



RMS SENTINEL

Editor : D. THEAGARAJAN

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March 2011

**NATIONAL UNION OF RMS & MMS
EMPLOYEES GROUP 'C'**

**18th All India Conference
10nd-12th March 2011
Puducherry**

K.R.

**Dedicated to our Beloved K.R.
Draft Biennial Report
&
Audited Accounts**

NOTICE

Ref : 1/AIC/2010

Date : 27-12-2010

It is hereby notified that 18th All India Conference of National Union of RMS & MMS Employees, Group 'C' will be held at Sri Kala Marriage Hall, East Coast Road, Kotakuppam 605 104 from 10th to 12th March 2011.

The following shall be the Agenda :-

1. Adoption of Report on activities for the period 1-11-2008 to 31-1-2011.
2. Adoption of Audited Accounts for the year 2008-2009, 2009-2010.
3. Organisational Review.
4. Financial Review.
5. Membership Verification
6. Functioning of RJCM/Departmental Council
7. Negotiating machinery

COMMON PROBLEMS

1. Common demands of CG Employees
2. Ban on creation of Posts
3. Medical Insurance Scheme
4. Non-implementation of pending arbitration awards
5. MACP and Anomalies
6. Departmental anomalies
7. Bonus

RMS PROBLEMS

1. Terms of reference on Mckinsey & Co.
2. Speed Post Hub

3. Creation of AMPCs
4. Cadre Re-structuring
5. Strike Programme
6. PO & RMS Accountants
7. Franchising / Outsourcing

MMS Problems

1. Re-structuring of MMS cadres
2. Driver's Problems
3. Artisan's Problems
4. O.AS Problems
5. PMA/TPA Problems
6. Privatisation
7. Outsourcing

POLICY AND PROGRAMMES

- * Resolutions
- * Election of office-bearers
- * Venue of the next AIC

(D. THEAGARAJAN)
General Secretary

A copy of this Notice is issued to :

1. All Branches / Divisions / Circle Secretaries
2. The Secretary, (SR Sec.), Dept. of Posts, New Delhi 110 001.
3. All Heads of Circles
4. Secretary-General FNPO

(D. THEAGARAJAN)
General Secretary

AGENDA

1. Adoption of report on activities for the period from 1-11-2008 to 31-1-2011
2. Adoption of audited accounts for the year 2008-2009 and 2009-2010.
3. Organisational Review
4. Financial Review
5. Verification of Membership
6. Relationships
7. Negotiating Machineries

COMMON PROBLEMS

1. Anomaly of Pay Commission
2. Bonus.
3. Problems pending in Departmental Council and JCM
4. Stalemate in HSG-I & HSG-II posting.
5. Relaxation appointments.
6. CGHS
7. Screening Committee

RMS PROBLEMS :

1. Nomenclature of RMS.
2. Re-structuring of RMS.
3. Premium Services
4. Non-payment of OTA
5. Statutory punishment for non-performance of OT duty.
6. Re-deployment of Mail Guards in Mail Agent's section.

MMS Problems :

1. Restructuring of MMS Cadres
2. Introducing contractual work in Driver's post.
3. Problems of
 - i) Drivers
 - ii) Workshop Staff
 - iii) Tech. Postal Machine Assts.
- * Policy & Programme
- * Resolutions
- * Election of Office Bearers
- * Venue of next AIC

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FNPO

National Union of RMS & MMS Employees Group 'C'

Eighteenth All India Conference, Puducherry

10-03-2011 to 12-03-2011

Report on Activities

Central Working Committee of National Union of RMS & MMS Employees Group 'C' has pleasure in presenting this biennial report and activities for the period 1-11-2008 to 31-1-2011.

Introduction

The major events during the period include :

1. Membership Verification
2. Study Tour
3. Strike
4. National Anomaly Committee
5. Departmental Anomaly Committee
6. Departmental Council
7. MACP
8. Project Arrow
9. Core Banking
10. Business Activities
11. Amendment to IPO Act
12. Postmaster Cadre
13. Counting of RTP Service
14. RRR Candidates - Absorption
15. OTA
16. OSA
17. CAG Report
18. Screening Committee

Homage

Many National and international personalities and active leaders of the unions passed away during the period. Notable among them were Sri T.P. Kothandaraman, former GS NAPE III, Sri R. Venkataraman, Ex-President of India, Sri Y.S. Rajasekara Reddy, CM A.P. Sri Jyoti Basu, famous communist leader, Sri Bairon Singh Shekhawet, Vice President of India Sri K.V. Narayanan, former General Secretary, NUR 'C', Sri Maheswara Nayak, former CS NUR 'C' Orissa Circle, Sri Swapan Ghosh, former CS R IV W.B. Circle. Sri Karunakaran, former CM Kerala, Sri Naresh Kumar, Technical Supervisor, New Delhi.

