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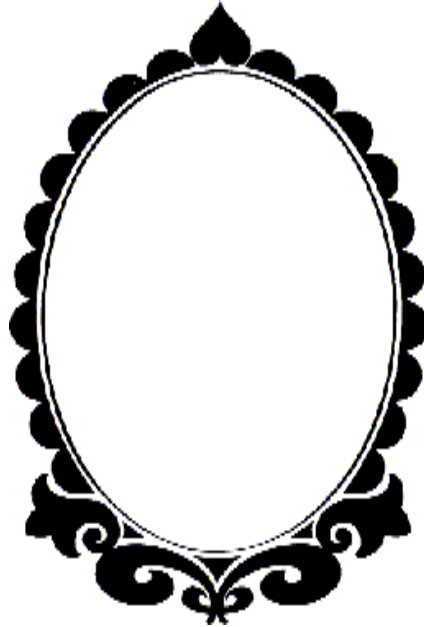
# **FEDERAL**

Editor : D. THEAGARAJAN

No. 2

OCTOBER 2008

## **SRIGOPAL SINGH JOSH REMEMBERED**



On 21-9-2008, 87th Birth anniversary was observed. He was former General Secretary, NUPE PM & Group 'D' and close associate of K.R. He was arrested during 1960 strike. Sri K.R. and Gopal Singh Josh were hand-cuffed and taken to the Tihar Jail. When FNPO recognition was withdrawn by congress Govt. for wearing black-badge for Railwayman strike, he stood like a rock with K.R. Let us remember Sri Gopal Singh Josh for ever for his sacrifice.

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

**ANNUAL SUBSCRIPTION RS. 30/-**

## REPLY FROM THE DEPARTMENT

**Subject: - Alleged unlawful activities of NFPE office bearers in Banglore East Division.**

I am directed to refer to your letter No. NUPIV /Kar/ 2008 dated 28-05-2008 on the above-mentioned subject. The case has been examined in consultation with Circle office. As reported, the allegation was only against the divisional office bearers. In this regard, the divisional Secretaries of NFPE unions have been instructed not to resort to such activities and to advise their office bearers also in this matter.

No. 16/83/2007-SR 22-8-2008

**Sub : Alleged initiating disciplinary action against Circle Secretary NUGDS, Himachal Pradesh**

I am directed to enclose a copy of letter No. NUGDS/HP/08 dated 30.7.2008 received from Federation of National Postal Organisations on the above mentioned subject. The Federation has represented that SSPOs Mandi Division has taken disciplinary action against the Circle Secretary of NUGDS, Himachal Pradesh Circle on the ground of his writing letters to the Chief PMG and SSPOs.

2. Taking disciplinary action against the office bearer of a non recognized GDS union on the ground of his writing letters to the CPMG/SSPOs pointing out irregularities of administration does not fall in line with the spirit of instructions dealing with "Channel of Communications". However, taking action on such letters or ignoring it is the prerogative of the addressee.

Dated the 23rd September, 2008

**Subject: Alleged irregular down-gradation of Repalle H.O. A.P. Circle - regarding.**

I am directed to refer to your letter No. NUP / AP /08 dated 24.7.2008 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office. As reported, Repalle HPO had only (15) fifteen sub offices under its jurisdiction and the HO was not located at the District Head Quarters. Further there are (8) HO's in the Guntur Revenue District including Repalle HO i.e. Guntur HO, Mangalogiri HO Tenali HO, Repalle HO, Bapatla HO, Chilkaluripet HO, Narasaraopet HO and Sattenapalle HO. In consideration of the foregoing position, the HPO is substandard as per the instructions on the subject.

It is in this background that the HPO was downgraded to MDG w.e.f. 1.7.2008. With the down gradation of the HO to MDG, no public

facilities have been curtailed. Further, the MDG is authorized to perform all the functions of a Head Post Office.

No. 6-04/2007-WL & Sports 7-10-2008

**Sub : Non-inclusion of Kabadi Tournament.**

Sir,

I am directed to refer to your letter No. Sports/08 dated 16-9-2008 addressed to the Secretary (Posts) on the above mentioned subject.

2. The issue of inclusion of Kabadi tournament in the All India Postal Sports Meet has been examined and it has been decided to include it as one of the agenda items for consideration of the Board when it meets next. It may be appreciated that at this late stage, it may not be possible to include this event in the Calendar of sports events for the current year.

**SUBHASH CHANDER**, Director SR & Legal)

No. 2(8)/2006/PA-ADMN.I/263 4-08-2008

I am directed to refer to your letter NO.DAP/07 dated 23.10.2007 on the above subject and to state that a reply to your letter dated 15.8.2007 has already been issued vide this office letter dated 5.10.2007 (copy enclosed).

No. 2(8)/2006/PA-ADMN.I/511 5-10-2007

**Sub : Reservation of posts in higher cadres for disabled persons.**

I am directed to refer to your letter NO.DAP/07 dated 15.08.2007 on the above subject and to state that as per para 2(11) of D.O.P. & T's OM No. 36035/3/2004-Estt(Res) dated 29.12.2005 reservation against promotional posts is available only in Group 'C' & 'D' cadres. As the post of Junior Accounts Officer is Group 'B' (non-Gazetted) the benefit of reservation cannot be extended for promotion to JAO cadre.

