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RMS SENTINEL

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VINDICTIVE ATTITUDE OF THE CIRCLE ADMINISTRATION AGAINST THE OFFICE BEARERS OF NUR 'C'.

Of late, the Circle administration of West Bengal Circle started giving troubles to National Union Members who are facing the goondaism of the sister union for the last thirty years in the West Bengal Circle.

In the instant case, our Circle Union has decided to conduct the open session of Circle Conference at the AMPC building, Kolkata on 9-12-2013. Copy of the notice in the regard was sent to the Chief PMG, West Bengal Circle on 8-11-2013 and to the DPS and PMG (MM) on the same day.

Intimation letter was also given to Manager, AMPC Kolkata. The administration was silent on the Union's letter and they have not given any written intimation to the Circle Union about the objection in conducting open session at AMPC building till 5-12-2013.

On 6-12-2013, the Manager, AMPC intimated that the Circle administration has not approved holding of open session at AMPC building.

On 7-12-2013, the Circle office-bearers met officers in the Circle office and requested them to allow the conducting of open session only for two hours at AMPC building. Since the invitations have already been printed and sent to all the dignitaries, the changing of

venue of conference was not possible. For this, the administration did not agree.

Since the time was running out, the Reception Committee had no other alternative except to conduct the open session at AMPC building as was already decided on 9-12-2013. The open session was conducted under the Chairmanship of Sri. Sougata Roy, Member of the Parliament belonging to Trinamool Congress who had participated on the inauguration day of AMPC along with the MOS.

On 30-1-2014, the SSRM Kolkata RMS Division called for explanation from the Circle Secretary as to why the open session of the Circle Conference was held in the premises of AMPC Kolkata.

The Circle Secretary has replied on 6-2-2014 that open session was conducted at AMPC Building in peaceful manner without affecting any work in AMPC. All the mails were connected intime and there was no disturbance for mail movement to and fro AMPC. To this explanation, the SSRM has not satisfied. The SSRM has issued charge-sheet to the Circle Secretary under Rule 14 of CCS (CCA) rules on 27-3-2014. Under the pressures of the Circle administration.

On 31-3-2014, the Circle Secretary has submitted representation to the charge-sheet

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accepting the charges. After this date, there was no reaction on the part of the administration. On 29-4-2014, the administration ordered inquiry appointing IO and PO. The irony is that the Circle Secretary is retiring next day i.e. 30-4-2014.

Our union discussed the case with the Circle administration, they replied that the case filed against the Circle Secretary was based on the rules. To this point, our CHQ raises the following questions:

1. The Circle Reception Committee had given written letter to the administration on 8-11-2013 intimating the holding of open session of the Circle Conference at AMPC building. The open session was to conduct on 9-12-2013 and intimation was given on 8-11-2013. There was absolute silent nearly for 28 days. On 6-12-2013 only i.e. just before three days before the conduct of open session the administration intimated in writing about the denial of holding open session at AMPC Kolkata. The belated action of the administration resulted in provoking the union to stick to conduct the Conference at the venue which has already been decided.

It is clear that the administration has abetted the Reception Committee to commit unintentional mistake on the part of the Reception Committee.

ii. There was no complaint in the DR of the AMPC dated 9-12-2013 about the open session of the AIC. The Department wanted police report against the Reception Committee but the Police Department had given reply that there was no damage to the public mails and the meeting was conducted in peaceful manner. This shows that the Circle administration is inclined to finish NUR 'C' Office bearers through the help of the Police Department. But the Police Department refused to budge.

iii. After the above incidents, the administration want to issue charge-sheet under Rule 14 to the organisers of the Conference, though the charges did not come under the ambit of Rule 14.

iv. For the agrument sake, the case may fit for the Rule 14 proceedings. The administra-

tion should have issued Rule 14 charge-sheet immediately. But they issued Rule 14 charge sheet on 27-3-2014. That is, after a lapse of three months. This shows the ulterior motive of the Department.

v. For argument sake, the administration may tell that they needed time to collect materials for framing charge-sheet. The administration is bent upon to punish the NUR 'C' office-bearers under Rule 9. Therefore they delayed the issue of charge-sheet.

vi. The Circle Secretary has admitted his mistake on 31-3-2014. If the administration wants, they could have ordered inquiry immediately. But they ordered the Inquiry only on 29-4-2014 just before one day before the retirement of the Circle Secretary.

For the above, there was no answer from the Chief PMG and PMG till date. Hence it becomes crystal clear the Circle Administration is not showing any interest in the mail movement but they are only interested in provoking the union office-bearers to commit lapses one way or the other and in issuing charge-sheet to the office-bearers and keeping the organisation in silence in order to hide the Circle administration's mistakes. This is unfair, unacceptable, and anti-democratic.

In this connection, our CHQ want to point out recent judgment delivered by Madras High Court in February 2014 stating that holding of lunch-hour demonstration in the office premises cannot be understood as a mark of misconduct under the Rules. This judgment was given by Division Bench of Madras High Court. When the court of Law allows peaceful demonstration in the office-premises why the West Bengal circle administration prevented holding our meeting in AMPC building that too with sitting Member of Parliament of State ruling party.

On the above line, CHQ sent a letter to the Secretary, Dept. of Posts. We have not received any positive signal from the Department. The CHQ appeals to the members to kindly go through the above matter seriously and send your opinion how to conduct a struggle against this vindictive attitude of the West Bengal Circle Administration.

REPLY TO 7th CPC QUESTIONNAIRE

National Council (JCM) Staff side has finalized reply to the 7th CPC Questionnaire.

Our Federation has endorsed the views of the JCM Staff side.

1. SALARIES

1.1 The considerations on which the minimum salary in case of the lowest Group 'C' functionary and the maximum salary in case of a Secretary level officer may be determined and what should be the reasonable ratio between the two.

Any Commission which considers the question of emoluments for employees/workers should first be inspired by the implication flowing from the amendment to the preamble of our Constitution where-by the words "socialist & secular" were prefixed to the word "Republic", as also the Directive Principles of State Policy enshrined in Article 43 i.e. the state should endeavour to secure living wage for its employees/workers.