Retirement

Many active office-bearers and members retired from service during the period. The list of names of retired members is very big. However we want to mention some colleagues. Sri Joginder Singh Chauhan, President Delhi Circle, Sri Vishnu Dutt, AGS, CHQ, Sri R. Narayanaswami, MMS Bangalore, Sri Rajeswari Prasad, Jharkhand, Sri Sushil Kumar, former Finance Secretary, NUR 'C', Sri Dayachand, New Delhi Stg., Sri Ram Adar Roy, SA RMS 'C' Dn. Gaya, Sri Satishchander, former CS, Haryana Circle, Sri Arunkumar Singh, RMS 'NB'

Dn., Samastipur, Sri D.K. Das, RMS 'WB' Dn. Howrah, Sri L.K. Lakshmana, RMS 'AG' Dn., Guntakkal, Sri Swopnes Warranty, SA BCR RMS 'K' Dn. Orissa, Sri D. Shankar Rao, RMS 'Y' Dn., Sri Jamuna Das Gupta, Supvr, New Delhi Stg. Dn., A. Athmanathan, Chennai Air Mail Stg. Dn., Madan Singh Bhatti, CS Rajasthan, M.D. Shinde, CS Maharashtra, N.D. Shinde, CS R IV, M.P. Gadekar, former AGS Jagadish Prasad, Sat Prakash, New Delhi Air Mail Stg. Dn., T.M. Bhoopathy, Divisional Secretary, Chennai Stg. Dn., Sri Balbir Singh, Divisional Secretary, New Delhi Stg. Dn.

We are unable to publish the names of all the retired officials.

We wish all our retired colleagues a happy, peaceful and useful retired life.

All India Conference

The Seventeenth All India Conference was held at Salt Lake Stadium Kolkata from 22-12-2008 to 25-12-2008.

525 delegates and equal number of visitors attended the conference.

New office-bearers for the CHQ

The following new office-bearers have been elected unanimously in the presence of the official observer :-

President : Subarata Choudhry, Kolkata, RMS Divn. WB Circle.
 Vice President : Deepak Mukherjee, RMS 'WB' Dn. WB Circle.
 Vice President : Kailas Prasad Singh, RMS 'NB' Dn. Bihar Circle.

Vice President : Satish Kumar, Delhi Stg. Dn. Delhi Circle.
 General Secretary : D. Theagarajan, Chennai Stg. Dn. Tamilnadu Circle.
 Deputy Gen. Secy.: Ramakant Prasad Ambast, RMS 'C' Dn. Bihar Circle.
 Asst. Gen. Secy. : 1. Yogendra Yadav, RMS 'A' Dn. Allahabad U.P. Circle.
 Asst. Gen. Secy. : 2. N.K. Tyagi, RMS 'SH' Dn. Shaharanpur, U.P. Circle.
 Asst. Gen. Secy. : 3. S.N. Uniyal, Air Mail Stg. Dn. Delhi, Delhi Circle.
 Asst. Gen. Secy. : 4. Primatava Ghosh, Kolkata APSO, WB Circle.
 Asst. Gen. Secy. : 5. M.P. Gadekar, RMS 'B' Dn. Pune Maharashtra Circle.
 Asst. Gen. Secy. : 6. K.B. Desai, RMS 'AM' Dn. Ahmedabad Gujarat Circle.
 Asst. Gen. Secy. : 7. K. Venkataperumal, MMS Chennai, Tamilnadu Circle.
 Asst. Gen. Secy. : 8. Kasturi Lal, RMS 'I' Dn. Jullundur Punjab Circle.
 Financial Secy. : R.N. Sharma, New Delhi Stg. Dn. Delhi Circle.

Members of Federal Congress

S/Sri

1.	B. Mohd. Ali	A.P. Circle
2.	P.N. Mahapatra	Orissa Circle
3.	P. Kumar	Tamilnadu Circle
4.	P.G. Dutta Banik	West Bengal Circle
5.	R.K. Tripathy	U.P. Circle
6.	S.P. Pandey	U.P. Circle
7.	S.N. Ingle	Maharashtra Circle

8. S.N. Ahwad Maharashtra Circle
9. M.K. Hazarika Assam Circle
10. Narayan Burman Assam Circle
11. D. Christu Dhas Kerala Circle
12. M. Srinivasalu Karnataka Circle
13. Umakant Prasad Bihar Circle
14. Rajeswari Prasad Jharkhand

Sri Satis Chandra of Haryana Circle has been unanimously nominated as Secretary (Head quarters) NUR 'C' New Delhi for two years.

Short Note on the Seventeenth All India Conference is furnished as Annexure I.

Federation

Sri D. Theagarajan, the General Secretary, NUR 'C' is functioning as Secretary-General FNPO.

The Federation is functioning well with the co-operation of all affiliated union General Secretaries. Sri G.K. Padmanabhan is functioning as Secretary (Headquarters) and helping the Secretary-General.

VIII Federal Congress

The VIII Federal Congress was held in Ahmedabad from 23-5-2009 to 25-5-2009 at Dharti Vikas Mandal, Naranpura, Ahmedabad - 380 013.

141 delegates (P III-52, P IV - 52, R III 14, R IV - 9 Ex-officio 14) = 141 and equal number of visitors attended.

The Congress was presided over by Sri Shakeel Ahmed Burney, President.

Open Session

A colourful open session was well organized by Sri C.P. Nayi and his team. Sri Barkat Bhai one of the industrialists of Ahmedbad inaugurated the open session. Sri C.P. Nayi welcomed the gathering. The following addressed the session.

S/Sri. D. Theagarjan, T.N. Rahate, D. Kishen Rao, A.H. Siddique, G.K. Padmanabhan, B.M. Ghosh, Gurudev Singh, Dharia Singh, Kulkarni and P.S. Babu. Many officers and well-wishers sent greeting to the congress.