**( V.K. MISRA)**

Asstt. Director General (PA-Down)

No. Mails/Estt/Union/Misc-II Dated at Hyderabad  
500 101 the .09.2008

Sir,

With reference to the letter cited above, I am directed to inform that redeployment of mail guards in 'TP' division is a routine exercise of streamlining of RMS functioning and it is in accordance with the Directorate's guidelines only.

**(S. RAMBABU)**, AD Mails AP Circle, Hyderabad

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## NATIONAL FEDERATION OF POSTAL EMPLOYEES

1st Floor, North Avenue Post Office Building, New Delhi - 110 001.

## FEDERATION OF NATIONAL POSTAL ORGANISATIONS

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

Ref : Postal/ACP/2008 Date : 29th Sept, 2008

To  
The Secretary  
Department of Posts Oak Bhawan  
New Delhi - 110001

covered by TBOP/BCR Scheme on the basis of the discussions held in the meeting taken by the Member [P] with both the Federations on 16th September 2008.

Thanking you.

**Sub: Acceptance of ACP Scheme for Postal Employees-reg.**

Yours faithfully,

**Ref: Discussions in 16.09.2008 meeting taken by Member [P].**



(D. Theagarajan)  
Secretary General  
FNPO



[K. Ragavendran]  
Secretary General  
NFPE

Both the Federations consent to the introduction of 3 ACP Scheme to Postal Employees presently

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## LETTERS FROM FEDERATION

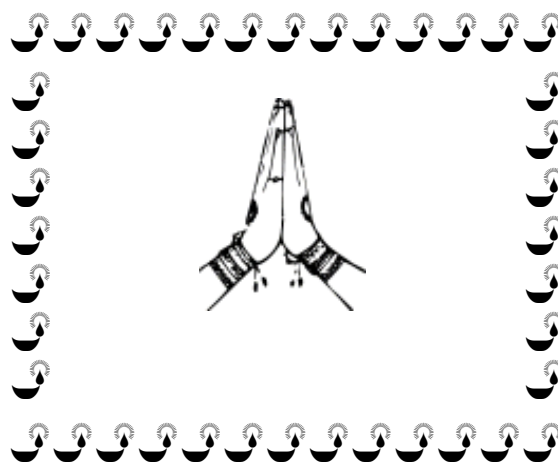
To the Honourable Minister MOC and MOS

1. Request for removal of cap in sanctioning PLB for Postal Department.
2. Request for revising Bonus ceiling to the Postal Employees.

To the Secretary

1. Non-grant of pay arrears in the revised Pay-scales to retired officials - Regarding.
2. Grant of Extra-ordinary Pension to Smt. Narayani Amma.
3. Request for issue of instructions on revised pay for certain cadres like TBOP/BCR Postmen, DSV, Matriculate TBOP/BCR Group D etc - reg.
4. Problems of West Bengal Circle.
5. Request for allotment in Haryana Circle on promotion as A.O.
6. Irregularities in verification process in GDS cadre A.P. Circle.
7. Non-grant of notional promotion to Sri G.M. Wani, Circle Secretary, NUPE 'C'.

8. Filling up GDS Mailman in RMS Divisions.
9. Outstation allowance - RMS and other eligible staff
10. VI - CPC Revision of Allowance.
11. Non-inclusion of membership in N.E. Circle.
12. Split Duty Allowance.



# RECOMMENDATION OF SIXTH CENTRAL PAY COMMISSION

Government of India Ministry of Communications & IT Department of Posts  
Dak Bhavan, Sansad Marg. New Delhi-11 0001

No. 4-4/2008-PCC

Dated: 24-09-2008

To  
All the Heads of Circles

## Sub : Recommendation of Sixth Central Pay Commission

I am directed to refer to this office letter of even No dated 16-09-2008 on the above mentioned subject. The following orders issued by Ministry of Finance are enclosed for information and further necessary action.

Sl.No	Letter/Notification	Subject
1	OM No.49011/31/2008-Estt.(C) dated 12-09-2008	Applicability for revised Group 'D' pay scales to casual Labourers with Temporary Status
2	OM No.12011/03/2008-Estt. (Allowance) dated 2-09-08	Grant of Children Education Assistance
3	OM No.12011/04/2008-Estt (Allowance) dated 11-09-08	Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt employees
4	OM No.13018/2/2008-Estt.(L) dated 11-09-08	Maternity Leave and Child Care Leave
5	OM No.14/3/2008-JCA dated 11-09-08	Grant of Washing Allowance
6	OM No. 19039/2/2008-E.IV dated 23-9-2008	Revision of Conveyance Allowance
7	OM No 19030/3/2008-E.IV dated 23-9-2008	Travelling Allowance
8	OM No. 31011/4/2008-Estt.(A) dated 23-9-2008	Recommendations relating to LTC
9	OM No.7(21)/2008-EIII(A) dated 22-9-2008	Payment of Caretaking Allowance

Yours faithfully,

(L. MOHAN RAO), Asst. Dir. General (PCC)

No. 49011/31/2008-Estt.(C) Dt. 12-9-08

**Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)**

**Subject: Recommendations of 6th Central Pay Commission - Applicability for revised Group 'D' pay scales to Casual Labourers with Temporary Status.**

The undersigned is directed to Say that on the implementation of the recommendations of 6th Central Pay Commission as per Government of India Notification dated 29th August, 2008, the Casual labourers with Temporary Status will continue to receive their wages as per provisions of the Casual Labourers (Grant of Temporary

Status and Regularisation) Scheme, worked out on the basis of the pay scales for Group 'D' employees as per-15 Pay Band and the corresponding Grade Pay recommended by the 6th Central Pay Commission and approved by the Government.