Group C is a skilled worker. MTS is the lowest category of Group C. The 6th CPC evolved the MTS by amalgamating some of the unskilled, semi-skilled and skilled functions without any scientific basis or logic. From the standpoint of the stipulation in the recruitment rules, eligibility criteria etc, MTS deserves to be categorized as a skilled worker. In practice, most of the departments have outsourced or contractorised the unskilled or semi skilled jobs leaving the MTS to cater to the requirements of the skilled functions.

Wage structure in civil service is to be determined on the basis of the computation of the minimum wage; fair comparison of wages elsewhere, growth in the economy etc. The living wage, which is a constitutional guarantee, has not been defined. The 15th Indian Labour Conference held in 1957 brought in the concept of "Need Based Minimum wage" on the basis of Dr. Aykhroid formula. The need based minimum wage is required to be provided for an unskilled worker whenever one is employed. The definition underwent minor changes, when the Supreme Court revised the norms later. Presently there are no unskilled regular employees' cadre in Government of India services. The Commission is required to first determine the need based minimum wage as per the Dr. Aykhroid formula and make necessary adjustment to determine the wages of MTS which is the lowest category in Government of India services. The co-relation of the wages of the skilled and unskilled worker at the lowest grade had always been of the order of 130%

for the skilled worker. The minimum of the pay of the MTS/SS has therefore to be determined at 130% of the need based minimum wage.

The minimum maximum ratio obtaining in different countries as per information gathered by V CPC was as under:

Malaysia	-	1:3
Sweden	-	1:4
USA	-	1:4
Britain	-	1:6
France	-	1:6.6
Indonesia	-	1:6.9
Australia	-	1:7.7
Thailand	-	1:9

However, the earlier Pay Commissions had adopted a ratio of 1:10. Since the minimum wage in the Central Government sector is no more related to an unskilled worker, this ratio must be proportionately changed to 1:8. If one is to take into account the fact that the Pay of Cabinet secretary, being the topmost Civil Servant is excluded by the 6th CPC, the ratio in reality between the minimum and maximum will be more than 1:9.

Therefore, so far as maximum salary in the case of a Secretary level officer is concerned the reasonable ratio between minimum and maximum salary may be taken as 1:8 and salary of Secretary level officer may be fixed by multiplying the minimum wage by a factor of 8.

1.2 What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level functionaries?

Salary for various levels of functions falling between the highest and the lowest level functionaries should be determined by applying the existing vertical and horizontal relativities which have been evolved over a time through various Pay Commissions.

In respect of special functionaries like Professionals and technocrats who normally prefer to work in the Private Sector and therefore either do not offer themselves for Government service or tend to leave it and go over to the Private

Sector, Instead of providing them the salary structure of Group A administrative post they may be granted a special Pay package.

Similarly semi-skilled workers engaged in hazardous activities like scavenging, maintenance of rail track, in Laboratories, Hospitals and handling chemicals, explosives etc. may also be considered for a special treatment.

2. COMPARISONS

2.1 Should there be any comparison/parity between pay scales and perquisites between Government and the private sector? If so, why? If not, why not?

There should be no comparison/parity between pay scales and perquisites between Government and the private sector for their functions and objectives are incomparable. While the private sector is motivated by the concept of maximization of profit, the requirement of quality service to public without any favour is the cardinal principle of governance. A civil servant is supposed to possess the qualities of being fearless, honest, appreciative of inherent difficulties, non-discriminatory between one citizen and the other; sense of equality; adherence to the rules and regulations etc.

However a "fair comparison with outside wages" is a principle which has been adopted world over for determination of wages of Civil (Government) servants and therefore at least at the bottom level, wages must be on par with the average minimum wage obtaining in selected Private/Public sector undertakings, subject to the condition that it should not in any case be less than the Need Based Minimum wage determined and quantified on the basis of norms adopted by the 15 ILC.

So far as perquisites are concerned no comparison with those obtaining in Private sector is possible except in the case of House Rent/ Travelling Allowances. Other perquisites in the Private sector have been granted on altogether different considerations.

2.2 Should there at all be any comparison/parity between pay scales and perquisites between Government and the public sector? If so, why? If not, why not?

Yes. For the sake of a fair comparison of wages especially in the background that some of the Government employees are called upon to perform in a hazardous situation as mentioned in reply to question No. 1.2.

2.3 The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of the Government is there merit in introducing a variable component of pay? Can such variable pay be linked to performance?

The concept of performance related pay structure was actually imported by the 6th CPC through the Pay Band and Grade Pay system. In the absence of an objective measurement criterion to evaluate the performance of individual officials and groups, the innovation was flawed right at the outset. The 6th CPC failed to recognize the fact that in Governmental set up, segmentalisation of functions into tiny units is next to impossible. In order to make the concept workable, the organization must be capable of finalizing clear cut targets both at the individual and group levels. This being difficult in most of the Governmental organizations, it is not desirable either to continue with the existing system or import or replicate what is done in the Public Sector Undertakings. This apart, it is pertinent to point out that most of the west European countries, which adopted the Performance pay related scheme in civil service in the hey-days of Thatcher-Reagan era subsequently discarded it as infeasible.

3. ATTRACTING TALENT

3.1 Does the present compensation package attract suitable talent in the All India Services & Group A Services? What are your observations and suggestions in this regard?

Generally the pay package in Government service at all levels is at a low level compared to the exorbitant pay packets provided by some of the Transnational Corporation in the private Sector. This has no doubt a deleterious impact on the quality of personnel recruited to Civil service, especially at lower levels. Since the Group A Service officers in Civil Service enjoy enormous power, perks privileges and an incomparable job security it has continued to attract talents. As mentioned elsewhere, while parity with the pay and perquisites with the private sector is neither desirable nor feasible, the Commission must ensure that the widening gap in this regard is taken into account as an important factor to be addressed. The element of statutory Pension is one very important and significant factor in attracting persons for Government service, which has been replaced with NPS. Therefore, the NPS

and PFRDA Act may be scrapped and statutory pension as a service condition may be restored.

3.2 To what extent should government compensation be structured to attract special talent?

Government may be required to requisition the service of personnel with special talents of professionals, Scientists, technicians and technocrats for specific jobs. The Commission may evolve a scheme for the recruitment and retention of such professionals, technocrats, technicians and Scientists with special pay packets and flexible service conditions.