Delegates session

On 24-5-2009 the House approved the agenda. The report for the period 1-10-2005 to 30-4-2009 was placed by the Secretary-General at 11 a.m. After a long deliberation, the report was adopted at 2.45 p.m.

After the lunch, the Secretary (Finance) presented an audited report for the period 2005-2006, 2006-2007, 2007-2008 and 2008-2009. The accounts were passed by the House.

The agenda was taken up. Delegates participated in the debate with interest. The Secretary-General then replied on all the points raised by the delegates. The Second day proceedings were over by 8.30 p.m.

On 25-5-2009, some constitution amendments were proposed and approved by the congress. After this, a note on policy and programme was placed by the Secretary-General and it was unanimously approved.

Election

In the presence of observer deputed by the Dept. Sri H.M. Malek, the election of office-bearers was conducted. The officer-bearers following were elected as office-bearerer unanimously.

	S/Sri
President	T.N. Rahate (Mah)
Working President	Rajat S Das (WB)
Vice President	1. Shakeel Ahmed Burney (UP)
	2. G.P. Muthukrishnan (T.N.)
	3. Subhash Chaudhry (Delhi)
	4. K. Gunasekaran (T.N.)
Secretary-General	D. Theagarajan (T.N.)
Deputy Secy. Gen.	B.S. Kashid (Mah)
Asst. Secy. Gen.	C.P. Nayi (Gujarat)
	B. Shivkumar (Karnataka)
	Sekhar Mukherjee (WB)
	G. Shankar Goud (Andhra)
	D. Rajendran (T.N.)
Secretary (Finance)	Brij Mohan (Delhi)
Asst. Secy. Finance	Sham Singh (Delhi)

The General Secretaries of NUPE 'C', NUPE PM & Gr. 'D' NUR 'C' and NUR IV were elected as Departmental Council members

Ms. Lall & Co was appointed as auditor.

Central Working Committee

CWC met on 29-4-2009 at Chennai. CWC authorized the General Secretary to submit proposals on Cadre Re-structuring.

Organisational Review

We have made significant and remarkable improvement everywhere in the country. Large members have joined us. New Circle Secretaries took charge in Rajasthan, Maharashtra and Haryana.

CHQ

The CHQ continues to function at Delhi. The General Secretary visits Delhi every month invariably. Some times he is visiting Delhi two times also in a month.

During the period of 25 months, the GS was away from Chennai for 186 days for organizational purpose and in addition roughly he was in travel for 80 days. For the above period, his salary was not paid from CHQ as well as Federation.

Details of visits made by General Secretary to Delhi during the period are mentioned at Annexure II.

The CHQ office-bearer, Sri Devendra Kumar, CS Delhi Circle, Sri Satish Chander HQ Secretary, Sri Narender Kumar, AGS NUR IV regularly assist the GS for day-to-day function at CHQ. The available CHQ office-bearers used to accompany the General Secretary for meeting in Directorate whenever the GS stays in Delhi.

1. Sri Deepak Mukherjee, Vice-President, CHQ visits various Circles on the direction of the CHQ in the absence of the General Secretary.

2. Sri V. Manickavelu former Circle office-bearer of Tamilnadu assists the General Secretary as and when required in Chennai.

3. Sri P. Mohan Secretary RC Memorial Trust Chennai Stg. Dn. took his own leave and came to CHQ to assist the Finance Secretary.

Conferences

The General Secretary attended all the Circle Conferences invariably during the period. The General Secretary also visited a number of stations during his visits to various circles and he met Heads of Circles accompanied by the Circle Secretaries concerned for discussing local problems.

CIRCLE WISE REVIEW

Andhra Pradesh Circle

Sri B. Mohd. Ali is the Circle Secretary. He is functioning well. During the period, the General Secretary visited Hyderabad three times, Guntakal two times, Tirupathi two times and Vijayawada and Vizianagaram one time. The GS met the Chief PMG in all his visits to Hyderabad.

Total Membership	1043
Our Membership	162

Assam Circle

Sri H.C. Dutta functions as Circle Secretary. He was promoted as HSG I and consequent to this promotion, he was transferred from Guwahati. During the period, the General Secretary could not visit Assam Circle.

Total Membership	397
Our Membership	107

Bihar Circle

Sri S. Yedunandan Singh is the Circle Secretary. He is functioning extremely well. The Chief PMG, Bihar Circle does not co-operate with our organization. He is openly favouring NFPE. Despite this draw-back, we are able to secure number one position in the membership verification defeating the evil designs of NFPE/R3. Credit goes to Circle Secretary and Divisional Secretaries.

We have secured number one position in the following RMS Divisions

- i. RMS 'C' Dn. Gaya.
- ii. RMS 'NB' Dn., Samastipur
- iii. RMS 'PT' Dn. Patna

During the period, the GS visited Bihar thrice.

Total Membership	918
Our Membership	386

Chatishgarh Circle

Sri P.K. Roy is the Circle Secretary. He is functioning well. No major problem is brought to the notice of the CHQ. Sri Deepak Mukherjee, Vice-President CHQ visited Raipur thrice on direction from the GS.

Total Staff Strength	200
Our Membership	20

Delhi Circle

Sri Devendra Kumar is functioning as Circle Secretary in an appreciable manner. Sri J.S. Chauhan, former President Delhi Circle retired from

service. Sri Balbir singh, former Circle President also retired from service. Both the retired officials helped a lot to the CHQ.