2. This issues with the concurrence of Ministry of Finance (Dept. of Expenditure).

(A.K. SHARMA), Under Secy. to the Govt. of India

No.12011/03/2008-Estt.(Allowance)

Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training)

New Delhi, the 2nd September, 2008.

**OFFICE MEMORANDUM**

**Subject:- Recommendations of the Sixth Central Pay Commission implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.**

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately, will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:  
Tuition Fee admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.
- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.

- (g) Under this scheme, reimbursement can be claimed once every quarter.

The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.

- (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
  - (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs. 3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.
  - (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.
2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.
3. **These orders shall be effective from 1 st September, 2008.**
  4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
  5. Hindi version will follow.

**(SIMMI R. NAKRA)**  
Director (P & A)

No.12011/04/2008-Estt.(Allowance)  
Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training)

New Delhi, the 11th September, 2008.

**Subject:- Recommendations of the Sixth Central Pay Commission implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.**

Consequent upon the decision taken by the Government on the recommendations made by the

Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:-

- (i) Women with disabilities shall be paid Rs. 1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.
- (ii) It shall be payable for a maximum of two children.
- (iii) Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NL.I dated 1.6.2001. (Annexure)
- (iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government of Children Education Allowance for disabled children of Government Employees is Rs. 24000. The rest of the conditions will be the same as stipulated vide OM No.12011/03/2008-Estt. (Allowance) dated 2nd September, 2008 on the subject.

OM No.12011/03/2008-Estt. (Allowance) dated 2nd September 2008 on the subject.

3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NI.I dated 1.6.2001. (Annexure).

4. These orders shall be effective from 1 September, 2008.

5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Audit General of India.

6. Hindi version will follow.

(SIMNU R. NIKRA), Director (P&A)

Annexure

**EXTRACTS OF THE NOTIFICATION  
MINISTRY OF SOCIAL JUSTICE AND  
EMPOWERMENT**

**NOTIFICATION**

**Subject:- Guidelines for evaluation of various disabilities and procedure for certification.**

No. 16-18/97-NI.I In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's O.M.No.4-2/83-HW.III, dated the 6th August, 1986 and to recommend appropriate modifications/alterations, keeping in view the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, Government of India in 'Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I, dated 28.8.98, set up "Oil" committees under the Chairmanship of Director General of Health Services-one each in the area of mental retardation, Locomotor/Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999, for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:-

Visual impairment

Locomotor/Orthopaedic disability

Speech & hearing disability

Mental retardation

Copy of the Report is enclosed herewith as Annexure.\*

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996 notified by the Central Government in exercise of the powers conferred by subsection (1) and (2) of section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor /Visual including low vision/hearing and

speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in Annexure \* should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govts./UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy / doubt regarding the interpretation of the definitions/ classifications/ evaluations tests etc.

(GAURI CHATTERJI), Jt. Secy. to the Govt. of India  
Note :

\* The Annexure mentioned above may please be seen from the Ministry of Social Justice

No.13018/2/2008-Estt.(L)

Government of India, Ministry of Personnel, Public Grievances & Pensions [Department of Personnel & Training]

New Delhi, the 11th September, 2008

**Subject:- Recommendations of the Sixth Central Pay Commission relating to enhancement of the quantum of Maternity Leave and introduction of Child Care Leave in respect of Central Government employees.**

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Maternity Leave and Child Care Leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972 will be treated as modified as follows in respect of civilian employees of the Central Government-

- (a) The existing ceiling of 135 days Maternity Leave provided in Rule 43(1) of Central Civil Services (Leave) Rules, 1972 shall be enhanced to 180 days.
- (b) Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that can be granted in continuation with Maternity Leave provided in Rule 43(4)(b) shall be increased to 2 years.

- (c) Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e.730 days) during their entire service for taking care of upto two children whether for rearing or to look after any of their needs like examination, sickness etc. Child Care Leave shall not be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical certificate). It may be combined with leave of the kind due and admissible.

3. In view of paragraph 2 above, a women employee in whose case the period of 135 days of maternity leave has not expired on the said date shall also be entitled to the maternity leave of 180 days.

4. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately,

5. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.

6. Hindi version will follow.

**F.No.14/3/2008-JCA  
Government of India**

**Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training)**

**Sub : Grant of increased rate of Washing Allowance to common. categories of Group 'C' and 'D' employees of various Ministries / Departments.**

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of this Department's O.M. No.14j9j95-JCA dated 12.12.2000 on the subject of Washing Allowance, the President is pleased to order that the rate of Washing Allowance will be revised from the existing Rs.30/- per month to Rs.60/- per month for all common categories of Group 'C' and 'D' employees who have been supplied with uniforms. Moreover, the rate of washing allowance will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.

2. These orders shall be effective from 1st September, 2008.

3. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

4. Hindi version will follow.

(DINESH KAPILA), Dy. Secy. to the Govt. of India

**F.No.19039/2/2008-E.IV**

**Government of India**

**Ministry of Finance Department of Expenditure**

New Delhi, the 23rd September, 2008

**Sub : Revision of Conveyance Allowance to Central Government Employees under SR-25. Recommendations of the Sixth Central Pay Commission.**

Consequent upon the acceptance of the recommendation of the Sixth Central Pay Commission and in modifications of this Department's OM No. 1903913/98-EIV, dated 18th September, 1998 the President is pleased to revise the rates of Fixed Conveyance Allowance admissible under SR-25 as indicated below:

	<b>Fixed Conveyance Allowance</b>	
	<b>For journeys by own motor car</b>	<b>For journeys by other modes of conveyance</b>
	<b>(in Rupees)</b>	<b>(in Rupees)</b>
Average monthly travel on official duty		
201-300 Kms	1 120	370
301-400 Kms	1 680	480
451-600 Kms	2 070	640
601-800 Kms	2 430	750
Above 800 Kms	3 000	850

2. These rates shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

3. These orders will be effective from 1st September 2008.

4. In so far as the staff serving in the Audit and Accounts Department are concerned, these orders issue in consultations with the Comptroller & Auditor General of India.

5. Hindi version will follow.

(MADHULIKA P. SUKUL), Jt. Secy. to the Govt. of India

**F.No. 19030/3/2008-E.IV**  
**Government of India, Ministry of Finance**  
**Department of Expenditure**

**Subject: Travelling Allowance Rules- Implementation of the Sixth Central Pay Commission.**

The undersigned is directed to say that in pursuance of the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Travelling Allowance entitlements, sanction of the President is conveyed to the modifications in the Travelling Allowance Rules as set out in the Annexure to this Office Memorandum in so far as they apply to civilian employees of the Central Government. Separate orders will be issued by the Ministries of Defence and Railways in respect of their personnel.

2. The 'Grade Pay' for determining the T AIDA entitlement is as indicated in Central Civil Service (Revised Pay) Rules 2008.

3. The term 'pay' for the purpose of these orders refer to basic pay as defined in Rule 3(8) of Central Civil Services (Revised Pay) Rules, 2008 and includes the revised non-practicing allowance, if any, admissible in addition.

4. In respect of those employees who opt to continue in their pre-revised scales of pay, the corresponding Grade Pay of the pay scales of the post occupied on 1/1/2006 would determine the T AIDA entitlements under these orders. However, for determining the Composite Transfer Grant for such employees, the term pay shall also include, in addition to the basic pay in the pre-revised Scales, stagnation increments, Dearness Pay and NPA as per orders in force on 1/1/2006.

5. **These orders shall take effect from 1st September, 2008.** However, if the Travelling Allowance entitlements in terms of the revised entitlements now prescribed result in a lowering of the existing entitlements in the case of any individual, groups or classes of employees, the entitlements, particularly in respect of 'mode of travel, class of accommodation, etc., shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

6. The claims submitted in respect of journey made on or after 1st September, 2008, may be regulated in accordance with these orders.



7. It may be noted that no additional funds will be provided on account of revision in TAIDA entitlements. It may therefore be ensured that permission to official travel is given judiciously and restricted only to absolutely essential official requirements.

8. In so far as the persons serving in the Indian Audit & Accounts Department are concerned these orders issue in consultation with the Comptroller & Auditor General of India.

9. Hindi version will follow.

(MADHULIKA P. SUKUL), Jt. Secy. to the Govt. of India

**Annexure**

**Annexure to Ministry of Finance, Department of Expenditure O.M. No. 19030/3/2008-E.IV dated 23rd September, 2008**

In supersession of S.R.17 and G.O.J., M.F No.10/2/98-IC& 19030/2/97-E.IV dated 17/4/1998, the following provisions will be applicable with effect from 1.9.2008.

**2. Entitlement for Journeys on Tour**

**A. Travel Entitlements within the Country**

<b>Grade Pay (1)</b>	<b>Travel Entitlements (2)</b>
Officers drawing grade pay of Rs. 10,000/- and above and those in pay scale of HAG+ and above	Business/Club Class by air/AC First class by train
Officers drawing grade pay of Rs.7600, Rs.8700 and Rs. 8900	Economy Class by air/ AC First class by train
Officers drawing grade pay of Rs.5400 and Rs.6600	Economy Class by air/ AC II Tier class by train
Officers drawing grade pay of Rs. 4200, train Rs. 4600 and Rs. 4800	AC II Tier class by
Officers drawing grade pay below Rs. 4200	First Class/ AC III Tier/ AC Chair car by train
(i)	In case of places not connected by rail, travel by AC bus for all those entitled to travel by AC II Tier and above by train and by Deluxe/ordinary bus for others is allowed.
(ii)	In case of road travel between places connected by rail, travel by any means of public transport is allowed provided the total

fare does not exceed the train fare by the entitled class.

(iii) Henceforth, all mileage points earned by Government employees on tickets purchased for official travel shall be utilized by the concerned department for other official travel by their officers. Any usage of these mileage points for purposes of private travel by an officer will attract departmental action. This is to ensure that the benefits out of official travel, which is funded by the Government, should accrue to the Government.

(iv) All Government servants are allowed to travel below their entitled class of travel.

**3. International Travel Entitlement**

- i. Cabinet Secy./Secy. to G.O.I. and Equivalent First Class
- ii. Officers drawing grade pay of Rs. 10,000 and above and those in pay scale of HAG+ Business/ Club Class
- iii. Others

**C. Entitlement for journeys by Sea or by River Steamer (SR 40)**

<b>Grade Pay (1)</b>	<b>Entitlement (2)</b>
Officers drawing grade pay of Rs. 5400/- and above those in pay scales of HAG+ and above	Highest class
Officers drawing grade pay of Rs. 4200, Rs. 4600 and Rs. 4800	If there be two classes only on the steamer, the lower class If there be three classes, the middle or the second class If there be four classes, the third class
Officers drawing grade pay less than Rs. 2400/-	The lowest class
(ii)	Accommodation entitlements for travel between the mainland and the A&N Group of Islands and Lakshadweep Group of Island by ships operated by

the Shipping Corporation of India Limited will be as follows:

<b>Grade Pay (1)</b>	<b>Entitlement (2)</b>
Officers drawing grade pay of Rs. 5400 and above and those in pay scales of HAG+ and above	Deluxe class
Officers drawing grade pay of Rs. 4200, Rs. 4600 and Rs. 4800	First/'A' Cabin class
Officers drawing grade pay of Rs. 2400 and Rs. 2800	Second/'B' Cabin class
Officers drawing Bunk class grade pay less than Rs. 2400	

**(MAHENDRA KUMAR)**, Director (EC)

#### D. Mileage Allowance for Journeys by Road

In suspension of SR.46 and the Govt. of India's Order thereunder, the grade pay ranges for travel by public/bus/auto/rickshaw/scooter/motor cycle, full taxi/own car is revised as indicated below:

<b>Grade Pay (1)</b>	<b>Entitlement (2)</b>
i. Officers drawing grade pay of Rs. 10000 and above and those in pay scales of HAG+ and above	Actual fare by any type of public bus including air conditioned bus  OR At prescribed rates of AC Taxi when the journey is actually performed by AC Taxi  OR At prescribed rates for auto rickshaw for journeys by autorickshaw, own scooter motor cycle, moped etc.
ii. Officers drawing grade of Rs. 5400, Rs. 6600, Rs. 7600,	Same as at (i) above pay with the exception that journeys by AC

Rs. 8700 and Rs. 8900	taxi will not be permissible
iii. Officers drawing grade pay of Rs. 4200, Rs.4600 and Rs.4800	Same as at (ii) above.
iv. Officers drawing grade pay of Rs. 2400 and above but less than Rs. 4200	Actual fare by any type of public bus other than air-conditioned bus.  OR At prescribed rates for autorickshaw for journeys by autorickshaw/ own scooter/motor cycle/moped etc.
v. Officers drawing grade pay below Rs. 2400	Actual fare by ordinary public bus only  OR At prescribed rates for autorickshaw/own scooter/motor cycle moped etc.

b) Mileage allowance for road journeys shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the concerned State or of the neighbouring States.

i. For journeys performed in own car/taxi	Rs.16 per km
ii. For journeys performed by auto rickshaw own scooter etc.	Rs. 8 per km

### 3. Daily Allowance on Tour

#### Grade Pay Daily Allowance

Officers drawing grade pay of Rs. 10,000 and above and those in pay scales of HAG+ and above	Reimbursement for Hotel accommodation /guest house of upto Rs. 5000 per day; reimbursement of AC taxi charges of upto 50 kms. for travel within the city and reimbursement of food bills not exceeding Rs. 500 per day.
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Officers drawing grade pay of Rs. 7600 to Rs. 8900

Reimbursement for Hotel accommodation of up to Rs. 3000 per day; reimbursement of non AC taxi charges of upto 50 kms. per diem for travel within the city and reimbursement of food bills not exceeding Rs. 300 per day.

scientific/data collection purposes in organization like FSI, Survey of India, GSI etc. daily allowance will be paid at rate equivalent to that provided for reimbursement of food bill. However, in this case, the amount will be sanctioned irrespective to the actual expenditure incurred on this account with the approval of the Head of Department/controlling officer. For journeys on foot, an allowance of Rs. 5 per kilometer travelled on foot shall be payable additionally.

Officers drawing grade pay of Rs. 5400 to Rs. 6600

Reimbursement for Hotel accommodation of upto Rs. 1500 per day; reimbursement of taxi charges of upto Rs. 150 per diem for travel within the city and reimbursement of food bills not exceeding Rs. 200 per day.

#### **1. T.A. on Transfer**

##### **A. Accommodation and Mileage Allowance Entitlements:**

i) Accommodation and Mileage Allowance entitlements as prescribed at para 2 above, except for International Travel, for journey on tour by different modes will also be applicable in case of journeys on transfer. The general conditions of admissibility prescribed in SR. 114 will, however, continue to be applicable.

(ii) The provisions relating to small family norms as contained in para 4(/A) of Annexure to M/O Finance O.M. F.No. 10/2/98-IC & F.No. 19030/2/97-EIV dt. 17th April 1998, shall continue to be applicable.

Officers drawing grade pay of Rs. 4200 to Rs. 4800/-

Reimbursement for Hotel accommodation of upto Rs. 500 per day, reimbursement of for travel charges of upto Rs. 100 per diem for travel within the city and reimbursement of food bills not exceeding Rs. 150 per day.

##### **B. Transfer Grant and Packing Allowance :**

(i) The Composite Transfer Grant shall be equal to one month's pay as defined in para 3 of this O.M. in case of transfer involving a change of station located at a distance of or more than 20 km from each other.

(ii) In cases of transfer to stations which are at a distance of less than 20kms from the old station and of transfer within the same city, one third of the composite transfer grant will be admissible, provided a change of residence is actually involved.

Officers drawing grade pay of below Rs. 4200/-

Reimbursement for Hotel accommodation of upto Rs. 300 per day; reimbursement of travel charges of upto Rs. 50 per diem for travel within the city and reimbursement of food bills not exceeding Rs. 100 per day.

(iii) At present, only one transfer grant is permitted if the transfer of husband and wife takes place within 6 months of each other from the same place to the same place. With effect from the date of implementation of these orders, in cases where the transfer take place within six months, but after 60 days of the transfer of the spouse, fifty percent of the transfer grant on transfer shall be allowed to the spouse transferred later. No transfer grant shall be admissible to the spouse transferred later, in case both the transfers are ordered within 60 days. The existing provisions shall continue to be applicable in case of transfers after a period of six months or more. Other rules precluding transfer grant in case of transfer at own request or transfer other than in public interest, shall continue to apply unchanged in their case.

In case of stay/journey on Government ships, boats etc. or journey to remote places on foot/mules etc for

Grade Pay  (1)	By Train / Steamer  (2)	Rate per km for transport by road (Rs. per km) (3)
Officers drawing grade pay of Rs. 7600 and above and those in pay scale HAG+ and above	6000 kgs. by goods train/4 wheeler wagon/1 double container.	18.00 (Rs. 0.30 per kg per km.)
Officers drawing grade pay of Rs. 4200, Rs. 4600, Rs. 4800, Rs. 5400 and Rs. 6600	6000 kgs. by goods Train/4 wheeler wagon/1 single container.	18.00 (Rs. 0.30 per kg per km.)
Officers drawing grade pay of Rs. 2800	3000 kgs.	9.00 (Rs. 0.31 per kg per km.)
Officers drawing grade pay below Rs. 2800	1500 kgs.	4.60 (Rs. 0.31 per kg per km.)

The rates for transporting the entitled weight by Steamer will be equal to the prevailing rates prescribed by such transport in ships operated by Shipping Corporation of India.

#### D. Transportation of Conveyance

Grade Pay (1)	Scale (2)
Officers drawing grade pay of Rs.4200/- and above and those in pay scales of HAG+ and above	One motor car etc. or one motor cycle/ scooter, or one horse
Officers drawing grade pay less than Rs.4200/-	One motorcycle/ scooter/ Moped, or one bicycle.

#### 5. T.A. Entitlement of Retiring Employees

##### A. Transportation of Conveyance

In partial modification of S.R.147, the expenditure on transportation of conveyance by government servants on their retirement shall be reimbursed without insisting on the requirement that the possession of the conveyance by them while in service at their last place of duty should have been in public interest.

##### B. Lumpsum Transfer Grant and Packing Allowance

(i) The composite transfer grant equal to a month's pay last drawn as defined in para 3 of this O.M., may be granted in the case of those employees who, on retirement, settle down at places other than the last station( s) of their du ty located at a distance of or more than 20 kms. The transfer incidentals and road mileage for journeys between the residence and the railway station/bus stand, etc., at the old and new station, presently admissible are subsumed in the composite transfer grant and will not be separately admissible.

(ii) As in the case of serving employees, government servants who, on retirement, settle at the last station of duty itself or within a distance of less than 20 kms may be paid one third of the composite transfer grant subject to the condition that a change of residence is actually involved.

6. The TAIDA rates mentioned in para 2 D(b) and (c) (mileage for road journey by taxi/ own car/ autorickshaw/own scooter/bicycle etc.), para (3) (all components of daily allowance on tour including rate of DA for Journey on foot) and para 4(c) (rates of transportation of personal effects ) of this Annexure, shall automatically increase by 25% whenever Dearness Allowance payable on the revised pay structure goes up by 50%.

(MAHENDRA KUMAR), Director (EC)

F.No. 31011/4/2008- Estt.(A)

Government of India

Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

Subject:- Sixth Central Pay Commission -  
Recommendations relating to LTC- Acceptance of.

Consequent upon the acceptance of the recommendations of Sixth Central Pay Commission, it has been decided to make necessary additions/ changes in the CCS(L TC) Rules, 1988 as indicated below:-

##### Rule 4(d) Definition of Family :-

The parents and lor step parents (stepmother and stepfather)who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LTC, irrespective of whether they are residing with the Government employee or not.

The definition of dependency will be linked to the minimum family pension prescribed in Central Government and dearness relief thereon. The extant conditions in respect of other relations included in the family including mfu "Tied/divorced/labandoned/separated/widowed daughters shall continue without any change.

#### **Rule 8 Types of LTC**

Fresh recruits to Central Government may be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocks of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are retained.

#### **Rule 12 Entitlement**

Travel entitlements, for the purpose of official tour/transfer or LTC, will be the same but no daily allowance shall be admissible for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. Air Journey by Private Airlines will however, continue to be admissible as per Ministry of Finance O.M. No. 19024/1/E-IV/2005 dated the 24th March, 2006 and in terms of the orders of DOPT in this regard.

#### **Encashment of Earned Leave along with LTC**

Government officers are allowed to encash ten days earned leave at the time of availing of LTC to the extent of sixty days during the entire career. The leave encashed at the time of LTC will not be deducted from the maximum amount of earned leave encashable at the time of retirement. It is further clarified that where both husband and wife are Government servants, the present entitlement for availing LTC shall remain unchanged, and encashment of leave equal to 10 days at the time of availing of LTC will continue to be available to both, subject to a maximum of sixty days each during the career.

3. The LTC claim pertaining to the period prior to 31st August, 2008 shall be regulated as per rules

applicable on the date of journey and LTC claims already settled will not be reopened.

4. In so far as persons working in the Indian Audit & Accounts Department are concerned, these orders are being issued in consultation with C & AG. of India.

5. Hindi version will follow.

**(P. PRABHAKARAN)**

Dy. Secy. to the Govt. of India

**F.No. 7(21)/2008-E.III(A)**

**Government of India, Ministry of Finance**

**Department of Expenditure**

New Delhi, 22nd Sept. 2008

#### **OFFICE MEMORANDUM**

**Sub : Payment of Caretaking Allowance to the Caretakers of Government buildings hired or owned by Government following the recommendations of the Sixth Central Pay Commission.**

Consequent upon acceptance of recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that the amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon.

2. The norms laid down for determining the level of the post vide this Ministry O.M. No.7(46)/E.III(A)/98 dated 30th June, 1999 pursuant to recommendations of the Fifth Central Pay Commission (Annexure) may continue to be followed mutatis mutandis. The a.M. ibid stipulated that in establishments which continue to retain separate posts of caretakers, these posts shall be merged in the general ministerial cadres in the corresponding scales of pay. It is reiterated that the merger of the posts in this cadre with the ministerial post in corresponding pay scales should be carried out in every organization where it has already not been implemented.

3. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor General of India.

4. These orders shall take effect from September 1, 2008.

5. Hindi version will follow.

**(MADHULIKA P. SUKUL),**

**Joint Secretary to the Govt. of India.**

Floor Area or building	Scale of Pay (Rs.)	No. of Posts
a) Upto 2000 sq.mts.	-	No post to be sanctioned Group 'C' or 'D' staff may be deployed on part-time basis and allowed caretaking allowance of Rs. 200 or Rs. 100 p.m. as the case may be.
b) Above 2000 sq.mts. and upto 7000 sq.mts.	3050-75-3950 80-4590	One post (Asstt. Caretaker)
c) Above 7000 sq.mts. and upto 14000 sq.mts.	4000-100-6000	One post (Caretaker)
d) Above 14000 sq.mts. and upto 20000 sq.mts.	5000-150-8000 or 5500-175-9000	One post. scale to be decided depending on the complexity of the task.
e) Above 2000 sq.mts.	5000-150-8000 or 5500-175-9000	One post + additional post in lower grade as per these norms.

Note: The above mentioned pay scales will now be replaced by the corresponding grade pay in the revised pay structure after implementation of recommendations of the Sixth Central Pay Commission.

No. 7 (23):/E III - A/2007  
Government of India, Ministry of Finance, Department of Expenditure  
New Delhi, the 10th October 2008

### OFFICEMEMORANDUM

#### Sub : Grant of PLB and Ad-hoc Bonus to Central Government employees - revision of calculation ceiling.

Consequent upon recent amendment to Section 2(13) and section 12 of the Payment of Bonus Act, 1965 enhancing the calculation ceiling effective from 1-4-2006, the question of extending similar benefit to the Central Government employees has been under consideration of the Government. The President is now pleased to decide that the calculation ceiling for payment of Productivity Linked Bonus (PLB) and Ad-hoc Bonus to all eligible Central Government shall be as follows w.e.f. 1-4-2006 i.e. from the year 2006-07 onwards:

	Calculation ceiling	
	Existing	Revised
	(emoluments per month)	

PLB in Railways	Rs. 2500/-	Rs. 3500/-
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PLB in other Deptts/Organisations	Rs. 2500/-	Rs. 3500/-
Ad-hoc bonus for employees not covered by any PLB	Rs. 2500/-	Rs. 3500/-

2. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.
3. Hindi version of this Office Memorandum shall follow.

**(MADHULIKA P. SUKUL)**  
Jt. Secy. to the Govt. of India

## From the Desk of Secretary General

Reached Delhi on 16-9-2008.

### **PAY COMMISSION MEETING**

The Member (P) convened a meeting with two Federation to discuss the following issues:-

1. Modified 3 ACP Scheme, 2. Cadre Restructuring, 3. Supervisory Allowance, 4. Charge Hand in MMS, 5. Scale of Pay - System Administrators, Marketing Executives, 6. Scale of Pay - PO & RMS Accountants, 7. Nomenclature of PO Treasurers and Treasury Allowance, 8. The Scale of pay of Artisans,

The minutes of the above meeting will be published as soon as received from the Directorate.

### **MEETING WITH THE CHAIRPERSON, POSTAL SERVICES BOARD**

S/Sri T.N. Rahate, Shakeel Ahmed and SG FNPO met the Secretary, Posts and discussed the issue of cap on bonus and submitted a letter. The Secretary assured that the matter will be taken up with the appropriate authority.

### **MEETING WITH MEMBER (P)**

The SG FNPO met Member (P) and discussed the following issues:-

- i) Arrears for the temporary status employees.
- ii) Non-implementation of rotational transfer order in N.E. Circle.
- iii) Filling up of HSG II posts in Tamilnadu Circle.

The Member agreed to issue necessary orders on the above subjects.

### **ACP ACCEPTED**

Secretary-Generals of FNPO and NFPE and General Secretary of AIPEU, Sri K.V. Sridharan and Sri G.P. Muthukrishnan, Asst. GS NUPE C met at Chennai on 26-9-2008 and discussed two issues in depth.

1. Acceptance of 3 ACP, 2. Cadre re-structuring

In the meeting it was decided to get report from the concerned General Secretaries. After obtaining report on cadre-restructuring from General Secretaries, the Federations will finalise

the cadre-restructuring on each wing and present to the Directorate.

Formal letter accepting 3 ACP was submitted by the Federations on 29-9-2008.

### **BONUS:**

60 days bonus was declared on 30-9-08. Without removing the cap and ceiling. Our Federation has taken up the issue with the Minister immediately. Bonus ceiling revised Rs. 2500-Rs. 3500 orders issued by Ministry of Finance on 10-10-2008 orders published elsewhere.

### **CADRE REVIEW**

In a meeting held with Member (P) on 16th September, the above issue was discussed. FNPO was represented by Secretary General. General Secretary NUP IV, General Secretary NUR IV and Circle Secretary NUPE 'C' Punjab representing G.S.

On cadre review the Department was favourable to undertake a review. Some of the issues unsolved by the Pay Commission may now be taken. The official side wanted a proposals from the staff side. We agreed. In 1994 the department gave an approach paper on cadre review and the staff side responded. A similar paper from the Department now may be useful.

Even if agreement is reached on cadre review whether the nodal Ministries, DOP & T, Finance will approve it, is a moot point. Anyhow let us make an effort.

### **FEDERAL CONGRESS**

In view of the continuance of stay in Chennai High Court, the recognition of unions/ Federation is further delayed. Chances of getting recognition for one or two unions more are bright. Two All India Conferences are held in December 2008. It is therefore advisable to hold the Federal congress early in January 2009.

### **POSTAL ACCOUNTS**

In the meeting held on 16-9-08 it was informed that there is no proposal at present for reorganising postal Accounts.

# PAY COMMISSION OUTCOME - AN EVALUATION

The recommendations of the VI Pay Commission have been implemented.

## REACTION

When report was released there was total dissatisfaction and protests by employees, unions and trade union centres. On the other hand media branded it as "Bonanza" and erroneously put the benefit as 40% increase. Respecting the strong feelings, particularly from the JCM Staff side, the Cabinet made some marginal improvements.

## ISSUES OF DISAPPOINTMENT

There is justification for the criticism on the recommendations on:-

- Denial of minimum wage as determined by ILC.
- Allowances from 1-9-08 instead of 1-1-06.
- Payment of arrears in instalments.
- Bunching of some scales in one pay Band.
- Placing Group 'D' cadres in PBI with a 'hidden Agenda' for privatisation (contract) of Group 'D' work.
- Exclusion of full benefits of DA merger.
- Withdrawal of CCA.

## REALITY

On minimum wage it has to be admitted that no earlier pay commission conceded the demand.

The V CPC gave effect to the allowance from a prospective date. The matter went to Arbitration. Last time also arrears were paid in instalments. Rationalisation (reduction) of number of pay scales was done by every commission.

Bunching of scales in one pay Band is a cause for dissatisfaction. Non-recognition of TBOP by the Pay Commission also is unfortunate. In fact the situation is worse. Group 'D' to TBOP/LSG are placed in one PB (PBI) with slight difference in grade pay. The commission did not agree with the merger of DA with pay.

## POINTS TO REMEMBER

In the past (before 10% LSG, Time Bound Schemes) we have been demanding "Running Scale" to avert stagnation. The then commissions did not agree. The pay bands with elongated span is only substitute to "running scale".

The concept of "Grade Pay" is not new. The "Rank Pay" prevailing in the Army has been extended to civilians in a different way.

**G.K. PADMANABHAN, H.Q.SECY.**

## WELCOME FEATURES

The improvements made by the 'Cabinet Secretary Committee' are welcome. Rate of increment, increase in Transport Allowance by 4 times, Higher rate of Transport Allowance for lower grade staff, Dearness Allowances for Transport Allowance" Automatic periodical increase of Allowances, post-retirement benefits, placing BCR, HSG II/HSG I and Group 'B' in pay band 2, raising the minimum of PB 1 & PB 2. Rationalising the status of cities for HRA to our advantage, three promotions (ACP) and higher rate of children Education Allowances are other features to be welcomed.

## ANOMOLIES

Drivers postmen & Mail Guards were placed in the same scale (3050). Now postmen/Mail guards are placed in 3200 scale. Although the difference is only Rs. 100 in Grade pay, it is discriminatory. Bunching TBOP/LSG with all other lower cadres is a major anomaly. Workshop staff too, got a raw deal.

## OUR VIEW

Pay Commissions do not address all departmental problems. We urge:-

- i) Future Pay Commission should go only into wage determination, Principles of Pay fixation and common issues. Separate panels should examine the issues pertaining to major Departments like Railways, Defence and Postal and submit their proposals to the commission.
- ii) Separate commission for Army & Civil services are necessary to avert comparison.
- iii) A machinery for job evaluation is over due. In the absence of appreciation of Job contents it is difficult for the placement of various categories.

## CONCLUSION

In fine, the overall outcome of the Govt. decisions is satisfactory. The positive aspects should be recognised. Substantial increase in monthly emoluments, appreciable quantum of arrears are significant. Instead of looking at separate segments, the gains in totality should be taken into account.

Let us hope for a better future!

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