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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

VOL. II NO. 1

JANUARY 2017

SHRI. KAMALESH CHANDRA GDS COMMITTEE REPORT - OUR PRELUDE VIEW

Dear Colleagues,

With much expectation, we have gone through the GDS Committee Report submitted by Shri Kamalesh Chandra.

The reasons for our expectation

While tendering our evidence before the GDS Committee their response was positive.

When the Postal services board referred the Bonus ceiling issue on par with regular employees the reaction of Shri Kamalesh Chandra was excellent.

When we met for the third time he assured that the report will be balanced for both the side.

We were also told that some welfare recommendations by the committee before submission, in fact, we were moved by those recommendations. Now we feel our expectation is wrong.

Our prelude views is that except WELFARE SCHEMES all other recommendations were sugar coated, it requires deep study after applying the new formula suggested by the committee and requires some more time. Presently we don't want to comment more.

Due to publication of GDS committee report our lunch hour demonstration in front of Directorate on 24/01/2017 & submission of Memorandum to Prime Minister on 25/01/2017 both programmes now stands canceled.

D.Theagarajan
SG FNPO

P.U.Muralidharan
G.S NUGDS

SUMMARY OF GDS REPORT

1)The minimum working hours of GDS Post Offices and GDS is increased to 4 hours from 3 hours.

2)The new working hours for GDS Post Offices will be 4 hours and 5 hours only.

3)The Level 1 GDS Post Offices/GDSs will have 4 hours as working hours and Level – 2 will have 5 hours as working hours.

4)The Point System for assessment of workload of BPMs has been abolished.

5)The new wage payment system is linked to revenue generation of GDS Post Offices. Under the new system, there will be no increase in wagers of BPMs from Level-1 to Level-2 on the basis of workload but the same will be increased based on achievement of prescribed revenue norms which is fixed at

**JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS
T-24, ATUL GROVE ROAD, NEW DELHI - 110001, PHONE : 23321378**

ANNUAL SUBSCRIPTION RS. 30/-

100% for normal areas and 50% for special areas which presently have 15% anticipated income norms

6)The GDS Post Offices not achieving the prescribed revenue norm within the given working hours will have to open GDS post offices for minimum of additional 30 minutes beyond the prescribed working hours.

7)The GDSs BPMs will be paid Revenue Linked Allowance @10% beyond Level 2 wage scale if they will be successful in achieving revenue beyond prescribed norms

8)The GDS Post Offices has been categorized into A,B,C and D categories based on the revenue generation norms. The GDS Post Office in A category will achieve 100% revenue. The Committee has recommended a set of actions for each category of GDS Post Offices.

9)The eleven approved categories of GDS are subsumed into two categories only. One category will be Branch Post Master and all other 5 categories of GDSs are subsumed into one multi tasking category.

10)The job profile of Multi Tasking GDS is expanded to include work such as Business Development and Marketing etc. Their jobs will no more be confined to their old designations. The Assistant BPM will assist BPMs for increasing revenue generation.

11)The GDSs working in the GDS Post Offices will be known as Assistant Branch Post Master (ABPMs) and those working in the Department Post Offices will be known as Dak Sevak (DS).

12)The minimum wage has been increased to Rs.10000/- per month and maximum to Rs.35,480/- per month.

13)The rate of annual increase is recommended as 3%.

14)A composite Allowance comprising of support for hiring accommodation for GDS Post Offices as well as mandatory residence, office maintenance, mobile and electricity usage charges etc. has been introduced for the first time.

15)Children Education Allowance @ Rs.6,000/- per Child per annum has been introduced for GDS.

16)Risk & Hardship Allowance @ Rs.500/- per month for GDSs working in the special areas has also been introduced.

17)A Financial upgradation has been introduced at 12 Years, 24 years and 36 Years of services in form of two advance additional annual increases.

18)The ceiling of ex-gratia gratuity has been increased from Rs.60,000 to Rs.5,00,000/-

19)The GDS contribution for service Discharge Benefit Scheme (SDBS) should be enhanced maximum up to 10% and minimum up to 3% of the basic wage per month, whereas the Department should contribute a fixed contribution of 3% of the basic wage of the GDSs.

20)The coverage of GDS Group Insurance Scheme has been enhanced from Rs.50,000/0 to Rs.5,00,000/-.

21)The contribution of Department in Circle Welfare Fund (CWF) has been increased from Rs.100/- per annum to Rs.300/- per annum.

22)The Scope of CWF is extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.

23)The Committee also recommended 10% hike in the prescribed limits of financial grants and assistance in the Circle Welfare Fund.

24)The Committee has recommended addition of Rs.10,000/- for purchase of Tablet/Mobile from the Circle Welfare Fund in the head " Financial Assistance from Fund by way of loans with lower rate of interest (5%)".

25)Provision of 26 weeks of Maternity Leave for women GDSs has been recommended.

26)The wages for the entire(26 Weeks) period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.

27)The Committee has also recommended one week of Paternity Leave.

28)The Committee has recommended 5 days of emergency leave per annum

29)Leave accumulation and encashment facility up to 180 days has been introduced.

30)Online system of engagement has been recommended.

31)The maximum age limit of 50 years for Direct Recruitment of GDSs has been abolished.

32)Minimum one year of GDS service will now be required for GDSs for Direct Recruitment into Departmental cadres such as MTS/Postman/Mail Guard.

Continued P.No. 4

INDEFINITE DELAY IN PUBLISHING GDS COMMISSION REPORT- OUR STEPS

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Phone: 011-23321378

E-mail: theagarajannachi@hotmail.com.

Ref:9/Nugds/01/2017 12/01/2017

To
Shri B. V. Sudhakar
Secretary,
Department of Posts
Dak Bhawan,
New Delhi – 110001.

Sub: Indefinite delay in Publishing GDS
Commission Report.

Kindly recall our personal discussion on 20/12/2016 along with my General secretaries & discussion over the phone on 07/01/2017. During the discussion it was assured that the GDS commission report will be published on India post website with a copy to all Federations / Union before 13/01/2017.

Now we have come to know that publication of report may be delayed citing Election code of conduct. In the Past, GDS Committee reports were published on the same day of submission of it to the Department. The GDS Committee report is not a secret or confidential one. However, we agree with the Department when the report was referred to the Minister in the larger of interest of GDS not to satisfy anyone.

Now issues are going different directions. At this stage my Federation cannot remain silent therefore FNPO & NUGDS have decided to go on agitation from 17/01/2017.

The Programme of agitation:-

Circle Secretaries of NUGDS and CHQ office bearers should take part in HUNGER FAST in front of circle offices. The programme should start at 10 AM and end at 5 PM.

Lunch hour demonstration at Diratrote on 24/01/2017.

Submission of Memorandum to Hon'ble Prime Minister on 25/01/2017.

The further course of action will be intimated later.

With kind Regards

Yours Sincerely,
D. Theagarajan
Secretary General

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NATIONAL UNION OF GRAMEEN DAK SEVAKS
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Phone: 011-23321378

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Circular 01/2017 12/01/2017

To
All CWC Members,
All Circle Secretaries of NUGDS.

Dear colleagues,

You are aware that we have decided earlier not to go any agitation demanding publication of GDS committee report. We have taken this decision based on the discussion taken place with General secretaries of FNPO affiliated unions and Chairman Postal Board on 20/12/2016.

On 07/01/2017 SG FNPO contacted the Chairman, Postal Board, who assured that the report will be published within a week. We communicated the same to our colleagues and requested them to maintain patience for another week.

Meanwhile, on 10/01/2017 we were informed that our Minister cleared file and the report will be published on 11/01/2017. Though we did not post this message on our official website (w.w.w.fnpo.org) this message was posted by our colleagues in their circle website.