During the recent membership verification, we defeated the NFPE R3 and secured number one position in the membership. This is due to vital roles played by Circle Secretary and Divisional Secretaries of Delhi Circle.

During the period, the Chief PMG Delhi issued notice under FR 56J (compulsory retirement) to our members. It was got cancelled by the efforts of the General Secretary. However, one such case belonging to Delhi MMS could not be settled but now the matter is in court.

In New Delhi Stg. Dn. and Delhi Air Mail Stg. Dn., we secured number one position.

Total Staff strength 1220

Our Membership 580

Gujarat Circle

Sri K.B. Desai is continuing as Circle Secretary. He is functioning well. During the period, the SSRM RMS 'AM' Dn. issued charge-sheet against some of our members for missending of articles. The issue was taken up with the Directorate by the CHQ vigorously and at last the punishment proposed was cancelled. The problems of RMS 'RJ' Dn. Rajkot were properly focused by CHQ. During the period, the GS visited Ahmedabad thrice.

Total Staff Strength 1114

Our Membership 278

Himachal Pradesh

We have no branches in Himachal Pradesh. Efforts taken by the GS to form our union did not materialize.

Haryana Circle

Sri Satish Chander who was the Circle Secretary for a long time has now retired from service. Sri Dinesh Yadav, young official has been elected as Circle Secretary. FNPO deputed him for foreign seminar held in Nepal.

Total Staff Strength 277

Our Membership 98

J & K Circle

The Circle union has been revived after a long gap

Total Staff Strength 82

Our Membership 27

Jharkhand Circle

Sri Ashok Kumar Singh is the Circle Secretary. He is functioning well. The GS visited Ranchi during the Circle Conference.

Total Staff Strength 238

Our Membership 93

Karnataka Circle

Sri M. Sreenivasalu is continuing as Circle Secretary. No major problem was reported during the period. The GS visits Bangalore quite often.

Total Staff Strength 874

Our Membership 83

Kerala Circle

Sri D. Christu Dhas is the Circle Secretary. He was deputed to Nepal by the Federation for participating in the seminar. GS visited Kerala thrice.

Total Staff Strength 850

Our Membership 117

M.P. Circle

Sri P.L. Jawalkar is the Circle Secretary. No major problem has been reported during the period.

Total Staff Strength 375

Our Membership 43

Maharashtra Circle

Sri V.R. Deshpande is new Circle Secretary. Recently Sri M.D. Shinde and M.P. Gadekar retired from service. During their period, they worked hard in team spirit and improved the membership in the Circle.

Total Staff Strength 2150

Our Membership 319

The GS visited Maharashtra Circle thrice.

In the recent verification, membership position in Maharashtra Circle has improved.

Orissa Circle

Sri Mahapatra is the Circle Secretary. He is functioning well. He was nominated to Sri Lanka to attend a seminar. Sri Rabindranath Patnaik was also nominated for seminar in Sri Lanka. Due to non-availability of passport, he

could not make the trip. The GS visited Orissa twice during the period.

Total Staff Strength 369

Our Membership 94

Punjab Circle

Sri Gobind Singh is the Circle Secretary and Sri Dharam Singh is the President. The Circle Secretary was charge-sheeted for contributory negligence under Rule 16 in a revengeful manner by the administration. The CHQ took up the issue with the Directorate. In turn, Directorate indicated the Circle office that the case should not be dealt in vindictive manner. Let us hope the DPS will pay heed to the order of the Directorate.

One lady official who recently joined FNPO has been harassed by NFPE members. The CHQ took up the issue in an effective manner with the Directorate. The Directorate ordered denovo enquiry. But Circle office did not take any action inspite of the letter from the Directorate. No action still seems to have been taken by the C.O. The GS visited Chandigarh.

Total Staff Strength 368

Our Membership 94

Rajasthan Circle

Sri Madan Singh Bhatti who was the Circle Secretary retired from service. At the time of retirement, he was charge-sheeted. The CHQ took up the issue and the punishment was set aside before his retirement. GS made one visit to Ajmer (Circle Conference).

Now Sri Nandu Singh Jadav is new Circle Secretary.

Total Staff Strength 543

Our Membership 71

Tamil Nadu Circle

Sri P. Kumar is continuing as Circle Secretary. He is functioning well. The SRM RMS 'M' Dn. is creating problems to our members. He was to organize a dharna against the SRM for anti FNPO attitude but due to intervention of the Chief PMG, his programme of Dharna was postponed.

We have secured number one position both in Chennai Stg. Dn. and Chennai Air Mail Stg. Dn.

Total Staff Strength 1841

Our Membership 639

U.P. Circle

Sri R.K. Tripathi is continuing as Circle Secretary. He is doing well. He takes up the problems with the Circle level with effective letter writing. Many issues were brought to the notice of the CHQ and the same were dealt with by the CHQ properly. The GS visited various parts of U.P. during the period.

We have secured number one position in RMS 'SH' Dn. Shaharanpur.

Total Staff Strength 1430

Our Membership 465

West Bengal Circle

Sri P.G. Dutta Banik is functioning as Circle Secretary extremely well. He is handling all the issues in effective

manner. The problems given by the Circle was addressed by the CHQ in a effective manner. The team comprising Subarato, Deepak Mukerjee, Pramita Ghosh, Debnath Paul and Amal Sarkar is working well.

