present system of membership of Workmen in the Associations as well as in the Unions should not be disturbed and the matter was treated as closed. So, he requested that this demand should not be accepted and the 'status quo' may be maintained in all the Defence Establishments for functioning of the Recognized Service Associations.

Ministry of Defence further stated that it was important to note that recognized Federations of MoD kept silent from 2003 to 2009 and did not raise this issue in the light of the decision taken on 12/05/2003. It is perhaps due to the declining membership of Unions in the Defence Establishments that these unions desire to raise their membership at the cost of Associations where workmen are also their members. Moreover, it is a policy matter of MoD to allow workmen to continue both as members of Associations as well as of Unions and the same was also unanimously approved by the then representatives of recognized Federations of MoD in the meeting held on 12/05/2003. In the light of the above facts, MoD has now sought to know the reasons from all the recognized Federations as to why the matter was again raised in the National JCM Council Meeting in 2010 while it was already unanimously resolved on 12/05/2003. After obtaining their views, the matter will be discussed to reach a conclusion.

Responding to the statement made by the Ministry of Defence, the Staff Side stated that the meeting held on 12/05/2003 with recognized Federations was nothing to do with the present issue. The discussion held on 12/05/2003 was with regard to Secret Ballot Verification of membership of the Federations and Associations to decide about the proportionate representation in the JCM Scheme. Since the MoD at that point of time was permitting workmen to be members of both Unions and Associations, it was decided that they should be allowed to participate in the Secret Ballot. The contention of the Staff-Side was that the MoD should follow the CCS(RSA) Rules, 1993 which prohibits worker to become members of the Associations and the recognition granted in violation of the rules to the associations of workers may be withdrawn, since the workers are governed under Trade Union Act, 1926 and Industrial Disputes Act, 1947.

It was decided that Secretary, Ministry of Defence would be requested for a meeting to discuss and settle the issue.

Staff-Side stressed that the recognition has to be in accordance with the rules. It was decided that Secretary, Ministry of Defence would be requested for a meeting to discuss the issue.

{Action: JCA (DoPT)}

S.No. 14 – Reduction of one day Productivity Linked Bonus (PLB) to the employees of OFB & DGQA under Department of Defence Production against Cabinet decision and Government orders.

Department of Expenditure had through their letter dated 24.01.2017 informed that one of the recommendations of the Ch CPC

had been to introduce Performance Related Incentive Scheme (PRIS) by replacing the existing PLB Scheme. As this recommendation was being examined separately, a decision was also taken in October, 2008 that the PLB to be paid should not exceed what had been disbursed during the immediately preceding year. Though the recommendation of the 6th CPC was being examined separately, no decision could be reached in the matter and it was referred to 7th CPC. The 7th CPC, while recommending for introduction of PRP for all categories of Central Government employees has also recommended that PRP should subsume the existing bonus scheme. , Noting that there could be a time lag in implementing the PRP by different Departments, the existing Bonus scheme should be reviewed and linked with the increased profitability/productivity under well-defined financial parameters. As the 7th CPC has recommended for review of the existing scheme of PLB and its being subsumed in PRP, it is not possible to make any change in the existing practice of paying PLB by concerned administrative Department where PLB scheme is applicable.

The Staff-Side stated that there was already a Cabinet decision in this matter. It was stated that for the Defence establishments, the Hon'ble Raksha Mantri ji had decided to cap PLB to 41 days even if the entitlement would have been for more days. A few years ago the output was less and the PLB was limited to 40 days. However, on that basis every year it is being capped at 40 days even if the entitlement is for 41 days. This was said to be illegal and the Cabinet decision is not being implemented.

JS (Personnel) stated that in view of this new point about there being a Cabinet decision about the PLB formula of Defence Establishments, they would re-examine the issue and take an appropriate view in the matter.

{Action: D/o Expenditure}

S.No. 15 – Grant of one time relaxation to the Central Government employees who have availed LTC-80 and travelled by air by purchasing ticket from authorities other than authorised agents.

Establishment Division had through their letter dated 03.02.2017 informed that DoPT was in receipt of complaints regarding misuse/corruption in LTC especially in cases of LTC-availed travel to Jammu & Kashmir, North East regions and Andaman & Nicobar Islands. In the wake of reported scams, DoPT has been impressing upon the need for booking the LTC tickets from authorised agents and has been circulating such instructions amongst Ministries / Departments to create awareness amongst Government employees. Granting en-masse relaxations without proper examination of the LTC claims may not serve any public interest and in fact may encourage the unscrupulous persons. The Division is of the view that the Ministries/ Departments need to examine the cases on merit. Only exceptional cases where the Ministry/ Department is satisfied that undue hardship is being caused in any particular case, it may be referred to DoPT for consideration. In cases of any fraudulent claims/ attempts to inflate the claims, appropriate disciplinary action should be taken by the respective Department.

Staff-Side stated that Group C and D employees were not aware of the rules.

They were also not informed that they would have to procure tickets from the authorised agent or from the website of airlines. Later a clarification was issued that tickets were to be purchased from the authorised agents. At the same time, notices had also been issued that the amount would be recovered from salaries in case of non-compliance. They stated that if somebody had done wrong or had not travelled at all, then action may be taken. However, if the persons had submitted proper bills and boarding passes, they should not be subjected to recovery.

Staff-Side stated that DoPT had advised that each case should be sent after examination on merit and had also sought details of number of cases. JS(E) stated that the total number of employees have not been ascertained and no definite answer on the number of employees who are affected by this has been given. On this, Chairman observed that giving an exact number may be difficult as it could be in thousands. Staff Side suggested that the concerned administration which gave the LTC advance may examine if the employee had actually travelled. If there is any difference in the fare charged by Air India on the day of travel, the excess amount may be recovered from the employee. It was stated that the employees are facing hardship as it was not initially specified to them that they should purchase ticket only from an authorised agent or from the website of the airlines.

It was decided that Establishment Division of DoPT should relook into the issue in view of the difficulty faced by the employees.

{Action: Establishment Division (DoPT)}

S.No. 16 — Grant of House Rent Allowance

to the employees who have vacated government quarters.