On 12/01/2017 evening SG FNPO contacted senior officers in Directorate. He was told that a report will be published within 2days SG FNPO recorded protest immediately saying there is a time limit for our patience. If the Department did not publish the GDS Committee Report as promised before the end of this week, we have no other alternative except to go on the hunger fast on 18/01/2017 in all the circles. It is not our intention, but we are forced to go on the hunger fast.

On 12/01/2017 we enquired the issue with our officers in Directorate SG FNPO was informed that Minster's office has delayed the file citing Election Commission code of conduct.

We cannot remain silent at this stage.

In the fast, GDS Committee reports were published on the same day of submission of it to the Department.

The GDS Committee report is not a secret or confidential one. However, we agree with the Department when the report was referred to the Minster in the larger of interest of GDS not to satisfy any officers.

In the above situation, FNPO &NUGDS have decided to go on agitation from 17/01/2017.

The Programme of agitation:-

Circle Secretaries of NUGDS and CHQ office bearers should take part in HUNGER FAST in front

of Circle office. The programme should start at 10 AM and end at 5 PM.

Lunch hour demonstration at Diratroate on 24/01/2017.

Submission of Memorandum to Hon'ble Prime Minster on 25/01/2017.

The further course of action will be announced later.

With kind Regards

Yours Sincerely,

D. Theagarajan,
Secretary General
FNPO

P.U. Muraleedharan,
General Secretary,
NUGDS

FEDERATION OF NATIONAL POSTAL ORGANISATIONS
NATIONAL UNION OF GRAMEEN DAK SEVAKS
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Phone : 011-23321378
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Ref : FNPO NUGDS/01 Dated 12/01/2017

To

The Chief Post Master General

..... Circle.

Dear Sir,

Sub: Indefinite delay for Publishing GDS
Commission Report.

Consequent to the direction of My federation &NUGDS CHQ the undersigned

will go on a hunger fast along with my circle office bearers on 17/01/2017 in

circle office premises in a peaceful manner.

In this connection, my federation and NUGDS CHQ has sent a letter to the Chairman, Postal Board (copy enclosed).

This is for your information.

Yours Sincerely,

Circle secretary.

In Contn. P.No. 2

33) Alternate livelihood condition for engagement of GDSs has been relaxed.

34) Voluntary Discharge Scheme has been recommended.

35) The Discharge age has been retained at 65 years.

36) The Limited Transfer Facility has been relaxed from 1 time to 3 Time for male GDSs. There will be no restriction on number of chances for transfer of women GDSs. The power for transfer has been delegated to the concerned Divisional head.

37) The ex-gratia payment during put off period should be revised to 35% from 25% of the wage and DA drawn immediately before put off.

38) The committee has recommended preferring transfer before put off duty.

APPEAL FROM THE DEPARTMENT

No. 08-01/2017-SR
Government of India
Ministry of Communications
Department of Posts
(SR Section), Dak Bhawan, New Delhi – 110 001.
Dated : 16th January, 2017

To
Shri R.N. Parashar,
Secretary General, NFPE,
1st Floor, North Avenue Post Office Building,
New Delhi – 110 001.

Shri D. Theagarajan,
Secretary General, FNPO
T-24, Atul Grove Road,
New Delhi 110 001.

Sub : Agitation call given by NFPE, FNPO and
NUGDS – Regardubg,

Sir,

This is with reference to the meeting held under the Chairpersonship of Member (T) with office bearers of NFPE and FNPO on 16-1-2017 regarding a notice of hunger fast/agitation from 17-1-2017 given by FNPO and NUGDS and a notice of indefinite hunger fast from 18-1-2017 received from NFPE on account of unjustified delay in publishing the GDS Committee report, submitted by GDS Committee headed by Shri Kamlesh Chandra, retired Postal Board Member.

The meeting was held in a cordial atmosphere wherein Member (T) apprised the union office bearers about the difficulty in hosting the report on the Department's website on account of the enforcement of the Model Code of Conduct in view of assembly elections having been announced in five states. Member (T) informed the union office bearers that a reference has been made to the Election Commission of India (ECI) and a response is expected shortly.

In view of this, the unions were requested to reconsider their decision to proceed on hunger fast/agitation and allow the Department to follow up the matter with ECI. The Union office bearers were appreciative of the situation and agreed to reconsider their decision. They were further informed of the Department's intent to publish the GDS Committee report as soon as "NOC" from ECI was received.

In view of the above, it is requested that the proposed hunger fast/agitation may kindly be called off.

This issue with the approval of competent authority.

Yours faithfully,

(Swwarupa Saraan)
ADG (SR & Legal)

GDS COMMISSION LATEST DEVELOPMENTS

FNPO & NUGDS are giving correct information to our colleagues about the GDS commission report without hiding the truth, we are maintaining cent percent transparency in every issue. The following developments have taken place in the last week.

On 09/01/ 2017 Our officers approached Minister to give concurrence to publish a report.

On 10/01/2017 Minister clear the file.

On 11/01/2017 Minister's office raised the objection to publish the report citing Election commission code of conduct.

On 12/01/2017 & 13/01/2017, our department discusses the issue of Election commission code of conduct & staff side pressure finally Department decided to meet Election commissioner on 13/01/2017.

Our Department officers propose to meet Election commissioner on 16/01/2017 to get the clearance.

We may get a reply on the same day or next day.

We request our colleagues, we maintain enough patience on this issue .we cannot remain silent furthermore, we will show our protest on 17/01/2017 by conducting peaceful hunger fast with our NUGDS Circle office bearers to the Department.

FNPO&NUGDS always interested GDS welfare, not other issues.

D.Theagarajan
S.G. FNPO

P.U. Muralidharan.
G.S NUGDS

SECRETARY STAFF SIDE/JCM WRITES TO SHRI RAJNATH SINGH ABOUT THE DEMANDS OF CENTRAL GOVERNMENT EMPLOYEES

From
Shiva Gopal Mishra
Secretary
Ph: 23382286

National council (staff Side)
Joint Consultative Machinery for
Central Government Employees
13-C, Ferozshah Road, New Delhi-110001
E-Mail : nc.jcm.np@gmail.com

No.NC-JCM-2016/7th CPC Dated: January 17, 2017

Shri Rajnath Singh,
Hon'ble Home Minister,
North Block
New Delhi

Dear Sir,

We solicit your kind reference to the discussion the Staff Side delegation had with you and your esteemed colleagues in the Cabinet – Hon'ble Finance Minister, Railway Ministers – on 30th June 2016 and subsequently with your good self on 6th July 2016. In the light of the assurance held out for reconsideration of the minimum wage and multiplication factor through the setting up of a high level committee within a time frame of four months, the National JCA had deferred the strike action which was to commence from 11.07.2016.

We had been patiently waiting for a meaningful discussion in the matter ever since then. Not only there had been any worthwhile or meaningful discussions thereafter but no settlement was also brought about till today though more than six months have been elapsed. The National JCA met yesterday (17-01-2017) and almost all members expressed extreme disappointment over the turn of events. However, they felt that a meeting with your good self must be sought to sort out the issue amicably.

We shall therefore be grateful if you can indicate a date and time convenient to you, so that the undersigned along with Dr. M Raghaviah, the Leader of Staff Side, JCM could call on you with a view to explore reaching an agreement. Incidentally, we feel that it must be our responsibility to convey to you that the Central Govt Employees throughout the country are extremely critical of the fact that the Government had not found it possible to accept even a single issue taken up the Staff Side, JCM after the 7th CPC submitted its recommendations to the Government.

This apart, the CG Pensioners numbering presently more than the working employees are aggrieved of the fact that the one and only recommendation of the 7th CPC which was in their favour i.e. option No.1 have been recommended to be rejected by the Pension Department to the Government.

Expecting a communication for an early meeting and thanking you.

Sincerely Yours,
sd/-

(Shiva Gopal Mishra), Secretary (Staff Side)
National Council (JCM)

CABINET SECRETARY ASSURED TO RESOLVE THE
PENDING ISSUES AT THE EARLIEST IN
NJCA MEETING

NJCA
National Joint Council of Action
4, State Entry Road New Delhi - 110055
No.NJCA/2017 Dated: January 19, 2017

ALL THE CONSTITUENTS OF NATIONAL COUNCIL (JCM)

Dear Comrades,

Sub: Brief of the meeting held today with the
Cabinet Secretary

A meeting was held today with the Cabinet Secretary, Government of India, wherein myself as well as Com M.Raghaviah were present.

We explained him 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 Very Good Benchmark, etc. etc. The Cabinet Secretary informed us 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. So far as issue of NPS is concerned, he has already directed the committee to hold a meeting with the Staff Side, which has already been fixed for 20th January 2017. The issue of Minimum Wage and Fitment Formula is also being vigorously pursued by the government. He said that, inordinate delay was because of the various problems, but the intention of the government is very clear that, they want to resolve the problems of the Central Government Employees.

He also advised us to have patience for some time and given us an assurance that he would try to get resolved pending issues of the Central Government Employees as early as possible.

Comradely yours,
(Shiva Gopal Mishra) Convener

**MEETING OF THE COMMITTEE CONSTITUTED TO SUGGEST
MEASURES FOR STREAMLINING IMPLEMENTATION OF THE NPS
FOR THE CENTRAL GOVT EMPLOYEES**

No.NC-JCM-2016/ Pension Dated: January 20, 2017

To

The Secretary(Pension)
Chairman, NPS Committee
Deptt. of Pension & Pensioners' Welfare
3rd Floor, Lok Nayak Bhawan, New Delhi

Sub: Meeting of the Committee constituted to suggest measures for streamlining implementation of the NPS for the Central Govt. Employees —
Req.

Ref.: Letter No 57/1/2016-P&PW(B) dated 16th January 2017

Sir,

Kindly refer to your aforementioned letter. At the outset, we request you to kindly favour us with a copy of the Government Notification setting up the Committee to make suggestions to streamline the National Pension system for Central Government employees. This is needed for us to understand the scope and ambit of the functioning of the Committee.

The 7th CPC in their report in paras 10.3.11 to 10.3.25 has enumerated the plethora of complaints received by it over the NPS and has finally recommended to the Government to set up a Committee to look into those issues and address. However, we are constrained to believe from the reading of para 3 of the letter cited that the Committee is likely to have only a perfunctory consultation with the stake holders on an important issue like this.

In any case, we give hereunder our views in the matter with the fervent hope that the Committee will consider it within the time constraints.

1. We are of the firm view that the Central Government employees as a whole must be fully excluded from the ambit of the defined contributory pension scheme for otherwise it would create two classes amongst them, one making subscription; and another making no subscription but receiving a better pension and other retirement benefits.

2. There is no justification for the Government to deduct pension contribution from the Central Government employees, even as per the recommendation of the 7th CPC they are provided with far lesser Minimum wage that what it should have been as per the norms of Dr. Aykroyd formula, approved

by the 15th ILC and subsequent judgement of the Supreme Court.

3. This apart, we were assured by the Government during the Standing Committee meeting discussions held on 14.12.2007 that

“for employees who had entered with effect from 1.1.2004 are not likely to be worse off vis a vis the current pension system in force as the replacement rate would match to the present one. Thus, NPS is a win-win situation for employees and the Government”.

Without deviating even an iota from our firm position enumerated in No. 1 above, the least the Government must do to honour the assurance given earlier is to guarantee that all Central Govt. employees who are recruited with effect from 1.1.2004 and have thus become mandatory subscribers to the NPS receive all benefits of pension, family pension and other retirement benefits as is provided for under the CCS(Pension) Rules applicable to the Central Government employees who are recruited prior to 1.1.2004.

To illustrate the point that the Central Government employees, who are recruited with effect from 1.1.2004 are provided with a paltry in the form of pension in total disregard to the assurance held out by the Government on 14.12.2007 we enclose herewith the details of pension entitlement computed in the case of a person, who was recruited after 1.1.2004 and retired after 12 years of service in one of the Ordnance factories under the Ministry of Defence. This person is being paid a paltry amount of Rs 9601= p.m. as pension from NPS, whereas after the implementation of the 7 CPC recommendations the minimum pension is Rs 9000/- + DA p.m. with effect from 01-01-2016.

In fine, we feel that it would be better if the Committee could convene a meeting as is convenient to all its members so that a full-fledged discussion could be held on this vital issue which is of utmost importance to a large segment of employees recruited after 01-01-2004 whose number is increasing day by day.

Sincerely yours,

(Shiva Gopal Mishra)
Secretary (Staff Side)
National Council(JCM)

FELICITATION TO SHRI RAJAT S DAS WORKING PRESIDENT FNPO

Shri Rajat S Das retired from service on 31.12.2016 as Fgn Post Supdt. He served as Circle Secretary for more than a decade in West Bengal Circle. He also held All India President post of NAPEC and working president of FNPO. During his tenure he enrolled more members for NAPE Group C union.

A grand felicitation was arranged by Murshidabad colleagues. During the felicitation SG FNPO, GS NAPE-C, GS NUGDS, Shri Bishwakumat, ASG, Shri Shivaji Vasi Reddy, C.S. NAPE-C Andhra Circle, Shri Baghwan, Finance Secy NAPEC and Shri Koushik former C.S. Delhi Circle recalled the glorious services of Shri Rajat S Das.



FNPO wishes Shri Rajat S Das "a happy and peaceful retired life.

MEETING OF THE COMMITTEE CONSTITUTED TO SUGGEST MEASURES FOR STREAMLINING THE IMPLEMENTATION OF THE NATIONAL PENSION SYSTEM FOR CENTRAL GOVERNMENT EMPLOYEES

No. 57/1/2016-P&PW(B)

Government of India

Ministry of Personnel, P.G. and Pensions
Department of Pension & Pensioners' Welfare
3rd Floor, Lok Nayak Bhavan, Khan Market,
New Delhi, dated the 16th January, 2017

To,

(1) The Secretary,
National Council (Staff side),
JCM for Central Government Employees,
13 C, Firozshah Road,
New Delhi- 110001

(2) Shri Sanjay Bhoosreddy,
Honorary Secretary,
Indian Civil & Administrative Service (Central)
Association, 190 A, F Wing,
Krishi Bhawan, New Delhi 110001.
(email- secyiasca@gmail.com)

(3) Shri P.V. Rama Sastry, IPS,
Secretary / JS (Department of Consumer Affairs),
Krishi Bhawan, New Delhi-110001.
(email- pvrsastry@gmail.com)

Subject: Meeting of the Committee constituted to suggest measures for streamlining the implementation of the National Pension System for Central Government employees-reg.

Sir,

I am directed to say that a Committee under the Chairmanship of Secretary (Pension) has been constituted to suggest measures for streamlining the implementation of the National Pension System.

2. A meeting of the Committee with the JCM (Staff side) and a few other Associations is proposed to be held on.20.01.2017 at 11.00 a.m. at Conference Hall, 5th Floor, Sardar Patel Bhawan, New Delhi. The members nominated to attend the said meeting should be well versed with the issues and include a fair mix of NPS beneficiaries.

3. In view of the paucity of time, Associations are requested to limit their presentation to not more than 20 minutes each.

4. This Department looks forward to your participation in the meeting.

Yours faithfully,
(Harjit Singh), Director (Pension Policy)
harjit.singh59@nic.in

Edited, Printed and published by D. THEAGARAJAN from T-24, Atul Grove Road,
New Delhi - 110 001 on behalf of FEDERATION OF NATIONAL POSTAL ORGANISATIONS
Composed and Printed at ICON GRAPHICS, Triplicane, Chennai - 600 005.