In RMS 'H' Dn. Sealdah, we have secured No. 1 position.

Total Staff Strength 1934

Our Membership 783

Numerically membership-wise, the West Bengal Circle secured number one position in the country among NUR 'C' circle unions.

FINANCIAL REVIEW

The audited accounts for 2008-2009 and 2009-2010 are appended.

Receipt of quota

1-4-2008 to 31-3-2009 Rs. 240584

Payment Rs. 253919

Receipt of quota

1-4-2009 to 31-3-2010 Rs. 191288

Payment Rs. 223406

It is seen that we have not received quota from the Divisions properly and regularly. According to our membership position, we have to receive quota monthly Rs. 21,980. But we have not received. More than 50% of quota are spent towards printing of RMS Sentinel and xerox copies of the orders.

We have deposited Rs. 1,50,000 in a nationalized Bank. Due to the present rules, we are unable to open Bank A/c in the name of the union in nationalized Bank. Therefore all the cash dealing are maintained by the

Finance Secretary in his name. Under the circumstances the AIC should take decision to open joint account in the Bank under the name of General Secretary and Finance Secretary (either or survivor basis).

For the austerity measures, the General Secretary stopped part-time clerk, part time Typist and full time attender for the last 8 years in the CHQ.

The AIC should take decision to appoint one clerk by paying Rs. 2000/- per month either in Headquarters or in staying place of General Secretary.

As of now, our Financial position does not permit to offer foreign service to the General Secretary.

RMS SENTINEL

RMS Sentinel is published every month. Some of the colleagues desire that RMS sentinel should have more pages. We have materials for 16 pages every month. But our financial position does not permit printing of more pages.

MEMBERSHIP VERIFICATION

Based on the judgment of Madras High Court, the Department conducted Membership verification. Last date for submission of declaration from Members to DDO was fixed as 15-5-2009. The Department issued orders of verification on 17-4-2009. The re-verification was necessitated due to filing of case by BPEF on the reason that verification should be conducted by the Head of the Division and not by the DDOs because DDOs are belonging to particular unions and as such there may be possibilities of malpractice.

Meanwhile the Rajasthan High Court stayed finalization of membership verification process based on the writ petition filed by BPEF at Jodhpur. The BPEF sought more time for submitting declarations – at least 8 weeks. This was accepted by the Department also and the Department granted more time.

Another writ petition was filed by BPEF at Patna High court saying that recognition already granted to NFPE and FNPO should be withdrawn. But no orders were passed by the court on their petition.

The Department ordered fresh verification and issued order thereof on 18-2-2010 fixing last date as 26-4-2010.

After issue of this order, one more writ petition was filed in Madras High Court demanding cancelling trade union facilities of AIPEU 'C', NAPE 'C' and IRM & ASRM Association. In the same petition, the BPEF challenged the provisional recognition granted to NFPE and FNPO. Based on the judgment of the Madras High Court in this regard, the Department issued orders cancelling the foreign service of GS, AIPEU 'C' and GS NAPE 'C'. Against this order, both NFPE and FNPO P III General Secretaries approached the court for retaining of foreign service and conduct of re-verification of membership. This was accepted by the court and in turn the Department restored the facilities.

The membership verification was over and results of the verification were announced by the Directorate on 22-9-2010 under No. 13/1/2010-SR.

The following FNPO affiliated unions were recognized:-

- i. NAPE 'C' secured 20.74 by increasing 1.66% compared to last verification.
- ii. NUPE PM & MTS secured 20.5% by increasing 2.68% compared to last verification.
- iii. NUR 'C' secured 27.12% by increasing 4.22% compared to last verification.
- iv. NUR IV Secured 27.22% by increasing 4.32% compared to last verification.
- v. Civil Wing (Non gazetted) Secured 38.6%. This is new union in our Federation.

Administrative union and GDS union have secured requisite percentage for recognition. But there are differences in the official figures. We have challenged this with documents. Deputationists, Casual Labour, Contingent staff etc. should not exercise option.

The responsibility should be fixed on the erring officers.

- iii. The Directorate should consider the above suggestions in broader perspectives. Let us hope that next verification process will be fool-proof one.

The Department has not so far announced results in respect of Administrative union (Circle office) and GDS union.

Defects in the verification

There are many defects in the verification process. They are –

- i. Staff strength has not been compiled by Circles correctly. Vacancies have been wrongly included. Officials who are on adhoc appointment and on officiating basis were allowed to give declarations.
- ii. In the Group 'D' verification, declarations from Casual Labourers and contingent staff were included.
- iii. In administrative office, officials who are on deputation were allowed to give declarations for the administrative union.

Unless the defects pointed out above are rectified, the verification will be imperfect.

Therefore our Federation suggests a few proposals to the Department.

- i. There should be a cross-check of the figures furnished by the Circles/Divisions. A local officer should be deputed for this purpose.
- ii. Division/Circle Heads should give a certificate for the correction of the figures specially stating that vacant posts, adhoc posts have been excluded from the actual staff strength.

International Scene

During the period under review, there was a rapid change in economic

conditions. According to the ILO report, nearly five crores workers could have lost the jobs due to global economic crisis.

With big hope Mr. Barrack Obama was elected as President of USA. But his glittering words have not shown any tangible results in his own country.

In regard to International Postal arena, Japan post was privatized, in spite of stiff opposition from the Japan Postal Workers.