Department of Expenditure had through their O. M. No. 10-2/2016- E.III(A) dated 12.04.2017 informed that as per the O.M. dated 27.11.1965 of the D/o Expenditure, HRA would be admissible to government employees eligible for government accommodation only if they had applied for it but did not get it. In places where surplus government accommodation is available, Ministry of Urban Development insists on the employees' furnishing 'No Accommodation Certificate' at the place of posting. DoE further stated that they had not received the orders of the CAT, Chennai/ Madras High Court from the Ministry of Defence and hence DoE does not know whether the CAT order has been implemented or not. However, after the dismissal of the WP /SLP by the Calcutta High Court/Supreme Court, DoE had agreed to a proposal from MoD for implementing the CAT Calcutta's order in an exactly similar matter. But the benefit was restricted to the applicants of the O.A. DoE further asserted that since the requirement of No Accommodation Certificate was in order, it did not require any review. MoD was advised to defend similar cases pending before courts.

Representative of Ministry of Urban Development informed that the HRA rules are administered by the Ministry of Finance and the Directorate of Estates (DoE) does not deal with every matter related to HRA. DoE is partly concerned with HRA Rule 4(a) (ii) to determine the entitlement of their employees for HRA where the admissibility of HRA to an employee is to be seen in the context of refusing govt. accommodation. DoE only notifies the cities in which the

govt. residential accommodation is in surplus for the guidance of DDOs in various Central Government offices so that they could determine the entitlement of HRA of the individual officer under their control. Directorate of Estates (Region Section) vide O.M no. D-11016/36/2011-Regions, dated 26.04.2012 has permitted the utilization of surplus/ vacant houses of GPRA in absence of demand from eligible persons by ineligible Central Government offices to prevent revenue loss to the exchequer. Therefore, there is no scope of revenue loss to the exchequer even if houses have to be declared 'surplus as certain employees vacate their Government accommodation after building their own after availing HBA.

In view of this, DoE accepted 'in principle' the comments of Staff-Side on this item regarding grant of House Rent Allowances to the employees who had vacated Government Quarters. However, since the instructions relating to quantum, entitlement and admissibility of house rent allowance (HRA) are issued by Ministry of Finance, the issues are being taken up with them before taking a final decision on the issue. JS(Personnel) stated that if a reference is sent to them, Department of Expenditure will look into the issue.

In view of the information provided by Ministry of Urban Development, it was decided that the item may be closed.

S.No. 17 — Restoration of interest-free advances withdrawn by the Government based on 7th CPC recommendations.

JS(Personnel) informed that the issue had been considered by the Cabinet but not agreed to. It was decided that the item may be treated as closed.

S.No. 18 — Grant of entry pay recommended by 6th CPC to the promotees under the provisions of CCS(RP) Rules- 2008.

Department of Expenditure had through their letter dated 24.01.2017 informed that the recommendation of the NAC for grant of entry pay to all the promotees under 6th CPC had been considered by that Department. However, it was not agreed to considering the fact that it was in modification of the recommendations of the 6th CPC. This decision was taken with approval of Finance Minister.

However, in the light of the order of the CAT, Principal Bench, Chennai, they have requested Ministry of Defence and Department of Revenue to intimate the action taken by them since the applicants of the OAs are working in those departments. A reply is yet to be received.

Staff-Side stated that this problem is acute in organisations where there is no direct recruit or recruitment has not taken place for some time. As such there is no junior direct recruit employee. Considering the submission made by the Staff-Side that no person's salary could be fixed at less than the minimum of the pay scale or pay band, as the case may be, the Official Side had agreed to raise the pay of promotee officials on par with directly recruited personnel, irrespective of the fact whether direct recruitment has really taken place or not. The said agreement ought to have been translated into order. It is not correct for the Finance Minister to dishonour the agreement and no tangible reason has also been advanced by the Official Side for such a decision. Noting this to be an anomalous situation which causes suffering to the employees, it was decided that the

Department of Expenditure would re-examine.

{Action: D/o Expenditure}

S.No. 19 – Grant of 3rd MACP in GP Rs.4600 to the Master Craftsmen (MCM) of Defence Ministry who were holding the post of MCM in the pre-revised pay scale of Rs.4500-7000 as on 31/12/2005.

Establishment Division had through their letter dated 09.02.2017 informed that a formal proposal of M/O Defence had been received. The matter was discussed with the representatives of Mb° Defence twice i.e. on 19.01.2016, and 26.01.2016. The issue will be referred to D/o Expenditure for reconsideration of their earlier advice.

The Staff-Side expressed satisfaction with the action taken. It was decided that the item may be closed.

{Action: Establishment Division (DoPT)}

S.No. 20 – Carrying forward of Earned Leave by Defence Industrial Employees on transfer / appointment from non Industrial to Industrial Establishment.

Ministry of Defence (MoD) had vide OM dated 28.04.2017 sent the following comments

(i) D(Civ-II) – The proposal was examined in MoD and it was decided that the same cannot be recommended for making amendment in Rule 6 of the CCS (Leave) Rules, 1972 unless there is strong justification. The position was explained to AIDEF vide letter dated 08.04.2016. Recently, on 12.04.2017 MoD has sought comments from concerned Directorates/ Organisations/ Service Headquarters in this regard. The proposal has been circulated to various Divisions for

consideration in MoD and then to refer to DOP&T.

DGAQA has conveyed that the comments were called for from various Associations/ Unions working in field establishments of DGAQA and most of the Associations/ Unions are in agreement with the stand taken by Staff Side on transfer of leave in excess of 120 days to the leave account and not encashing it when a non-industrial employee is transferred to industrial establishment.

Air HQ has conveyed that after November, 2006, as per the amended Leave Rules, industrial employees can accumulate and encash Earned Leave up to 300 days. A proposal is also under consideration with MoD to bring the industrial employees under CCS (Leave) Rules, 1972. DRDO has clarified that all the industrial and non-industrial employees of DRDO are allowed to en-cash Earned Leave up to 300 days.

JS(E) mentioned that Establishment Division is examining the matter in light of the comments received and will take a decision.

{Action: M/o Defence/Establishment Division (DoPT)}

S.No. 21 – Reimbursement of actual medical expenditure incurred by the employees in recognized hospitals.

Ministry of Health & Family Welfare had vide their O.M. No. B-12014/01/2016-JCM dated 05.04.2017 informed that private hospitals empanelled with CGHS had signed Memorandum of Agreement (MoA) with Government to charge at CGHS rates. In case of any excess charging, the same is recovered from the hospital bills by CGHS and paid to the beneficiaries and the

hospitals are penalised as per the provisions under the MoA. The representatives requested that specific instances may be brought to their notice so that they can take action.

Staff-Side stated that the problem has also been that the rates fixed by CGHS were so low that the hospitals were refusing to admit the CGHS beneficiaries. Another problem is about unpaid bills. They requested that the Ministry of Health & Family Welfare should revise their rates at regular intervals so that the CGHS beneficiaries do not have to suffer more on account of delay.

{Action: M/o H&FW}

S.No. 22 – Dental Treatment in private hospitals recognized under CGHS / CS(MA) Rules, 1944 for CS(MA) beneficiaries.

Ministry of Health & Family Welfare had vide their O.M. No. B-12014 / 01 / 2016-JCM dated 05.04.2017 informed that the requirement of No Objection Certificate had been dispensed with vide O.M. No. S.14025/41/2015-MS dated 07.12.2016.

It was decided that the item may be closed.

S.No. 23 – Review of the income criteria for the dependent parents of government employees in the wake of the recent legislation of “Maintenance and Welfare of Parents and Senior Citizens Act 2007”.

Department of Expenditure had through their letter dated 10.01.2017 informed that a proposal for revision of income limit to Rs. 9000/- for dependency for the purpose of providing CGHS coverage to family members, received from MoH&FW, had been examined and the comments / approval of that Department was conveyed

to the MoH&FW vide D/o Expenditure ID No. 204/EV/2016 dated 19.10.2016. With regard to the demand for further review of the limit of Rs. 9000/-, it has been stated that no such proposal has been received in D/o Expenditure from MoH&FW.

Ministry of Health & Family Welfare had vide their O.M. No. B-12014 / 01 / 2016-JCM dated 05th April, 2017 informed that the income limit from all sources for dependency for the purpose of availing CGHS had been revised to Rs. 9,000/-plus the Dearness Relief on Pension. It has further added that revision of income limit has been done recently and there is no proposal with reference to review of income limit of Rs. 9,000/,

Staff-Side requested that the revisions have to be in accordance with the “Maintenance and Welfare of Parents and Senior Citizens Act 2007”. It was stated that in one such case the court had directed full reimbursement. They requested that the issue may be re-examined.

{Action: M/o H&FW}

S.No. 24 – Amendment to the definition of anomaly as notified by Government in the orders of constitution of anomaly committees at various levels

JS (Admn and JCA) informed that the definition has been modified and will be further looked into on receipt of the recommendations on allowances. It was decided that the item may be closed.

S.No. 25 – Withdraw the stringent conditions unilaterally imposed by Government on grant of Modified Assured Career Progression (MACP) in promotion and grant of MACP on promotional hierarchy.

Staff-Side stated that new condition would make it difficult for employees to avail MACP which, as such, is disadvantageous as it is not in the promotional hierarchy. It was stated that the new benchmark was more stringent than the benchmark prescribed for promotion in some cases and the employees will suffer more as they may find it difficult to meet this requirement. The Staff Side further pleaded that the change of benchmark from 'Good' to 'Very Good' can only have prospective effect and the grant of MACP on the basis of the reports of earlier years when the said stipulation of 'Very Good' was not in existence must be calibrated on the basis of the earlier stipulation of the benchmark being 'Good'. They stated that DoPT should come out with some guidelines so that the employees could be assessed in an objective manner as many employees may find it impossible to meet the benchmark since the Reporting Officers are themselves not adequately trained in writing APARs. They stated that this provision needs to be reviewed.

JS(Admn. and JCA) informed that ever since the introduction of disclosure of APARs, the number of employees getting higher level of gradings may rise. Proposal needed to be evidence based. It was decided that the Ministry of Railways may provide data on the trend of recorded gradings of APARs.

{Action: M/o Railways}

S. No. 26 – Removal of ambiguity in fixation of pay of re-employed ex-servicemen and grant of the same benefit extended to commissioned officers to personnel below officers rank also.

Establishment Division in their comments dated 28.03.2017 had stated that:

(i) The first issue relates to pay fixation on re-employment in Civil Services and Public Sector Banks, etc. D/o Financial Services (DoFS) is stated to have clarified that pay fixation of ex-servicemen would be through protection of pay plus D.A. drawn by them at the time of release from the Armed forces. DoFS orders provide that in addition to the pay fixed on re-employment, pension and other retirement benefits would also be allowed.

(ii) Establishment Division has clarified to D/o Posts that initial pay on re-employment in case of ex-servicemen who had held posts below Commissioned Officers and civilians, below Group-A, shall be fixed as per the entry pay in the revised pay structure of the re-employed posts applicable in the case of direct recruits appointed on or after 01.01.2006.

(iii) Staff-Side says there is a contradiction in the two clarifications and, as a result of the ambiguity, one section has benefited (Personnel who are covered under the instructions of DoFS) while others are not (Personnel who are covered under the instructions of DoPT).

JS(E) stated that they had received a number of grievances and the Department of Welfare of Ex-Serviceman had also raised this issue. Presently there are two formulations for pay fixation of ex-servicemen — one for Group A posts and another for others — which is not an ideal situation. It was stated that the issue is under active consideration and a decision is likely shortly.

{Action: Establishment Division (DoPT)}

S.No. 27 – Permission to opt for pay fixation in the revised pay structure on a date after the date of issue of CCS(RP) rules 2016

notification (25.7.2016) in case of employees whose promotion becomes due after 25.7.2006.

Department of Expenditure (DoE) had through their letter dated 09.01.2017 informed that references have been received from various Ministries/ Departments for switching over to revised pay scale after 25.07.2016 and the matter is being examined. Decision in the matter will be communicated in due course.

{Action: D/o Expenditure}

S.No. 28 – Extension of the benefit of bonus calculation ceiling enhancement of Rs. 7000/- to Gramin Dak Sevaks (GDS) of the postal department also.

Department of Expenditure had through their letter dated 24.01.2017 informed that it had conveyed its approval for enhancement of calculation ceiling to Rs.7000/- for the purpose of payment of PLB in respect of GDS w.e.f. the accounting year 2014-15 vide ID no. 7/31/12006-E.111(A) dated 27/10/2016.

The Staff-Side expressed their satisfaction over the decision. It was decided that the item may be closed.

S.No. 29 – Regularise the services of casual labourers by absorbing them against vacant posts of MTS as one time measure.

Establishment Division had through their letter dated 10.01.2016 clarified that no such proposal from Ministry of Defence was pending with DoPT and no scheme on the lines of the scheme of 1993 was under consideration. It has been further stated that the judgment of the Constitution Bench in the Uma Devi case bars any regularisation of individuals not selected through a prescribed selection procedure.

Therefore, only those casual labours may be regularised who are covered under the 1993 scheme.

Staff-Side stated that while the Uma Devi judgment is clear and the instructions have-been-issued-by-DoPT, there are cases where the casual labourers have not completed 10 years on the date of judgement. The Staff-Side said that the recruitment procedure adopted while engaging the daily rated workers was one and the same for regular employment especially those kept for erstwhile Group-D functions. Therefore, they cannot be said to be backdoor entrants. This apart, they added that such recruitment on purely temporary basis was necessitated and initiated due to the all pervading ban imposed by DoPT in 2001 and continued for almost nine years. Therefore, they said that it is necessary that the DoPT should prepare a scheme by which the quality of employment is maintained as also regularization of persons who have served the government for such long period of time does take place.

They also added that these appointments were against regular and permanent vacancies and the Supreme Court judgment in the case of Uma Devi does not debar the government from considering regularization of such cases. As they were working in Government establishments, their condition needs to be appreciated.

JS(E) stated that Establishment Division would look into this matter in view of the position explained by the Staff-Side.

{Action: Establishment Division (DoPT)}

S.No. 30 – Fill up all vacant posts including promotional posts in a time bound manner.

Establishment Division of DoPT had through their note dated 19.02.2017 informed that vide OM No. 22011/1/2011/Estt. D dated 27.10.2016 instructions had been issued to Ministries/Departments to ensure strict compliance of guidelines by following model calendar for DPC so as to grant timely promotions. It has been further informed that DoPT (Establishment Division) is in the process of further fine-tuning the model calendar.

Staff-Side stated that the situation has arisen because of DoPT OM dated 30.09.2016 following a hearing in the Supreme Court. As such no promotions in any level are taking place and UPSC has also not accepted any DPC proposals for want of further clarification from DoPT. JS(Admn. and JCA) informed that the department is seized of the concerns of the Staff Side and the matter is under active consideration and a decision is awaited.

S.No. 31 – Abolish and upgrade all posts of Lower Division Clerks (LDCs) to Upper Division Clerks(UDCs)

Staff-Side stated that as the LDC cadre is losing its relevance, the posts may be upgraded to UDC.

JS(E) stated that this may not be possible without fully understanding the implications in each department. It was stated that it would be appropriate that the posts may be allowed to continue till such time their requirement is felt.

Reacting to the comment made by the Official-Side, the Staff-Side pointed out that prima facie, on introduction of computerized functioning in almost all departments, the functions assigned to LDCs have become redundant. What is required is to get the report from each

department and take a conscious decision, as LDC is a common category.

JS(Admn. and JCA) stated that as the meeting had already gone on for more than three hours, the new agenda items may be taken up for discussion in the next meetings. It was stated that the comments received on the agenda items would be circulated to the Staff Side. Comments on the remaining items which were not included in the agenda would also be called for from the administrative departments and will be circulated to the Staff Side on receipt.

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

ANNEXURE

LIST OF PARTICIPANTS IN THE STANDING COMMITTEE OF THE NATIONAL COUNCIL(JCM) HELD ON 03.05.2017.

STAFF SIDE

S.No.	Name	Designation
1.	Shri Shiv Gopal Misra,	Secretary, Staff Side
2.	Shri M. Raghavaiah,	Leader, Staff Side
3.	Shri Rakhal Das Gupta	Member
4.	Shri J.R. Bhosle	Member
5.	Shri Guman Singh	Member
6.	Shri C. Srikumar	Member
7.	Shri K.K.N.Kutty	Member
8.	Ch. Sankara Rao	Member
9.	Shri R.P. Bhatnagar	Member
10.	Shri. K. S. Murty	Member
11.	Shri R. Srinivasan	Member
12.	Shri M. Krishnan	Member
13.	Shri M. S. Raja	Member

**Minutes of the 12th meeting of
Postal Services Staff Welfare
Board**

Government of India
Ministry of Communications
Department of Posts
(Welfare & Sports Section)

No. I -1 //20 I 7-WI-/Sports

Dated: 28.08.2017

**Subject: Minutes of the 12th
meeting of Postal Services Staff
Welfare Board held on 22.08.2017
at New Delhi under the
Chairmanship of Hon'ble Minister
of State of Communication (I/C).**

A copy of the Minutes of 12th meeting of the Postal Services Staff Welfare Board held at New Delhi on 22.08.2017 is forwarded herewith for information.

(Daisy Barla)
Director (W&S)

Minutes of the 12th meeting of Postal Services Staff Welfare Board (PSSWB) held on 22.08.2017 under the Chairmanship of Hon'ble Minister of State for Communication (I/C)

A meeting of Postal Services Staff Welfare Board (PSSWB) was held on 22.08.2017 in G. P. Roy Committee Room, Dak Bhawan, under the Chairmanship of Hon'ble Minister of State for Communication (I/C). The list of members who attended the meeting is at Annexure-A.

Member (Planning) welcomed the Hon'ble Chairman and explained that PSSWB meeting was being held after four years, and while constituting the Board, due attention was given to ensure representation to different cadres of the Department.

Thereafter in a brief presentation, DDG (Trg.,W&S) informed that out of 11th meeting held on 16.05.2012, 25 items were addressed & closed and the remaining 3 items were included in the agenda for the 12th PSSWB meeting. The first three items of the agenda for the 12th meeting were those which were carried forward from the 11th Meeting. During the deliberations of the meeting the following decisions were taken:-

1. Agenda Item No.1 (i-ix)

Modification in Incentive/Scholarship schemes

a) Proposal was discussed for increasing the amount of Incentive/Scholarship provided to class 10th & 12th children of Postal Employees who had performed outstandingly in the Board examinations. It was also discussed that the number of eligible children may be increased from 5 to 10.

b) Proposals were discussed for increasing the amount of Scholarship for Technical Education, Scholarship for SC/ST employees for Departmental exam and higher

education and Scholarship & grant of transport charges to handicapped (Physically challenged) children of Postal employees.

c) It was instructed by the Hon'ble MOSC(I/C) that committee of senior officers may be constituted for discussing all proposals of enhancements of Incentive and Scholarship under Welfare scheme being provided to the Employees of the Department. The said Committee would make suggestions in this regard by 25.9.2011. Suggestions from Staff and Union representatives should also be included for discussion by the committee while examining this issue. The staff representatives were requested to send their suggestion by email welfareandsports@gmail.com to Ms. Daisy Barla, Director (Welfare & Sports) by 4.9.2017.

2. Agenda Item No.2

Including the representatives of All India Assn in all Circle Welfare Boards P&T SC/ST Employees Welfare Assn. in all Circle Welfare Boards

The Association Welfare Board, Heads representative proposed of Circles should call for nominations of a SC/ST representative from the SC/ST Association. In this regard, the Board instructed that adequate representation should be ensured in respect of SC/ST Employees while constituting the circle welfare Board. The Member should ideally be for one term only to allow a wider

representation over a period of time.

3. Agenda Item No. 3 (i-ii)

Financial Assistance to P & T Resident Welfare Associations may be increased from Rs. 10/- per residential quarter per annum to Rs. 20/-

It was decided that the issues related to formation, maintenance and responsibilities to be assigned to Resident Welfare Associations will be examined by the Committee of Senior Officers which is being constituted. Inputs from Union Representatives and Staff Representatives of PSS WB may be sent by 4-9-2017 as details mentioned in Para 1 above.

4. Agenda Item No. 4 (i-iv)

Financial Assistance matters

(i-iii) Enhancement of rate of immediate relief to the family/dependents of the deceased postal employee in case of death due to normal cause & accident while on duty or off duty from Rs. 7000/- and Rs. 10,000/- to Rs. 10,000/- and Rs. 15,000/- respectively. The matter was discussed and it was decided by the Board to refer the issues to aforesaid Committee for examination and suggestions.

iv) The Financial assistance to the victims of natural calamities if provided upto a maximum of Rs. 1500/- for Departmental officials which may be increased. This matter may also be referred to the said Committee for

proper examination and recommendation.

5. Grant for excursion trips with mileage restrictions requires relaxation

The matter was discussed and Board decided that no further relaxation in mileage is required at present.

(Item is closed after discussion)

6. Holiday Home

i) Online booking of holiday homes :- Instructions may be issued to all Heads of circles to initiate the facility of online booking of holiday homes on first-cum-first serve-basis.

ii) Poor maintenance of Holiday Homes : - Union representative complained regarding the poor maintenance of holiday homes. Suitable instructions in this regard may be issued.

7. Voluntary contribution to Circle Welfare Fund

The issue was discussed and it was directed that Bye-laws of Contribution towards Circle Welfare fund and utilization of Circle Welfare fund should be framed and circulated to all concerned by 25th September, 2017.

8. Issues raised by staff representative of N.E. Circle

Toilet facility and recreation club for ladies, Children Day Care centre, Sensitization about remedial

provisions in case of sexual harassment of women at workplace, issues related to upkeep of staff quarters, setting up of dispensary and expansion of CGHS Services in North East, increasing awareness of Welfare Schemes etc.

Issues related to recreation club for ladies, Children day care centre and awareness of Welfare Schemes are related to Welfare and Sports Section. Extant instructions in this regard will be reiterated. Rest items will be brought to the notice of nodal Divisions for appropriate action.

9. It was also decided that all Welfare Schemes of the Department should be given adequate publicity by placing them on the India Post Website to ensure that all Employees are sufficiently aware of all the schemes.

10. In his address Hon'ble MOSC(I/C) directed the Department for holding of regular meeting of Postal Services Staff Welfare Board. He mentioned that all steps within the framework of rules and guidelines will be taken to provide a comfortable working environment for the Postal Employees.

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

**REPLY FROM THE
DEPARTMENT**

Government of India
Ministry of Communications
Department of Posts
(SR Section), Dak Bhawan, New Delhi

No. 08-12/2017-SR

Dated: 01st August 2017

To,
The Secretary General,
Federation of National Postal
Organisations,
T-24, Atul Grove Road,
New Delhi- 110001.

Subject: Trade Union action call was given by Federation of National Postal Organisations (FNPO) in support of their demands.

Sir,

I am directed to refer to your letter No. Strike/2017 dated 20.06.2017 on the above mentioned subject. The charter of demands has been examined by the concerned Divisions and replies to each item of demands showing the present status are enclosed herewith.

2. As many of your demands have been settled and few are under active consideration of the Department, it is requested that the proposed agitation may be called off.

Yours faithfully,

Encl: As Above

-sd/-

(P. S. Verma)
Director (SR & Legal)

DEMAND

1. Filling up of all vacant posts in all cadres of Department of Posts i.e. PA, SA, Postmen, Mailguard, Mailmen, Drivers, and Artisans in MMS, MTS, PACO and GDS.

REPLY

GDS: Process of online engagement of GDS has already been started to fill up vacant post of GDS in 17 Circles. Due to technical snags in the online engagement software, process in remaining Circles will be started only after process in 17 Circles will finalize.

PA/SA: Result of PA/SA for the year 2015 is kept in abeyance as the matter is subjudice. Vacancies of PA/SA for the year 2016 have already been intimated to SSC.

LGO exam for promotion to the cadre of PA/SA for deputation to APS has been conducted on 04.06.2017.

LGOs exam for promotion to Assistants in MMS, Foreign Post, RLO, Stores Depot and CO/RO has been held on 16.07.2017.

In r/o other exams, viz. IP Exam 2016-17, PM Grade I and PS Group B 2017-18, LGOs to PAs/SAs 2016-17 and 2017-18, engagement of new approved Agency is in the pipeline. MoU between Department and Agency is to be signed.

For the Postman/Mail Guard and MTS cadre exams, instructions have been issued to all the Circles to fill up the vacancies by giving top priority.

Calendar of departmental Examinations scheduled to be held in the year 2017-18 has already been issued to all the Circles by giving tentative schedule for filling up the vacancies of decentralized examination i.e. PO & RMS Accountant Examination, LDCs to Junior Accountants in PAOs (Exam has been conducted by respective Circles), LGOs examination for promotion to Assistants of other wings i.e. MMS, Foreign Post, RLO, Stores Depot and CO/RO and other exams.

DEMAND

2. Implementation of positive recommendations of GDS Committee

Report. Grant of civil servant status to GDS. Request to 'Removal of 3-A (I) of GDS Conduct & Engagement Rules, 2011, Grant pension to all GDS without absorption as regular Group D – As per Principle CAT, New Delhi Judgement, Request to count service to all erstwhile GDS service to who have been absorbed as Group D/Postman – As per Principle CAT, New Delhi Judgement.

REPLY

The recommendations of the Kamlesh Chandra Committee have been considered by the Department of Posts and mandatory approval is being obtained in this regard.

As far as grant of civil servant status to GDS is concerned, it is stated that according to Rule 3-A (v) of GDS Conduct Rules 2011, a Sevak shall be outside the Civil Service of the Union. Hon'ble Supreme Court of India in the matter of Superintendent of Post Offices Vs PK Rajamma (1977) (3) SCC held that the Extra Departmental Agents {now called Gramin Dak Sevaks} are holders of the civil post outside the regular civil services. Moreover, they are part time employees being engaged for maximum of 5 hrs a day. In the light of above legal position demand of the union cannot be acceded to.

DEMAND

3. Request to grant of a new scale to the temporary status MTS on par with 7th CPC. Conversion of temporary status casual labourers into permanent as per the Directorate letter No. 25-07/2017-PE-I dated 16.05.2017.

REPLY

In pursuance of the instructions issued by the Department of Expenditure, vide its O.M. No. A-11012/11-EG dated 19.12.2016, all the HoCs have been instructed, vide this office letter dated 16.05.2017, to convert the temporary posts into permanent ones up to the level of Dy.

Secretary (i.e. having Grade Pay of Rs. 7600/- or less in the pre-revised scale excluding GDS posts), subject to the condition that these posts have functional justification and are in existence for more than three years. Thus, Casual labourers don't come under the purview of this order.

DEMAND

4. Stop all types of harassment and victimization in the name of new schemes and technology induction and under contributory negligence factor and Trade Union victimization.

REPLY

FS Division has informed that no new schemes are launched by that Division on behalf of DoP. The DoP is operating Small Savings Schemes on behalf of MoF.

PLI Directorate has informed that they have completed roll out of Core Insurance Solution (CIS) as on 25.01.2016 to 808 HOs and 24598 Sub Post Offices as per the information provided by Circles. Roll out of RICT has not been initiated so far. They have also informed that at no point of time any case of harassment & victimization of staff has come to their notice.

DEMAND

5. Payment of revised wages and arrears to the casual, part-time, contingent employees and daily rated mazdoors as per 6th & 7thCPC and settle the other issues of casual labourers.

REPLY

The orders in respect of minimum pay for calculation of pay of casual labourers (without temporary status) has already been issued vide this office letter no. 7-10/2016-PCC dated 31.03.2017.

DEMAND

6. Implement cadre restructuring for left out categories i.e. RMS, MMS, PACO, Postmaster Cadre Postal Civil wing etc. and

accept the modifications suggested by NAPE-C before implementation of cadre restructuring in Postal Group 'C' & demands of National Union of Postal Civil Wing Employees.

REPLY

The cadre restructuring of left out cadres, i.e. RMS, PACO and PASBCO is currently under examination in consultation with the Department of Expenditure. The matter of cadre restructuring of Postmaster Cadre will be examined thereafter.

A Committee has been constituted, vide this office letter no. 25-04/2012-PE-I dated 09.06.2017, under the chairmanship of Shri Charles Lobo, CPMG Karnataka Circle, to examine the issues arising out of implementation of Cadre Restructuring of Group C employees.

Cadre review of MMS is under active consultation with Ministry of Finance, DoE.

DEMAND

7. Provision of CGHS facilities to Postal Pensioners also as recommended by 7th CPC.

REPLY

The CGHS facilities have been extended to the pensioners of Post and Telegraph Department by the M/o Health & Family Welfare vide O.M. No. S-11016/2/2015-CGHS(P)/EHS dated 19.07.2017 and the same has been circulated by the Dte. To all the Circles vide letter no. 2-3/2009-Medical dated 25.07.2017.

The issue of merger of 33 Postal Dispensaries is under consideration with the Ministry of Health & Family Welfare.

DEMAND

8. Withdraw NPS (Contributory Pension Scheme). Guarantee 50% of last pay drawn as minimum pension.

REPLY

The demand for withdrawal of NPS (Contributory Pension Scheme) is outside the purview of this Department. As regards guarantee of 50% last pay drawn as minimum pension, it is mentioned that govt. has already enhanced minimum pension to Rs. 9000/- w.e.f. 01.01.2016. The pension of retiring employees is fixed at 50% of emoluments or average emoluments, whichever is more beneficial under Rule 49(2) of CCS (Pension) Rules.

Government has also decided to revise pension of pre-2016 pensioners to 50% of notional pay in pay matrix of 7th CPC by fixing pay on notional basis during each intervening Pay Commission.

DEMAND

9. Implement five days week working for operative staff in the Postal Department.

REPLY

Since the Department of Posts is a service oriented Department, decision of 5 days week lead to public inconvenience and further, to public complaints.

This decision will also results in revenue loss to the Department as customer will go for other alternatives when Post Offices are closed on Saturday.

DEMAND

10. Stop Privatization, Contractorization and outsourcing.

REPLY

There is no proposal of corporatization/ privatization at this juncture. The Department is making efforts to give better and competitive services to the customers specifically in the areas of insurance, banking and parcels.

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS
ALL INDIA POSTAL EMPLOYEES UNION
- GRAMIN DAK SEVAKS
NATIONAL UNION OF GRAMIN DAK
SEVAKS, NEW DELHI - 110001**

No.PF-PJCA-12/2016

Dated- 17.11.2016

To
The Secretary,
Department of Posts,
Dak Bhawan,
New Delhi-110 001

**Sub: Non-settlement of long pending
demands.**

Sir,

A meeting of PJCA comprising NFPE, FNPO, AIPEU-GDS & NUGDS was held at NFPE office North Avenue Post Office Building, New Delhi on 16th November, 2016 under the presidentship of Shri D. Theagarajan Secretary General FNPO. All General Secretaries of both the Federations participated in the meeting. After threadbare discussion the following resolution, programme of action and Charter of Demand was finalized.

RESOLUTION

Postal Joint Council of Action (PJCA), views with grave concern the totally negative attitude of the Central Government in settling the common demands of the Central Government employees, including an increase in minimum wage and fitment formula and other modifications sought for

by the National Joint Council of Action (NJCA) and JCM (NC) staff side.

This PJCA further notes that in the Postal department also due to the negative attitude of the Government and Postal administration long pending demands are remaining unsettled. None of the 7thCPC related demands of various cadres of Postal department are settled. Regularization of Gramin Dak Sevaks and grant of all benefits of regular employees on pro-rata basis is still pending. The New Pension Scheme (NPS) has created uncertainty among the employees recruited after 01.01.2004, about their pension benefits. Department unilaterally issued orders for outsourcing booking and delivery of registered, speed post and express parcel post articles and engaging staff on each Sunday & holiday to deliver parcels of e-commerce companies . The task force committee recommendations have not yet been dropped, no effective remedial measures are taken to streamline the functioning of CBS/CSI, revision of wages and payment of arrears of casual labourers from 01.01.2006 is still pending in many circles, more than 60000 vacancies in various cadres including promotional posts are remaining unfilled. Now, due to monetization Scheme more difficulties are being faced by the staff due to lack of proper infrastructure and engaging staff beyond duty hours. All the above issues are agitating the minds of the employees for a long time.

The PJCA after reviewing the situation prevailing in the Postal department came to the unanimous conclusion that to settle the above issues, serious agitational programmes are to be launched. Accordingly the PJCA resolve to implement the following phased programme of action.

PROGRAMME OF ACTION

1. December-7th-2016 -Mass Demonstration in front of all offices and submission of resolution and Charter of Demands to Minister(C) and Secretary (Posts).

2. Submission of Memorandum:

Submission of Memorandum to Minister by both Secretary Generals between 19th to 23 December, 2016 by meeting personally..

3. PJCA Meeting 23rd December, 2016 Evening (Further course of action will be decided.)

CHARTER OF DEMANDS

1. Settle the demands of various cadres of Postal department relating to 7th CPC recommendations submitted to Secretary, Posts in memorandum dated 08.12.2015.
2. Implement cadre restructuring in all remaining cadres in the Department of Posts and settle the residual issues arising at implementation stage. Finalize RRs in MMS Cadres.
3. Grant Civil Servant status to Gramin Dak Sevaks and grant all benefits of departmental employees on pro-rata basis.
4. Revision of wages and payment of arrears from 01.01.2006 to all casual, part-time, contingent and daily-rated mazdoors and regularization of services.
5. Fill up all vacant posts in all cadres including promotional posts and GDS.
6. Conduct membership verification of Gramin Dak Sevaks and declare the result of the verification already conducted among departmental employees during 2015.

7. Revision of OTA & OSA and fixation of norms for CRC/Speed post and Parcel in RMS and FMC for Postman Cadre .

8. Settle problems arising out of implementation of CSI and CBS.

9. Grant of upgraded 3050 pay scale to Postmen w.e.f. 1.1.1996 as per Supreme Court Judgment.

10. Withdraw "Very Good" bench mark condition for MACP and future increments and holding of DPCs timely..

11. Grant of S D.A. & HCA to the Assam & NE & remove discrimination.

12. Problems arisen out of demonetization Scheme and grant remuneration and off for extra duty and provide proper infrastructure including Fake Currency detecting Machine and Counting Machines.

13. Stop Sunday/Holiday working completely.

14. Discussion on Memorandum of AIPSBCEA.

15. Declaration of Result of LGO & other LDCEs in remaining Circles.

16. Finalization of Recruitment Rules of AAO Cadre in Postal Accounts.

17. Repairing and Maintenance of Departmental Buildings.

Yours faithfully

/Sd/-

R. N. PARASHAR
Secretary General

/Sd/-

D. THEAGARAJAN
Secretary General

**NATIONAL FEDERATION OF
POSTAL EMPLOYEES
1st Floor, North Avenue Post
Office, New Delhi – 110001**

**FEDERATION OF
NATIONAL POSTAL
ORGANISATIONS
T-24, Atul Grove Road,
New Delhi – 110001**

No. PJCA/JCM(DC)/2015

Dated – 13.07.2015

To

Mrs. Kavery Banerjee
Secretary,
Department of Posts,
Dak Bhawan, New Delhi – 110001

**Sub: - Irregular and arbitrary
allotment of one seat in the JCM
Departmental Council to BPEF –
regarding.**

Madam,

Ref: - Your letter No. 06/02/2002-SR (Vol.II) dated 24th June,2015 addressed to Secretary General, BPEF, calling for nomination to JCM Departmental Council.

Your kind attention is invited to the above-referred letter sent by your office, addressed to Secretary General, BPEF, calling for nomination to JCM Departmental Council, Department of Posts. While expressing our strong protest against the unilateral decision of the Department to allot one seat to a BPEF affiliated Association, we would

like to bring the following facts to your notice.

(a)JCM Scheme came into existence by a declaration of joint intent which is signed by all participating organisation and the Government. It is an agreement between the Government and Staff side. It is applicable to only those organizations which are signatories to the joint intent. As such, allocation of one seat to an organisation (BPEF) which is not a part of JCM scheme is highly irregular, arbitrary and illegal.

(b)As per the JCM Scheme – “When there has been a recognised Federation or Federations representing broadly and adequately all the categories of employees of a Department only that Federation or Federations will be recognised for the purpose of JCM”. In the last membership verification conducted by the Department the total percentage of membership of BPEF was only 4%. Only two Associations affiliated to BPEF, representing only two categories of employees are recognised. BPEF affiliated Associations are not recognised in all other categories of postal employees which constitute majority of the employees.

(c) Considering the above facts mentioned in para (C), the Department has not granted recognition to the BPEF. Calling for nomination to the JCM Departmental Council from an unrecognised

COMMUNICATION FROM THE CHQ IN THE LAST 2 YEARS

Request to take appropriate in the case of missing of two service books at HRO RMS 'N' Dn. Cuttack, Orissa

Request to consider transfer sought by Sri Ganesh Mahapatra, LSG Supervisor, RMS 'N' Dn. Odhisha Circle.

Biased attitude on the part of SRM RMS 'Z' Dn. Hyderabad

Problems of Speed Post Centre, St. Thomas Mount, Chennai - 600 016.

Filling of vacancy of Manager (HSG I), at PSO Tiruchi

Shifting of offices in APB Building to Divisional office/Ekkaduthangal Parcel Hub

Request to consider the representation of Sri Ganga Singh Meena, HSG II HSA, HR Stg/2 RMS 'D' Dn. Delhi.

Closure of L2 Offices.

Anti employees attitude on the part of the Chief PMG, Chatisgarh Circle

Request for grant of Special CL to attend all India Conference.

Non-taking proper action against the complaint of Smt. M.N. Alone, S.A. HRO RMS 'F' Dn. - Nagpur.

Memorandum of my union.

Request to implement rotational Transfer Policy.

Arbitrary shifting of Mail Branch from Chandigarh

Harassing the Divisional Secretary, RMS HR Dn. Ambala

Drastic shifting of units in Tamilnadu Circle

Shifting of Air Mail Stg. Office

Irregular posting in HSG II cadre - Case of Sri Ganesh Moha Patra - Odisha Circle

Request to implement rotational transfer policy.

Request to finalise the Cadre Restructuring of MMS Employees.

One year tenure for officials posted in Goa State.

Request to send message for publishing in the Souvenir in connection with the All India Conference.

Irregular transfer of Sri Joginder Saini, SA

Request for restoration of Industrial peace in odisha Circle

Request to re-consider transfer of Circle Secretary, NUR C UP Circle

Rule 9 action against Sri P.G. Dutta Banik, Ex-Circle Secretary, NUR 'C' West Bengal Circle

Nomination of Circle Secretary – RMS

Request to grant financial assistance to the official.

Cadre Restructuring for MMS Employees

Filling up of the Posts of Deputy Managers in MMS

Filling up of PO & RMS Accountants posts

D.O. Letter to Circle Secretary, Delhi Circle

Appeal against the order of punishment under Rule 16 by the SRM, Chennai Stg. Dn.

Request to give suitable instruction to Odisha circle administration

Proposal of Sections in connection with review of mail arrangement

Request to stop beat Sorting in the Mail office Violation of Directorate's order

Revised option for fixation of pay - case of Sri K. Nandagopal, Accountant Chennai Stg. Dn.

Recruitment Rules for staff Car Drivers - Amendments required thereof.

Request for transfer under Rule 348 - case of Smt. N. Raja Ramani, S.A., RMS 'TP' Dn. Tirupathi.

Suggestions for revised recruitment rules for the post Asst. Manager (MMS).

Irregular retention of officials in Divisional office

Vindictive attitude of Heads of RMS Divisions in Punjab Circle

Amendment to the Union Constitution - NUR 'C'

Non-circulation of list of new office-bearers of NUR 'C'.

Suggestions for revised Recruitment rules for the post of Asst. Manager.

Tenure policy in RMS Divisions of U.P. Circle

Request for grant of extension of tenure

Request for cancelling Rule 27 Transfer

Filling up of vacant posts in MMS Kolkata -

Proposed shifting of Parcel Centre

Request for making recruitment of Drivers for MMS

Request for cancellation of Rule 37 transfer order

Cancelling the irregular shifting of Sri N.K. Tyagi from the Platform Inspector, Saharapur TMO.

Request for considering provision of MTS posts to Air Mail Stg. Dn. Chennai.

Cancelling the irregular shifting of Sri N.K. Tyagi from the Platform Inspector, Saharapur TMO.

Open and undue favouritism towards AIRMS members by Circle Administration

Appointment of Adhoc committee - NUR 'C' Delhi Circle

Closure of Chennai Stg. office (AP Building) Walltax Road, Chennai - 600 003

Closure of Chennai Sorting office (Adam's Park Building)

Shifting of CRC Kolkata RMS to Kolkata AMPC.

Appointment of adhoc Committee - Delhi Circle

GDS MM Retirement in RMS, Kerala Circle

Request for grant of approval to the Adhoc committee of NUR 'C'.

Burning issues in MMS.

Request for issue of suitable instructions to Tamilnadu Circle

Request for retention of promotional posts in MM Region

Loss to the Department.

Introduction of RMS sections in Vaishali Express.

Proposal to extend the RMS section - U 13 Section from Gorakhpur to Kathgodan in Bagh Express.

Non-functioning of RMS units in AP Building of Chennai Stg. Dn.

Shifting of MMS, Madurai.

Dislocation of staff of Gurgaon Stg.

Appointment of Adhoc committee and election of new office bearers for NUR 'C' Delhi Circle

Request to implement cadre restructuring to MMS.

Request to clarify RR of HSG-II accountant in RMS.

Irregular transfer of Rashmin Rathod, Divisional Secretary, RMS 'AM' Division.

Request to implement the rotational policy issued by the directorate from time to time.

Unruly behaviour of Manager, NSH Chennai

Conversion of Guntakkal RMS as permanent L1 office.

22nd circle conference

Request to implement Speed Post Norms and cut off time in NSHs

Posting of HRO in RMS JP Division

Request to grant trade union facilities to the NUR-C Delhi Circle.

Transfer of officials from Saharanpur RMS to Ghaziabad RMS.

Request to clarify RR of HSG-II accountant in RMS.

Posting of HRO in RMS JP Division

Instructions to stop Irregular Rule – 37 Transfers

Mails from Sorting office of Haryana Circle are being shifted to AMPC New Delhi. It causes delay to mails. Drop proposal of shifting mails to AMPC Delhi from the offices of NCR.

Shift Parcel hub from Gurgaon Sorting to Haryana Stg. Office

Repair of Rly. X-ing at Panipat / Hissar and provision of fly. X-ing at Kurukshetra Stg.

Polythene bags from RMS offices

Utilization of MNOP funds:- .

Norms for Parcel hubs:-

Non filling of LSG and HSG-II posts:

Replacement of sealing wax:-

Railway co-ordination Committee

Construction RMS Building (RMS Bhawan) at Bharalumukh, Guwahati