4. PAYSCALES

4.1 The 6th Central Pay Commission introduced the system of Pay Bands and Grade Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC recommendations?

The Pay Band and Grade Pay system evolved by the 6th CPC in implementation of the concept of performance related pay structure in civil service, in our opinion, brought about a chaotic Pay structure. It did not serve the requisite purpose.

4.2 Is there any need to bring about any change?

Yes.

4.3 Did the pay bands recommended by the Sixth CPC help in arresting exodus and attract talent towards the Government?

No.

The Pay Band & Grade Pay structure has not prevented the highly qualified technocrats and professions to leave the Government in search of better career avenues in public and private sectors.

4.4 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be rationalized and if so in what manner?

It must be noted that the successive Pay commissions had reduced the pay scales only at the Group C and D levels. There is still scope to have further exercise in this direction where clear overlapping exists.

4.5 Is the "grade pay" concept working? If not, what are your alternative suggestions?

It is not working. We shall make our alternate suggestion in the matter in our memorandum.

5. INCREMENT

5.1 Whether the present system of annual increment on 1st July of every year uniformly in case of all employees has served its purpose or not? Whether any changes are required?

No. In fact the single date increment system has brought in anomalies, which were discussed at length at the National Anomaly Committee, without reaching an agreement. In our Opinion, the commission must recommend, for administrative expediency, two specific dates as increment dates. Viz. 1st January and 1st July. Those recruited/appointed/promoted during the period between 1st Jan and 30th June, will have their increment date on 1st January and those recruited/appointed/promoted between 1st July and 31st December will have it on 1st July next. This apart the Commission is required to specifically recommend that those who retire on 30th June or 31st December are granted one increment on the last day of their service.

5.2 What should be the reasonable quantum of annual increment?

The reasonable quantum of increment should not be less than 5% of the basic pay or the rate of increment agreed upon through bilateral discussion in the Banking industry, whichever is higher.

5.3 Whether there should be a provision of variable increments at a rate higher than the normal annual increment in case of high achievers? If so, what should be transparent and objective parameters to assess high achievement, which could be uniformly applied across Central Government?

Without defining the term "high achiever" and prescribing transparent and objective parameters to assess high achievement the system of variable increments at a rate higher than normal annual increments will be misused on subjective assessment of high achievements. For these reasons and for what we have stated in reply to question No. 2.3 the scheme of variable increment is not desirable.

5.4 Under the MACP scheme three financial up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. What are the strengths and weaknesses of the scheme? Is there a perception

that a scheme of this nature, in some Departments, actually incentivizes people who do not wish to take the more arduous route of qualifying departmental examinations/ or those obtaining professional degrees?

There should be 5 financial upgradation in MACP based on the departmental promotional hierarchy. The MACP scheme is required to be continued to motivate personnel at all levels and at all departments especially in those organizations, where normal promotional avenues are few and far between. Normal promotions are dependent upon the availability of vacancies at higher levels. The job requirement of certain organizations may not be capable of creating requisite number of higher level positions whereas it might need large number of personnel at lower levels. MACP alone can take care of that specific situation. The arduous route of career progression through examination and professional qualification, no doubt will be preferred if and if only such promotions are made available for the eligible candidates within a reasonable period of residency in the feeder cadre. Say two to three years.

No financial benefit accrues to a person who is promoted through the arduous route of examination or acquisition of professional qualification, when such promotion follows the financial upgradation under MACP Scheme. This has to be rectified by evolving a distinctly different financial benefit scheme on grant of actual regular promotion.

6. PERFORMANCE

What kind of incentives would you suggest to recognize and reward good performance?

We are against the system of incentives to reward good performance as this would only encourage favouritism and nepotism for the reasons stated to our reply to question No.2.3 and 5.2

7. IMPACT ON OTHER ORGANIZATIONS

Salary structures in the Central and State Governments are broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees of State Governments, municipal bodies, Panchayati raj institutions & autonomous institutions. To what extent should their paying capacity be considered in devising a reasonable remuneration package for Central Govt. employees?

Capacity of a Governmental organization to pay cannot be gauged only from the available resources but also its potential to raise resources. Wages cannot be determined on the single factor of capacity of the Government to pay. It must be noted that there are various State Governments in the country which pay better pay packets, perquisites and allowances to its employees than what is provided to the Central Government employees. Panchayati Raj institution, Municipalities, normally follow the salary structure of the respective State Governments. It is also to be noted that various State Governments do revise the wages of their employees once in five years. In any case the incapacity of the government to pay cannot be a justification to deny the minimum wage to workers and the salary structure based upon that concept, especially in the background that the government is to function as a model employer. It also cannot be an excuse for denial of wages on a fair comparison of the wages existing in the society which is evolved as a product of collective bargaining of the workers.

8. DEFENCE FORCES

8.1 What should be the considerations for fixing salary in case of Defence personnel and in what manner does the parity with civil services need to be evolved, keeping in view their respective job profiles?

No comments

8.2 In what manner should the concessions and facilities, both in cash and kind, be taken into account for determining salary structure in case of Defence Forces personnel.

No comments

8.3 As per the November 2008 orders of the Ministry of Defence, there are a total of 45 types of allowances for Personnel Below Officer Rank and 39 types of allowances for Officers. Does a case exist for rationalization/ streamlining of the current variety of allowances?

No comments

8.4 What are the options available for addressing the increasing expenditure on defence pensions?

No comments

8.5 As a measure of special recognition, is there a case to review the present benefits provided to war widows?

No comments

8.6 As a measure of special recognition, is there a case to review the present benefits provided to disabled soldiers, commensurate to the nature of their disability?

No comments.

9. ALLOWANCES

9.1 Whether the existing allowances need to be retained or rationalized in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be at a realistic level?

The existing allowances need to be retained and enhanced. They are at a realistic level having been evolved by successive Pay Commission over detailed deliberations.

9.2 What should be the principles to determine payment of House Rent Allowance?

The 11th CPC had recommended that Government should lay down appropriate HRA rates in different cities and town based not on population criteria, but on an actual assessment of prevailing level of rent in different cities and Towns. Alternatively, certain notional rents for different types of accommodation meant for officers and personnel of specified pay groups should be laid down for particular cities after studying the actual market rent in that city. The house rent allowance will have to be the actual rent payable by an employee in a particular location as reduced by 10% of basic pay being the amount factored in the computation of minimum wage.

10. PENSION

10.1 The retirement benefits of all Central Government employees appointed on or after 1.1.2004 are covered by the New Pension Scheme (NPS). What has been the experience of the NPS in the last decade?

We are of the considered opinion that the new pension scheme which came into existence for the employees recruited after 1.1.2004 must be scrapped. The old statutory pension scheme as was in vogue prior to 1.1.2004 must be made applicable to all Government employees irrespective of the date of their entry into Government service. The New pension scheme has in fact created a class within class amongst the Central Government employees which is discriminatory and impermissible. It is clearly in contravention of the dictum pronounced by the

Constitution Bench of the Supreme Court in *Nakara Vs Union of India* and therefore deserves to be rescinded.

10.2 As far as pre-1.1.2004 appointees are concerned, what should be the principles that govern the structure of pension and other retirement benefits?

The concept of modified parity introduced by the 5th CPC as a measure to reduce the financial implication must be replaced with the full parity concept as was made applicable for the personnel retired prior to 1.1.1986. In other words, the pay of every retired person must be re-determined notionally as if he is not retired and then his pension to be computed under the revised rules. This alone will protect the value of pension of a retired person.

5th CPC in their Para 127.6 has observed, "It needs to be averred emphatically that pension is not in the nature of alms being doled out to beggars. Senior Citizens (Retired Government employees) need to be treated with dignity and courtesy befitting their age. Pension is their statutory, inalienable, enforceable right & it has been earned by the sweat of their brow" Hon'ble Supreme Court, in its landmark Constitutional Bench judgement dated 17.12.1982 in the case of *D.S. Nakara Vs Union of India* ruled –

"A Pension scheme consistent with available resources must provide (adequate pension) so that the Pensioner would be able to live

i) free from want, with decency, independence and self respect and

ii) At a standard equivalent at pre-retirement level.

iii) Pensioners from payment of pension form a homogenous class. Different formulae affording unequal treatment cannot be adopted to compute their pension solely on the ground that some retired earlier and some retired later.

A comprehensive scheme of retirement benefit has been suggested by the stake holders both as an agenda in the National Council meeting of JCM and the meetings of SCOVA. The Commission is requested to consider the well thought out scheme formulated in those agenda and make recommendations to the Government, so that the pension and retirement benefits will really become meaningful for the retired employees. We shall elucidate the points in detail when we submit the memorandum to the Commission on retirement benefits.

11. STRENGTHENING THE PUBLIC GOVERNANCE SYSTEM

11.1 The 6th CPC recommended upgrading the skills of the Group D employees and placing them in Group C over a period of time. What has been the experience in this regard?

The then existing Group D employees, to the best of our understanding have all been trained, upgraded or promoted to function as skilled group C employees and they perform well and efficiently.

11.2 In what way can Central Government organizations functioning be improved to make them more efficient, accountable and responsible? Please give specific suggestions with respect to:

- a) Rationalization of staff strength and more productive deployment of available staff;
- b) Rationalization of processes and reduction of paper work; and
- c) Economy in expenditure.

Whatever rationalization effected so far by the Government had been through an unscientific and arbitrary executive fiat like the one issued in 2001 and which was kept operative till 2009. The said exercise only reduced the staff strength drastically. We are not aware of any rationalization or reduction in Group A cadres through this exercise even though the executive instruction covered all grades and cadres in the Government service. In fact there had been no rationalization but only reduction of manpower overburdening the existing workers and making most of the Departments difficult to perform perfectly. In our considered opinion, the 7th CPC must recommend to the Government to set up a Committee in each department with experts from outside the organization, the officials from within the organization and representative of the Unions of the respective department to study the functional changes taken place over the years, especially due to the induction of modern technology the new challenges and the best way to meet those challenges, reduction in paper work, customer satisfaction and economy in expenditure and make suggestions to the Government for their acceptance and implementation.

12. TRAINING/BUILDING COMPETENCE

To ensure that periodical professional training is imparted to all personnel to update the skills.

12.1 How would you interpret the concept of "competency based framework"?

No comments. This in fact is a matter which must be considered by an Administrative Reforms Commission rather than the Pay Commission.

12.2 One of the terms of reference suggests that the Commission recommend appropriate training and capacity building through a competency based framework.

a) Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?

b) Should it be made compulsory that each civil service officer should in his career span acquire a professional qualification? If so, can the nature of the study, time intervals and the Institution(s) whose qualification are acceptable, all be stipulated?

c) What other indicators can best measure training and capacity building for personnel in your organization? Please suggest ways through which capacity building can be further strengthened?

In our opinion in-service training is the best course for skill development.

13.1 What has been the experience of outsourcing at various levels of Government and is there a case for streamlining it?

Outsourcing of Governmental functions per se is undesirable and must be stopped.

The experience has been sheer duplication of work by existing regular employees and deterioration of efficiency in public service. It encouraged rampant corruption and endangered the quality of service, safety and security of the organization.

13.2 Is there a clear identification of jobs that can be outsourced?

No. for reasons stated in reply to question No. 13.

14. REGULATORY BODIES

No comments.

14.1 Kindly list out the Regulators set up under Acts of Parliament, related to your Ministry/ Department. The total number of personnel on rolls (Chairperson and members + support personnel) may be indicated.

No comments. The reply has to be given Government Departments.

14.2 Regulators that may not qualify in terms of being set up under Acts of Parliament but perform regulatory functions may also be listed. The scale of pay for Chairperson /Members and other personnel of such bodies may be indicated.

No comments. The reply has to be given Government Departments.

14.3 Across the Government there are a host of Regulatory bodies set up for various purposes. What are your suggestions regarding emoluments structure for Regulatory bodies?

No comments.

The 25th circle conference of Kerala Circle was held in Pathanamthitta from 04-05-2014 to 06-05-2014 the following as office bearers elected unanimously for the period 2014-16. In the presence of General Secretary

President:	Shri .A.N Ayyappan
Vice presidents:	1) Shri. Philip Mathew 2) Shri. S. Ravindran 3) Shri. S.M.Nazeer 4) Shri. A. Velayudhan
Secretary:	Shri. D. Christudas
Asst. Secyrs:	1) Shri. P.K.Muraleedharan 2) Shri. P.Navin Paul 3) Smt. N.Savithri Amma 4) Shri. V.N Sivaraman
Org. secreys:	1) Shri. K.A. Abdul khader 2) Shri. A.P.Sankaran 3) Shri. E.P.Muralimohan 4) Shri. P.J.Ashok kumar
Treasurer:	Shri. D. Padmakumar
Auditor:	Shri. K.Vijayakumar

15. PAYMENT OF BONUS

One of the terms of reference of the 7th Pay Commission is to examine the existing schemes of payment of bonus. What are your suggestions and observations in this regard.

The present system of Productivity linked bonus is the product of bilateral agreements and cannot be changed through unilateral decisions. What is needed is that the Government must issue necessary guidelines to enable all departments to enter into such bilateral agreements with their staff unions so that the adhoc bonus system presently in vogue in many departments could be abolished. This apart, the Commission must recommend that PLB, being an incentive scheme in nature, must be computed on actual pay of an employee instead of the notional emoluments.

DIVISIONAL CONFERENCE

Divisional Conference of MMS Delhi was held on 5-4-2014. Sri Devendra Kumar, C.S. participated in the Conference. The senior Manager, Sri H.D. Shahoo addressed the conference. Sri Rajeshkumar was re-elected as Divisional Secretary.

THANKS

Sri Jagdish Prasad III Divisional Secretary of NFPE R III Delhi Stg. Dn. Donated Rs. 500/- for CHQ on his retirement date.

Our CHQ thanks for his generosity.



SUBSCRIPTION

The Monthly subscription will be Rs. 40/- from 1-7-2013. The Monthly subscription shall be allocated as under: Branch Rs. 8.00 Division Rs. 10.00 Circle Rs. 10.00 CHQ Rs. 12.00 Federation Quota Rs. 1/- for member will be paid proportionately based on the quota received by the CHQ directly to Federation.

SRI PAWAN KUMAR

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**MEETING OF COMMITTEE CONSTITUTED ON CADRE RESTRUCTURING
OF GROUP C EMPLOYEES HELD ON 28TH APRIL 2014 IN ROOM NO. 347-D,
DAK BHAWAN, SANSAD MARG, NEW DELHI.**

RECORD OF DISCUSSIONS

The Committee constituted by the Department on cadre restructuring of Group 'C' employees vide No. 25-04/2012-PE I dated 23rd Oct. 2013 held its final discussions on 28th April 2014 at 11.00 hours under the Chairmanship of Shri V.P. Singh, DDG (Personnel). The following were present:-

OFFICIAL SIDE

1. Shri V.P. Singh, DDG (P) – Chairman
2. Shri Alok Saxena, Secretary PSB – Member
3. Ms. Trishalijit Sethi, DDG E Member
4. 4. Sh. Surender Kumar, ADG (PCC) – Member Secretary

STAFF SIDE

1. General Secretary, AIPEU, Group 'C'
2. General Secretary, NAPE, Group 'C'
3. General Secretary, AIRMS & MMS, Group 'C'
4. General Secretary, NU RMS & MMS, Group 'C'
5. General Secretary, AIPEU, Postman & MTS
6. General Secretary, NUPE, Postman & Multi-Tasking Employees.

2. The Committee had earlier met on 27th November 2013, 4th & 5th February 2014 and had detailed discussions.

3. The representatives of the Staff side informed that Postal Assistant cadre officials are getting promotions in promotional hierarchy to Grade pay of Rs. 2800/- (PB-1) in Lower Selection Grade at a time when they are already placed in the Grade Pays of Rs. 4200/- (PB-2) or Rs. 4600/- (PB-2) on award of

financial upgradation(s) under MACPS. Taking note of this factual position and detailed discussions, the following recommendations in respect to the cadre restructuring of Group 'C' employees were agreed to:-

a. The post of SPMs in Single Handed Post Offices and Double Handed Post Offices will be placed in the Grade Pay of Rs. 2800/- in the Pay Band PB-1.

b. The post of Sub Postmasters in Triple Handed Post Offices and all other existing norm based LSG Posts in Post Offices will be placed in the Grade Pay of Rs. 4200/- in the Pay Band PB-II.

c. All existing posts in HSG-II will be placed in the Grade pay of Rs. 4600/- in the Pay Band PB-II along with the existing HSG I posts.

d. After the implementation of the above restructuring, the officials in the grade pay of Rs. 4600/- who have completed 2 years of regular service, will be granted the Grade Pay of Rs. 4800/- in the Pay Band-II on non-functional basis after following the usual procedure of non-functional upgradation(s).

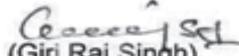
e. Cadre ratio as per the agreed position mentioned at (a) to (d) above, will be worked out and the ratio so worked out will be replicated to the SA cadre of RMS, PA cadre of Circle & Administrative Officers as also to the PA cadre of SBCO.

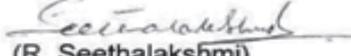
f. In respect of Postmaster Grade I, Grade II and Grade III Posts, once the recommendations of this committee are implemented, the matter will be examined in the light of the same.

g. In the light of peculiar situation of Postman/Mail Guard Cadre where the work for bulk of the cadre continues to remain the same, as a special case the Committee recommends the ratio as worked out in pursuance of (e) above may be considered for implementation for these cadres as well and that the cadre so restructured may concurrently get the benefit of MACP also.

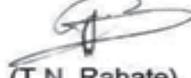
h. MTS being a common cadre in all Central Government Ministries/Departments will be extended the same benefits as commonly decided for them.

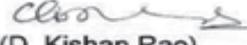

(M. Krishnan)
General Secretary
AIPEU Group 'C'
(NFPE)


(Giri Raj Singh)
General Secretary
All India RMS & MMS
Employee Union, Group 'C'
(NFPE)


(R. Seethalakshmi)
General Secretary
AIPEU Postmen &
Group 'D'/MTS
(NFPE)

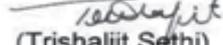

(D. Theagarajan)
General Secretary
National Union of RMS &
MMS, Group 'C'
(FNPO)


(T.N. Rahate)
General Secretary
National Union of Postal
Employees, Postmen &
Group 'D'/MTS (FNPO)


(D. Kishan Rao)
General Secretary
National Association of
Postal Employees,
Group 'C' (FNPO)


(Surender Kumar)
ADG (GDS/PCC) &
Member Secretary


(Alok Saxena)
Deputy Director General
(PMU)/Secretary PSB


(Trishaljit Sethi)
Deputy Director General
(Establishment)


28/4/14
(V. P. Singh)
Deputy Director General (Personnel) &
Chairman

APPEAL TO CIRCLE SECRETARIES

The 7th CPC has fixed 30th June 2014 as last date for submission of Memorandum for cadre-wise. Circle Secretaries/Divisional Secretaries / Branch Secretaries / Individual members are requested to send their views to my Email ID on or before 10th June 2014. The report will be finalized in consultation with AIRMS & MMS Gr. C on 15th June 2014. Please conduct General Body Meeting if necessary in your Division.

READY RECKONER ON STANDARDISATION OF MAILS

Standardisation basically involves two issues concerning a Mail piece:

Physical Attributes
Address Elements

PHYSICAL ATTRIBUTES

1. Size of letter (Specifications)

Specification for letter Mail

Letters	Minimum	Maximum
Dimensions (W & L) with 2 MM Tolerance in width & length	90 X 140 mm	165 X 245 mm
Thickness (Uncompressed)	0.15 mm	5mm
Weight	3.27 gms	50 gms
Paper	60 gsm	140 gsm
Card	110 gsm	500 gsm
Window Paper	35 gsm	80 gsm

Specifications for Speed Post and Registered Mail

Letters	Minimum	Maximum
Dimensions (W & L) with 2 MM Tolerance in width & length	90 X 140 mm	165 X 290 mm
Thickness (Uncompressed)	0.15 mm	5mm
Weight	3.27 gms	50 gms
Paper	60 gsm	140 gsm
Card	110 gsm	500 gsm
Window Paper	35 gsm	80 gsm

Specifications for Flats

Falt Mail	Minimum	Maximum
Dimensions (W & L)	90 X 140 mm	260 X 380 mm
Thickness (Uncompressed)	1 mm	30mm
Weight	5 gms	2000 gms
Paper	70 gsm	140 gsm
Window Paper	35 gsm	80 gsm

2. Filling (of envelope)

Uniform throughout the envelope

There should be very little loose portion in the envelope

Gumming of Window should be proper

Issue of improper filling adversely affects even the manual sorting.

3. Stapling

Mail Piece should not be Stapled or Pinned anywhere

4. Texture of letter

Texture of letter depends upon paper quality of envelope.

>85 gsm for articles less than 170 mm long

>100 gsm for articles of length 170 to 245 mm

5. Gumming / Pasting

Apply the gule only on the flap and ensure that it does not come onto the body of the envelope

Entire flap on the envelope is sealed and there is no un-gummed portion causing flap to open up

One envelope should not be stuck with other envelope

6. Window Paper

Paper Quality of Window should be >35 upto 45 gsm for big window

7. Colour of envelope

As far as possible WHITE coloured envelopes should be used.

8. Pre-printed blocks and pictures on envelope

There should be no or least advertisements or pictures on front side of the envelope

ADDRESSELEMENTS

1. Address format

Use Laser printer for printing the address block

Avoid using Dot Matrix Printers

Adopt Direct Printing of Address on Articles as the LSM cannot support skew more than 15 deg.

DONOTUSEADDRESSLABELSPASTEDMANUALLY

Address format should be proper viz.

Addressee Name

Premise Number/Name

Sub Locality/Street/Colony

name

Locality name

City/Town

State-PINCODE (Six Digits)

Incorrect Address (Example)

First Line	Shri Neeraj Prakash Sharma
Second Line	A-1/14, Adarsh
Third Line	Nagar, Najibabad
Fourth Line	246763, District Bijnor, UP

Correct Address - (Example)

First Line	Shri Neeraj PrakashSharma
Second Line	A-1/14, Adarsh Nagar
Third Line	Najibabad
Fourth Line	District - Bijnor,
Fifth Line	Uttar Pradesh - 246 763

2. Preferred layout of address block



3. Preferred layout of address element on an envelope with widow



4. Preferred layout of address element on an envelope with window with EMS/RL barcode and 2-D barcode



5. Sender's Address

It should be written on the back side of the mail piece in the top centre

Specifications of 2D Matrix code

Parameter description	Specification
Symbology	Data Matrix code
Symbology specification	ISO/IEC 16022
Symbol format	36 x 36 modules
Data capacity	127 alpha numeric characters

Module size 0.5MM = 20MI
(height and width of a single code element)

Code size incl. quiet zone 20mm

Quiet zone 2x module size

print quality Grade 3 or better according to ISO/IEC 15415

print colour Black

Data contents

Character	Content	description
0-1	N	Country code (according to ISO 3166, Alpha-2) for indian 2 D Matrix code
2-4	PIN	Identification of PIN-Code
5-6		2 character destination country code (according to ISO 3166, ALPHA-2)
7-12		6 DIGIT pin cODE
3-17		5 Digit PIN code + code or PO Box number
18		P.O.B. IDENTIFIER (1 for PO Box PIN code and 0 other)
19-126		Contents at user disposal and subject to above specification

Specifications of EMS barcode

Parameter	Description	Specification
Symbology		Code 39
Symbology specification		ISO/IEC 16388
UPU - Specification		UPU S 10-4; approved on 09.02.1999
Reference		UPU S2-4; approved on 03.02.2004
Minimum module width		≥ 0.225 mm = 8.85 ml (The width of the smallest element on the barcode)
Minimum module height		≥ 9 mm, recommended ≥ 12 mm (as specified in UPU S2-4, referenced in UPU S10-4)
quiet zone		10 x module width (left & right) 2 x module width (top & bottom)
print quality		grade 3 or better according to EN ISO/IEC 15416
print technique		Laser printer or equivalent
print colour		black, non-reflecity
background		Plane, light, non-reflective surface: Minimum reflectance Difference/contrast : 50% (UPU, S28-3, approved 19.4.2005)
Check digit		the S10 check digit is mandatory for all types of bar codes (deviation of the S10-4 standard for registered mail codes).

DEPARTMENTAL ORDERS

Subject : Admissibility or otherwise of special allowance to the PO & RMS Accountants, promoted under MACP/TBOP/BCR schemes-Reg.

(No. 25-02/2001PE-I dated : 20-03-2014)

Attention is invited to para-3 of this Directorate letter No 1-02/2011-PAP dated 28/31-08-2012 vide which recommendations of Santosh Gauriar Committee were given effect from the date of issue of the OM. 2. The issue has been reconsidered and it has now been decided to give effect to the OM from 1st September, 2008 (date of commencement of MACP Scheme). However, the same will not be admissible to TBOP/BCR officials prior to 1-09-2008. (F.No. 1-02/2011-PAP dated 21-03-2014) Subject : Merger/de-merger of IPO/IRM Cadre & minimum working experience about Postal/RMS Wing before promotion to Asstt. Supdt/Supdt. Cadre

Kindly refer to this office letter of even number dated 09-09-2013 vide which instructions were issued that a minimum working experience in both Postal as well as RMS wings would be required for ASPs and IPOs before their next promotion.

2. After the issue of the above instructions, this Directorate started receiving representation from the Union of IPOs and ASPs as well as from various Circles explaining the difficulties/problems faced in implementing these orders as there was a huge difference in the number of posts in Postal & RMS wings and the Circle administration found it difficult to accommodate the officers for the mandatory service of 2/3 years especially in RMS.

3. The matter was therefore re-examined. The comments of all HoCs were also invited on the problems being faced by the Circles while implementing the aforesaid instructions. After examining the views/ comments received from the Circles. It has been decided, with the approval of the Competent Authority, to withdraw the Instructions, Issued vide this office letter even number dated 09-09-2013

4. However, Circles should ensure that before promotion to PS Group 'B' an IPO/ASP is given experience of working in both the wings i.e. Postal and RMS, as far as practicable.

Sub.: Regarding reporting death cases promptly to this office.

(No. C-14016/97/2012-VP dated : 20-03-2014)

I am directed to refer to rule 676 of Postal Manual Vol. II wherein it has been stipulated that whenever any unusual or important occurrence affecting the Department or any member or employee of it or other property of the Department takes place it should once be reported by Telegram/E-mail/Telephone to the Director-General and Head of the Circle by the responsible officer concerned.

2. But it has been noticed that the Circles/Regions are not following the above instructions properly by reporting the death cases promptly to this office.

3. It is therefore, requested that in future please ensure that the death cases should be reported to this office promptly.

4. This issue with the approval of competent authority.

Sub.: Processing of cases under Rule 9 of CCS Pension Rules and cases where reports in prescribed proforma to be submitted to CVC regarding.

(No. C-32016/09/2004-VP dated 20-03-2014)

At present the cases relating to Rule 9 of CCS Pension Rule 1972 are being submitted by the Circles to the Directorate in 13 folders. These cases are dealt with by VP Division in respect of non-gazetted officers and Vigilance Division in respect of gazetted officers. It is seen while processing the cases that they are incomplete for wanting information or incomplete details which results in delay in processing the cases.

Hence it has now been decided that the Circles will not submit such cases in normal course by post. All Rule 9 cases and vigilance complaint cases in which CVC has desired investigation report in the prescribed proforma circulated vide Directorate letter No. 4-18/2009-Vig. Dated 24th September 2009 should be submitted by hand through a responsible officer once in a quarter by fixing up prior appointment. This cases would be accepted under Single Window System after checking up the completeness and correctness of the case. In case of any discrepancy or omissions, those will be listed out and the files would be returned without acceptance. CVC cases and Rule 9 cases of gazetted officers will be similarly dealt with by the Vigilance Division. However, if there are cases in the middle of a quarter requiring urgent processing or number of cases ready for submission are three or more then such cases can be brought after fixing up appointment with Director (Vigilance Petition) and Director (Vigilance). These measures would be effective w.e.f. 1st April, 2014.

This has the approval of Secretary (Posts)

Subject: Beat code in address database.

DO. NO.19-1/2012-D dated 20.03.2014)

This is regarding introducing the twin concept of building address database and inclusion of Beat-code in address database to prepare for a paradigm shift in mail processing from manual to-automated environment. As you are aware, the AMPCs were installed in Delhi and Kolkata in 2012-13. The 12th Plan scheme of the Department proposes to set up AMPCs in Mumbai, Chennai, Bangalore and Hyderabad. With the commissioning of six AMPCs in the metro cities, Department of Posts will be able to put in place a mail-grid which would allow processing of mail of AMPC cities and the adjoining towns and cities.

2. Beat-sorting through the automated machines can be a critical value addition in our endeavour to expedite mail sorting and delivery. Sustained efforts by the Department have resulted in PIN code gaining wide acceptance and time has now come to introduce beat-code in the addressing system so that beat-level sorting can be done by the machines thereby providing beat sorted mail to postmen in delivery offices.

2.1 Currently the numbering system of beats in any delivery office is tentative which needs to be properly defined so that the beat-code along with the PIN code uniquely identifies every beat of a post office. In the present set up, no post office has more than 99 beats, so two digits ('XX') would be sufficient to identify a beat. The additional two digits representing a beat would be appended to the PIN code as the seventh and eighth digit to form an eight-digit code, of which the last two digits identify the beat. For instance if a post office bearing PIN 600006 has 23 beats, the beat-codes for the office would be 60000601 to 60000623.

3. There is also a need to create awareness about the concept of beat-coding among the general public and also amongst the postman staff, explaining the rationale and the benefit beat-coding brings in terms of speed and accuracy in mail processing. The Circles may, therefore, take immediate action:

(a) Freeze and assign unique code to each beat on the lines mentioned in Paras 2 and 2.1.

(b) Conduct awareness drive among the staff and general public, especially the/bulk and business customers to begin with.

4. The concept of beat sorting goes hand in hand with another activity, namely building Address Database of deliverable address so that machines can sort to the level of walk sequence of the postman. The exercise of building Address Database has already commenced in 20 cities and an additional 25 cities are identified for the purpose in 2014-15. The exercise of building Address Database should be monitored by the Circle Head in the monthly meeting of Divisional Heads to ensure the task is completed in due time.

4.1 The address data can be used for beat-sorting by the machines till the concept of beat-code in addressing system, gains acceptability amongst the customers. This can be achieved by tagging the addresses data with the beat-code so that machines can sort to beat-level based on the beat-code assigned to the addresses. The NIC software may be modified to provide the option of appending beat-code and sequential arrangement of address within a beat. Once this functionality is provided by NIC, all cities will have to provide beat code and arrange the address sequentially within the beat. In the meantime, the 6 Metro cities where AMPC has been installed /will be shortly installed will update the existing address database as per directions given above within 30 days. 5. I would request you to initiate necessary action in this regard at the earliest and keep me informed in the monthly report on the progress made in beat mapping and address mapping in the Circle.

Subject: Granting exemption from attending mandatory 3rd Mid-career training to officials suffering from chronic illness who are above 55 years of age-reg.

(No.4-3_/2000-Trg dated : 11-11.2013)

A reference was received from Director of a PTC and General Secretary of a Service Union raising the

matter that generally when officials are deputed for training, at the stage of 3rd Mid-career training for operative line staff; some of them happen to be suffering from serious ailments due to age factor. In certain cases, trainees were required to be hospitalized by the PTCs. Sometimes, such officials had to be relieved from PTCs without completion of training. This adversely affects training activities and results in wastage of precious training hours of other participants and faculty as the teaching-learning process is thrown out of gear. At times, arrangement for stay and accommodation to family members of such officials are required to be provided by PTCs. In the recent past, two trainees passed away during the course of training at two different PTCs.

2. The matter has been examined by this office and it is observed that as per the Postal Training Policy, 2012, one has to undergo mandatory Mid-career trainings. The purpose of all trainings is to equip officials to handle higher responsibilities effectively. However, an ill person cannot concentrate on learning. In this regard usual standing instructions are normally enclosed with training calendars, issued by PTCs to Circles, wherein it is invariably mentioned that officials suffering from any serious disease may not be deputed for training till their health improves. Similarly, lady candidates who are in the family way and at advanced stage of pregnancy and lady trainees having very young babies may not be deputed for training till their situation improves. Therefore, there cannot be any blanket exemption from Mid-career trainings, however, are needs to be exercised to not to nominate any employee who is not in a fit condition at that time to undergo training.

3. The Divisional Heads/nominating authorities must realistically assess the fitness of employees and should give due weightage to medical certificate, if any, submitted for not deputing them for training. Such officials should be deputed for training as and when controlling authorities find them fit for it.

4. Directors of PTCs are advised that in case they notice any official, who is unwell 3rd unfit to undergo the training, then after assessing the employee's condition, including taking medical opinion wherever required and considering the written request, if any, of employee (trainee), they may relieve such officials on the first day of training itself or during the course of training, as the case may be, intimating the reasons of such relief to controlling authorities of the officers (who made the nomination) for necessary action. While relieving such officials, all assistance must be given by PTCs for their safe and comfortable journey back to their place of work/residence.

5. Directors, PTCs may report such cases in monthly report to Training Division, Postal Directorate to take up the matter with HOCs for corrective action.

6. The above instructions may kindly be conveyed to all concerned/Divisional Heads in the Circle to consider and decide nominations accordingly.

MAY - 2014

RNI No.43028/85

Regd. No. DL(ND)-11/6030/2012/13-14

GENERAL SECRETARY'S LETTER

Reached Delhin on 28th April 2014.

CADRE RESTRUCTURING AGREEMENTS SIGNED

At last after protracted discussions, the Department agreed for the cadre restructuring. But the staff side is not fully satisfied. However best possible settlement was reached. Details of the agreement are printed elsewhere.

The salient features of the agreement are as follows.

1. Number of LSG Posts will increase from 8% to 22%
2. Number of HSG II posts will increase from 2% to 12%
3. Number of HSG I posts will increase from 1.5% to 4%
4. After completion of two years in the post of HSG I, the official will be promoted to 4800 Grade pay (non-functional basis).

This ratio is applicable to Postal, RMS Circle office and SBCO.

Further Postmen and Mail Guards will get same ratio of promotion.

But it is not final and it has to be approved by the Postal Board, DOP & T and Finance Ministry.

The staff side is determined to take all efforts to get the proposal implemented at an early date in respect of Postmen & Mail guards.

GLORIOUS SILVER JUBILEE CONFERENCE OF FNPO AFFILIATES, KERALA CIRCLE

The 25th Circle Conference of National Unions affiliated to FNPO was held in Pathanamthitta from 4th May to 6th May 2014. Sri Ramesh Chennithala, Hon'ble Minister for Home, Kerala State

inaugurated the Conference by lightening the traditional lamp. Sri Anto Antony, Hon'ble MP Pathanamthitta delivered key-note address.

The following addressed the open session

S/Sri 1. D. Theagarajan, 2. D. Kishen Rao, 3. P.U. Muralidharan, 4. K. Sivadasan, 5. Sham suddin, INTUC President, Pathanamthitta

On 5th and 6th May 2014, the subject committee meeting was held in the same venue. The SG FNPO addressed the P3, R III, R IV, and GDS subject committees on 5th and 6th May 2014.

A Trade Union conference conducted in the evening of 5/5/14. Sri.A Shamsudheen (President INTUC District Committee), presided over the function, Sri P Mohanraj President DCC Pathanamthitta inaugurated the conference. O K Divakaran, Johnson Avokkaran, K M Antony, P K Gopi (INTUC District Secretary), B S Venu, P S Vinodkumar (NGO Association) addressed.

After successful completion of the agenda, a closing ceremony was conducted at 12.30 PM on 6/5/14. This was inaugurated by Sri. Mohanraj. Sri. Johnson Avokkaran presided over the function. D Theagarajan, D Kishan Rao, P U Muralidharan, D Krishthudas, Smt Chanthi veda Singhe, and P S Vinodkumar spoke on the occasion. Johny Joseph delivered the welcome speech while T V Vinayan delivered the vote of thanks.

The Pathanamthitta FNPO affiliated unions made excellent arrangement for boarding and lodge.

List of new office-bearers of R III union published elsewhere.

With regards,

Yours Fraternally,
D. Theagarajan, General Secretary

**Please visit our website : www.fnpo.org for day-to-day news.
E-mail : theagarajannachi@hotmail.com**

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