- ii. Postal Services have been corporatised in Indonesia 15 years ago. They are now seriously thinking to privatize the Postal Services. However, the Indonesian Government is maintaining monopoly in respect of letters upto 500 grams.
- iii. Singapore : Here the Postal Service is privatized. But monopoly of 500 grams is still retained.

Philliphines : Here the Government proposes to privatize the Postal Service, though it is already corporatised.

Korea : Korea post is still with the Government and is running profitably.

Thailand : Here Postal Service has already been corporatised. There is a talk of privatization. Thai Post is playing vital roles in logistics sector.

Vietnam : The Postal Service is corporatised 20 years ago.

Nepal : Still the Postal Service is with the Government.

Srilanka : Postal Services are run by the Government.

Pakistan : Postal Service has been corporatised 18 years ago.

Delegates from our Federation visited German Post and Royal Mail. Details of the visit are dealt with separately.

National Scene

The General elections - 2009 have resulted in vast changes-gains and losses to parties. The Congress gained by 56 seats over 2004 elections. BJP lost 18, CPM lost 28 and Left Front as a whole last 35 seats.

201 seats for congress (from 145) is a tremendous improvement. Many reasons are adduced for the change.

- People wanted a stable Government.
- Third and Fourth fronts were rejected by the people.
- The stand of Left Front on nuclear deal and its withdrawal of support at the fag end of the term were not-approved by the people.
- Changing sides (from UPA to other fronts) were considered by the people as sheer opportunism and they rejected them.
- Left parties could not succeed in facing the challenge posed by Trinamool congress and congress in West Bengal.

We are not very much concerned about the causes for the result. We are concerned over the future of the employees.

India Government claims global economic crisis does not affect Indian economy. But in reality it is not true. At the same time, the present Finance Minister Sri Pranab kumar Mukherjee is managing the economy well compared to then Finance Minister, Sri P. Chidambaram. The activities of Finance Minister, Sri Pranab Kumar Mukherjee are normally favourable to labourers compared to then Finance Minister. However Govt. of India is unable to control the rise in prices especially essential items, Dhal, Vegetables, LPG and Petrol. This has badly affected the working class community. The INTUC joined with other trade unions AITUC, HMS, UTUC and CITU and conducted national level seminar on 14th September 2009 and subsequently they conducted all India protest Day on 28th October 2009. March to Parliament was carried out on 16th December 2009. The programme was ended with one day strike throughout the nation on 7th March 2010.

FNPO is of strong opinion that conducting one day token strike will not yield any result. Therefore FNPO refrained from participating on the one day token strike despite INTUC did participate in the strike. However some of our circle unions participated in the strike in order to fall in line with the local situation.

The corruption has become rampant in all fields. Where it will end?

We cannot predict now. In Indian parliament history this is the first time, the whole session did not function. This is not good for our developing country.

Study Tour

Visit to Germany from 23-3-2009 to 27-3-2009

The Dept. deputed the following to visit Germany (Bonn) to participate in a study tour from 23-3-2009 to 27-3-2009:-

1. Sri Subhas Chander (Director SR), 2. S. Samuel, GS AIA ASPOs & IPOs 3. M. Mohana Rangam, GS AI AASRMS & IRMS 4. D. Theagarajan, GS NUR 'C' and 5. T.N. Rahate, GS NUPE PM & Gr. 'D'.

In the year 2007, the Dept. proposed the above programme and sought the names of General Secretaries from the following Associations:-

1. P3 2. P4 3. R3 4. ASRM/IRM 5. ASP/IPO

Subsequently NFPE Federation requested the Dept. to include the name of their Secretary-General for the tour. This was accepted by the Dept. After that, some Associations like R4 and DPA also requested for inclusion of the names of their General Secretaries. This was also accepted by the Dept. Due to various reasons, the study tour of Germany did not materialize in 2007 and 2008. All of a sudden, the Directorate intimated 17 office bearers for undertaking the above study tour vide DG Posts No.

10-10/2007-Trg. Dated 25-2-2009. The Directorate intimate the participants should be present in Delhi on 5-3-2009. I intimated the Dept. my inability to undertake the tour upto 10-3-2009. ON the morning of 10th March, the Directorate called me over phone and asked me to procure official passport. In the evening of 10th March, they discussed about the restriction from MOF in regard to reduction of members for visit to Germany. I volunteered myself to exclude my name.

Meanwhile one of the Federations objected to include my name in the list for tour. On hearing this unsavoury action by the other Federation, I have made up my mind to participate in the study tour despite my hectic domestic work. I procured official passport on 12-3-2009 at 5.30 p.m. and informed this to the Directorate on the same day.

Had the other Federation discussed the matter with us, we would have gladly joined with them and we would have insisted the administration to include the name of the Secretary-General in the study tour. Unfortunately the other Federation adopted unethical practice.

The report on the study tour to Germany is furnished at Annexure III.

Visit to Royal Mail (London)

On 16th July 2010 we came to know that the Secretary desired to depute some union representatives to Royal Mail, London. The subordinate

officers were asked to process the file by the Secretary. One of the subordinate officers submitted a note that staff side may be represented by 5:3 (viz: five from NFPE and three FNPO). The same officer dealt this matter differently when staff were deputed to Germany in the year 2009. At that time, the Directorate sent reply to PM's office justifying their decision in respect of ratio. But what happened between 2009 and 2010 is not known. There is no change in the policy. Therefore we met Secretary Posts and demanded four representatives for FNPO. The Secretary was very kind enough and agreed to look into. But the subordinate officer again reiterated his earlier note in this regard. Finally it was informed to us orally. To avoid confrontation, the Secretary-General took a decision to exclude his name from the list of representatives to the Royal Mail. However this issue was not blown out of proportion by the FNPO.

In this regard a letter was sent to Secretary, Posts stating that the FNPO would be represented by Sri D. Kishen Rao, T.N. Rahate and A.H. Siddiqui.

The team went to Royal Mail (London) from 18-12-2010 to 22-12-2010.

IMPORTANT EVENTS – 2009/2010

Many important events took place during the period under review. We are unable to narrate all the events in this report. However we bring out very important events in brief.

13/01/2009 MEETING WITH CHAIR PERSON POSTAL BOARD

NFPE wanted to go on indefinite strike from 20th January 2009 under the banner of JCA. But FNPO decided not to participate in the strike based on the consensus. However, FNPO issued notice to the department pointing out important demands to be settled. The Chairperson, Postal Services Board conducted a meeting with our Federation on 13-1-2009 and discussed the pending issues of Postal employees. 16 common issues were discussed in the meeting. The minutes thereof was got issued. Details of the minutes on common items are furnished as **Annexure IV**.

Action taken report was issued by the Department in 28 pages. We are unable to print all 28 pages. But we enclose RMS III and RMS IV items and action taken report as **Annexure V**.

Demonstration at Division/Branch Level

The Postal JCA conducted demonstration on 29-6-2009 at all Division/Branch levels demanding Ten point Charter of Demands such as i) early implementation of recommendation of GDS committee incorporating staff side suggestions.

- ii) Bonus to GDS on par with regular employee.
- iii) Removal of cap – 60 days for bonus.
- iv) Filling of ADR vacancies from 2005 to 2007 in all cadres including MTS.

- v) Expedite cadre Re-structuring.
- vi) Stop abolition of Postman Posts and beats and harassment on Postmen staff in Project Arrow offices.
- vii) Cancel the order for compulsory pay Disbursement through Bank cheques and direct Credit system.
- viii) Refix OTA eligibility and clear all pending OTA bills.
- ix) Refix the wages for Casual Labourers/RRR Candidates/Part Time Contingent staff on the basis of the recommendations of the VI CPC.
- x) Grant child care leave to all eligible women employees.

Action Taken Report on the above issues is furnished as Annexure VI.

Again on 21-2-2009 the JCA met and decided to serve the strike notice to the Department based on the two points-

1. Approve implementation of the GDS Pay commission with the modifications sought by the staff side.
2. Remove the discrimination against GDS on the issue of ceiling on bonus.

The strike notice was served on 22-9-2009 stating that there would be indefinite strike by Postal employees from 7-10-2009. However the strike did not materialize.

The Postal JCA met again on 28-10-2009 and decided to go on strike exclusively for RMS & MMS issues.

RMS and MMS strike matter has been dealt with in separate para. Written-agreement was made and the strike was postponed.

Even after the written agreement on 30-11-2009, the Department has not kept up their words. Postal JCA met and decided to launch dharna including some other demands.

1. Down-gradation of GDS SOs into GDS BOs. Unilateral introduction of cash handling work norms for BPMs. Denial of pro rata wages. Disparity in PLB to GDS, non-revival of GDS committee.
2. Non-revision of wages of full time and part time contingent employees and GDS substitutes.
3. Violation of status quo agreement on RMS & MMS and transferring HSG I posts to ASRMS in RMS.
4. Unilateral implementation of Postmaster cadre without considering cadre review proposals.
5. General attitude in ignoring the staff side before taking any important decision affecting the interest of Postal Staff.

A programme was conducted in front of Parliament House under the Presidentship of Sri T.N. Rahate, President FNPO on 2-3-2010. All General Secretaries attended. The programme was not enthusiastic.

Indefinite Strike

Postal JCA decided to go on indefinite strike from 13-7-2010 based on the 17 charter of Demands. In this connection a meeting was conducted on 14-5-2010. The demands were finalized.

The charter of Demands is furnished at Annexure VII.

The Chair Person, Postal Services Board called a meeting on 12-7-2010. A detailed discussion took place. The ice was broken and the Secretary, Posts agreed to break many stalemate issues and she has invariably done this.

The minutes of the meeting is furnished as Annexure VIII.

The CHQ appreciates all Circle Secretaries, Divisional Secretaries and Branch Secretaries for their active participation in the above programmes called by the Postal JCA.

NATIONAL ANOMALY COMMITTEE

Consequent on the implementation of the recommendations of the VI CPC, National Anomaly Committee was constituted by the Government.

1. Major national anomalies are stepping up of pay of the promotee senior with direct recruited junior on or after 1-1-2006. This was agreed to and Finance Ministry issued orders on 29-2-2010 and in turn our Department issued orders vide No. 1-9/2010-PCC dt. 5-1-2011.

2. Uniform date of increment for all officials created another anomaly. Officials who were appointed between July and December are placed better due to advancement of their increment date than those who were entered the Department between 2nd January and 30th June. This issue was discussed and the committee has agreed in principle but favourable orders were not yet issued till the date of this report.

Details of the National Anomaly Committee meeting and decision thereof furnished as Annexure IX.

Departmental Anomaly Committee

The Departmental Anomaly committee was constituted. The FNPO was represented by Sri D. Theagarajan and Sri D. Kishen Rao. We have notified the subjects through staff side leader. Departmental Anomaly committee meeting was held on 5-2-2010.

The minutes of the meeting is furnished as Annexure X.

Departmental Council

Departmental Council meeting was held on on 27-8-2010 after a long gap of 4 years.

Staff side has notified 135 items. Only 70 items were discussed. Most of them are general and Postal issues. RMS and MMS issues would come up for discussion in the next meeting.

The Secretary assured that next Meeting would be conducted in January

2011. But it was not conducted till report is finalized.

Minutes of the meeting dated 27-8-2010 is printed as Annexure XI.

MACP

On the recommendation of the VI CPC, the Government introduced MACP Scheme from 1-9-2008.

It replaced the ACP in the Central Government civilian employees.

We are aware that senior leaders Sri G.K. Padmanabhan and Sri Adinarayana did not agree for the ACP Scheme when it was offered to Central Govt. employees at the time of V CPC. They took decision to continue the promotion under TBOP and BCR scheme.

After introduction of MACP Scheme, our Federation elicited opinion from all the Circle Secretaries. Almost all the Circle Secretaries welcomed the MACP Scheme. The CHQ pointed out the some discrepancies in MACP Scheme and it was circulated to all. After a long debate within our Federation, MACP Scheme was accepted. Subsequently both Federations gave latter to the Department accepting the MACP Scheme. Based on this, the promotion schemes under TBOP/BCR were withdrawn w.e.f. 31-8-2008. However, our CHQ has given a letter to the Department stating that MACP Scheme and usual promotion should run concurrently in respect of MMS Drivers. To this, the Department did not agree. Then, Driver categories were left out

initially. Afterwards Department of Personnel issued orders stating that staff car drivers are entitled to MACP Scheme along with usual promotion. After this, the Department extended this promotion to MMS drivers also. Our Department issued orders for grant of MACP vide O.M. No. 4-7/(MACPS) 2009/PCC dated 18-9-2009.

Salient features of MACP

1. 3 financial upgradation will be granted to all Central Govt. employees with 10 years interval. (viz 10-20-30). This takes effect from 1-9-2008.
2. No change in the designation. The promotion means financial upgradation with the benefit of fixation of pay under FR.
3. Screening Committee should meet twice in a financial year viz., first week of January and first week of July for processing the cases for grant of promotion under MACP Scheme.
4. No stepping up of pay.
5. No fixation of pay on regular promotion will be allowed if it is in the same grade pay as granted under MACP. If higher grade pay only difference of grade pay is admissible on regular promotion.
6. Financial upgradation would be on non-functional basis subject to fitness. There is no bench mark application upto Rs. 2800/- grade pay. Thereafter application of bench mark, "good" will be required upto Rs. 6600/- (GP).

7. No reservation.
8. If regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation no financial upgradation shall be allowed. He will not be eligible for further financial upgradation till he agrees to be considered for promotion again and the second and the next financial upgradation shall also be deferred to the extent period of debarment due to the refusal.

MACP Anomalies

1. As regards TBOP/BCR, financial upgradation was granted based on the completion of 16 years/26 years of service in a cadre, whereas in MACP personal promotion such as competitive examination is also taken into account and MACP is denied to such officials. This should be changed.
2. Bench mark should be removed upto PB 2.
3. Stepping up of pay should be allowed.
4. MACP Scheme should be made effective from 1-1-2006 instead of 1-9-2008. These are the anomalies pointed by us to Sri M. Raghaviah, Leader Staff Side. (JCM)

The Govt. of India constituted a committee to exclusively deal with anomalies arising out of MACP Scheme. First meeting was held on

25-2-2010 and second meeting on 15-9-2010.

Minutes of the meeting are furnished in Annexure XII.

Project Arrow

Project Arrow was introduced by then communication Minister Sri Jyotir Aditya Scindia in April 2008. The concept of Project Arrow is good. While implementing, so many irregularities take place. However we do not want to expose those irregularities in this report.

Project Arrow is not extended to RMS as on date.

Core Banking

The Department proposes to introduce anywhere/any time/any branch banking through core Banking solution. As a first step, the Department is going to issue prepaid card scheme very shortly. Anyhow, it is too early to discuss the system. Let us wait.

Business Activities

The Department has set up Business Development Directorate in the year 1996. This Directorate was later on reorganized as Business development and Marketing Directorate. Mail Business Development and operations part was separated from this Directorate to become an independent Division in 2007-2008.

Business Development and Marketing Directorate manage and market Speed Post, direct post, Express parcel post, Media post, Logistic post, E-Payment, E-post, Retail post and Bill Mail Service.

We have pointed out many lapses in the system to the Secretary Dept. of posts for rectification.

Amendment to IPOAct

The Somnath Chatterjee committee suggested amendments to the IPO Act. The courier lobby described the report of the committee as death-knell to the courier business. Later on many dilutions were made to the recommendation of the committee. However the amendment is not tabled in the parliament and finally Dept. has withdrawn.

The Bill is going to be redrafted and it may be tabled in the parliament.

Details are published Annexure XIII.

Technological Development in the Dept. of Posts

The Department signed a contract with M/s. Accenture Services Pvt. