

F.N.P.O
NATIONAL ASSOCIATION OF POSTAL EMPLOYEES :: GROUP 'C'
NATIONAL UNION OF POSTAL EMPLOYEES :: POSTMEN & MTS
NATIONAL UNION OF GRAMEEN DAK SEVAKS

A.P CIRCLE :: VIJAYAWADA -13

To
The Hon'ble Secretary
Department of Posts :: India
New Delhi 110 001
On Camp at Vijayawada-13.

Respected Sir,

MEMORANDUM

Sub: Submission of Memorandum on important issues.

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On behalf of F.N.P.O Federation Circle Unions of N.A.P.E Gr'C', NUPE PM & MTS and NUGDS, would like to bring the following few important issues of staff of A.P Circle are submitted herewith for favour of kind perusal of the Hon'ble Secretary Sir and for taking necessary action to resolve the said issues at the earliest possible.

1. NON-ALLOTMENT OF SUFFICIENT FUNDS UNDER 'O.E HEAD':

Since nearly last one year, sufficient funds were not allocated under 'O.E.Head' which is causing severe problems at Lower levels which is leading to even unable to pay the cash conveyance/Mail Conveyance charges and also for payment from their wages to Part-Time Congent staff. Hence all the staff were comepledled to bear from them own packets and the poor contingent staff who depend wholly on our Department are suffering a lot with much financial crunches.

Hence it is requested to allocate sufficient funds under 'O.E Head' for smooth functioning of Postal Operations at lower level.

2. ALLOTMENT OF ADDITIONAL FUNDS TO MEDICAL/T.A. CATEGORIES:

At preset, lot of Medical/T.A bills are in pendency since long period due to non-availability of sufficient funds- particularly T.A bills of retired officials and Mail Overseers – pending years together.

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Hence it is requested to allocate additional funds for Medical & T.A bills at the earliest possible to clear all pendency.

3. NON-IMPLEMENTATION OF DIRECTORATE ORDERS ISSUED IN CONNECTION WITH Y.MADHAVA RAO CASE IN A.P CIRCLE:

The Directorate has issued instructions vide letter dated 07.10.2022 and further clarificatory orders vide F.No.02-17/2022-PAP dated 31.03.2023 by granting another opportunity for revision of option to come over to revised pay structure in accordance with Rule 5 and 6 of CCS(RP) Rules, 2016 keeping in view of D.O.E O.M.No.4-13/17-1C/E-II.A dated 12.12.2018.

But inspite of such clear and clarificatory orders, these orders have not been implemented anywhere in A.P Circle as it is learnt that the issue was again referred to the Directorate by the G.M(Finance), A.P Circle for want of further clarification.

Hence it is requested to issue suitable instructions to the G.M(Finance), A.P Circle for implementation of Directorate orders in true spirit.

4. SUPPLY OF NEW SYSTEMS IN PLACE OF CONDEMNED & UNSERVICEABLE SYSTEMS IN ENTIRE A.P CIRCLE:

As per the existing instructions, new systems have to be supplied in place of condemned & unserviceable systems which were under use for more than 5 years and became irreparable. But, in A.P Circle, the condemnation process has not been taken up at regular intervals- due to which staff are suffering a lot to perform their daily duties with the said outdated systems.

Hence, it is requested to supply sufficient new systems in A.P Circle in place of condemned & unserviceable systems.

5. REQUEST FOR ONE TIME GRANT OF RELAXATION TO GRANT OF HSG.II/HSG.I PROMOTIONS TO LSG/HSG.II OFFICIALS:

After implementation of Cadre Restructuring in P.A Cadre, all the LSG posts were almost completely filled up in A.P Circle. But, most of HSG.II/HSG.I posts were still remained vacant due to non-availability of eligible officials with qualifying service of 6 years in LSG to get HSG.I promotion 5 years service in HSG.II to get HSG.I promotion. Hence most of these posts are being manned by Time Scale PAs only which is severely affecting the efficiency in our Department due to the said in-experienced officials who were ordered to work in the said HSG.II/HSG.I posts.

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Further the Directorate orders issued in F.No.W-18/2/2022-SPN-1 dated 15.07.2022 which were issued clearly on the subject of 'Filling of vacancies and Recruitment Plan' only. But, in our A.P Circle those guidelines were misinterpreted as guidelines for officiating arrangement in non-upgraded HSG.II/HSG.I posts.

Hence it is requested to continue the present arrangement made with LSG officials in HSG.II/HSG.I posts and further requested to grant one-time relaxation to grant HSG.II/HSG.I promotions to LSG/HSG.II officials at the earliest possible for the purpose of smooth functioning of all Post Offices.

6. DISCONTINUATION OF SMRs/E.C.B MEMOs:

As per the present SAP technology, balances of SOs can be viewed at any level including HO/Sub Dn/Division. But Divisional Heads are insisting to supply of SMRs/ECB Memos and some Divl. Heads are even threatening the SPMs that Disciplinary action will be taken if they were not supplied in time. It is also learnt that in some Circles , like Karnataka, Tamil Nadu etc., have already issued instructions discontinuing the same. As all the SPMs are already suffering a lot with the heavy work load due to acute shortage of staff, it is requested to issue instructions to discontinue the SMRs/ECB Memos which can give a great relief to all the SPMs working at lower levels.

7.NON-PROVIDING A.M.C TO ALL SYTEMS/PRINTERS/UPSs/GENERATORS IN A.P CIRCLE:

Since last few years, no A.M.C was provided to systems/Printers/UPSs/Generators in A.P Circle which caused severe problems to the staff working in rural and remote areas where no technicians are available to the repairs of systems/printers/UPSs/generators which is severely affecting the day to day functioning of Post Offices and also inviting public complaints due to inefficient services with technology problems.

Hence it is requested to provide AMC to systems/printers/UPSs/Generators in A.P Circle on priority basis.

8.INORDINATE DELAY IN PAYMENT OF RETIREMENT BENEFITS TO THE RETIRED OFFICIALS IN A.P CIRCLE:

Inspite of existing instructions issued by the Department of Pension & Pensioners Welfare (DOP&PW) for processing and payment of Pension/Family Pension, gratuity, other retirement benefits uner Rule 63 and 76 of CCS(Pension) Rules,2021 in which clear time lines were prescribed, in A.P Circle payment of retirement benefits to retired officials were delayed by two to three months.

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Ministry of Finance, Dept. of Expenditure, % the Controller-General Accounts, New Delhi has again issued clear instructions vide No.TA-3-602/1/2020/TA.III/CS/902/23 Dt.01.06.2023 for timely payment of retirement benefits.

Hence it is requested to issue suitable instructions to all the concerned for timely payment of retirement benefits.

9.UNREALISTIC TARGETS IN OPENING OF ACCOUNTS AND OTHER B.D. ARTICLES IN A.P CIRCLE:

In A.P Circle, unrealistic targets in opening of different types of accounts, like SSA/MSSC/RD and other Savings accounts, were enforced on staff of A.P Circle, particularly since last one year- which is causing severe physical strain, mental agony inspite of Trade Union agitation programmes conducted under the banner of PJCA, A.P Circle. These targets were enforced not only on opening of new accounts and also other activities, like collection and posting of greetings on the occasions of birthday of Hon'ble Prime Minister of India, President of India, Chief Minister of A.P and also before and after getting Oscar Aard to Telugu movie 'R.R.R' which were exclusively implemented in A.P Circle only.

As a trade union, we are not opposing any targets, but the pressure put on staff by Circle Administration is unbearable. Hence it is requested to kindly do the needful in this regard.

10.IRREGULAR ORDERING OF COMBINATION OF DUTIES TO GDS OFFICIALS AND ALSO INRODINATE DELAY IN ISSUE OF LEAVE ORDERS TO GDS OFFICIALS DUE TO MISINTERPRETATION OF DIRECTORATE ORDERS IN A.P CIRCLE:

The Directorate has issued instructions vide memo. no. 17-31/2016-GDS dated 11.02.2022 on substitute arrangements in place of regular GDS/vacant GDS posts and further clarificatory orders were issued vide memo. dated 21.03.2022. As per the clarificatory orders (in para ii & iii dt.21.03.2022) in which it was clearly mentioned that 'the said O.M does not impose any ban on providing 'substitute' against short term or long term vacancies and the same instructions were issued again vide memo. dated 14.03.2023 also.

But, unfortunately, inspite of such clear clarificatory orders in many Sub Divl. Heads are imposing combination of duties in the nme of work load in clear violation of the Directorate orders. As per the orders issued by Directorate in implementation Kamlesh Chandra Committee Report, working hours of BOs were fixed as 4 hours. Hence the BPM was expected to stay in office for 4 hours.

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As all other GDS ABPMs will have to work for minimum 3 to 4 hours, imposing combination of duties seems to be not correct in any case.

Hence it is requested to cause issue of suitable instructions to all the concerned.

11. REQUEST FOR PROVIDING SUFFICIENT DELIVERY STAFF AT NDCs:

At present, the Delivery staff attached to N.D.Cs are not sufficient to meet the requirements to delivery of parcels being received to NDCs. The Directorate has issued to Circles vide Ir. no. 18-24/2019-PD dated 18.02.2020 to carry out the establishment review of Post Offices covered under NDCs so as to deploy justified delivery staff to NDCs. Further instructions were issued vide Directorate Ir. no. 16-01/2016-D dated 29.08.2016 and fuel reimbursement to Delivery Staff vide Ir. no. 18-02/2022/PD dated 06.05.2022.

But the above instructions were not implemented in A.P Circle which is causing severe hardships to the Delivery Staff working in NDCs due to non-providing of sufficient Delivery Staff. Further two wheelers/four-wheelers purchased/outsourced to NDCs are being used for other purposes than NDCs.

Hence it is requested to issue suitable instructions for augmentation of staff of NDCs in A.P Circle with justified staff for smooth functioning of NDCs of A.P.Circle.

12. DELAY IN SELECTION OF ^{depr}GDS COMPASSIONATE APPOINTMENTS:

In our A.P Circle, the selection of ^{depr}GDS compassionate appointments has been kept under pendency for more than one year. It is learnt that some cases were referred to the Directorate for want of clarification. Hence it is requested to issue to suitable clarificatory orders for the points raised by A.P Circle Office at the earliest possible.

13. REQUEST FOR GRANT OF N.F.G. PROMOTION TO SENIOR HSG.I OFFICIALS ON PAR WITH THEIR JUNIORS.:

The Directorate has issued orders vide memo. no. Q-25/2/2020/PE.I dated 05.08.2020 to grant NFG promotion to HSG.I Cadre officials who were merged to HSG.I from erstwhile Postmaster Grade III officials now HSG.I after merger are found senior to the officials who were promoted to HSG.I to HSG.I NFG earlier.

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In this connection, this is to submit that the very purpose of the above Directorate order dated 05.08.2020 is to grant NFG promotion to the senior HSG.I officials whose juniors were promoted to HSG.I NFG earlier.

But the very purpose of grant of promotion to seniors on par with their juniors was totally defeated as A.P Circle Office has issued orders as 'with immediate effect' vide memo. dated 30.09.2020 instead of granting NFG promotion from the date of assumption of charge of their juniors.

In this connection, General Secretary, NAPE Group'C' has addressed a lr. vide no. 1-11/HSG.I(NFG)2023 dated 22.02.2023. But the issue is still remained unsettled.

Hence it is requested to issue suitable instructions to A.P Circle for grant of HSG.I NFG promotion to the senior officials on par with their juniors.


REQUEST TO THE HON'BLE SECRETARY SIR

Hence, on behalf of FNPO Federation, all the Circle Unions of A.P Circle humbly request the Hon'ble SecretarySir to kindly look into the above important issues for an early settlement, for which act of kindness, our Unions shall remain ever grateful to you, Sir.

Thanking you, Sir.

Yours sincerely


CIRCLE SECRETARY
NAPE GR'C'


CIRCLE SECRETARY
NUPE PM&MTS
A.P CIRCLE


CIRCLE SECRETARY
NU GDS

Place:Vijayawada
Date :30.06.2023

Copy submitted to the Chief Postmaster General A.P Circle Vijayawada 520 013.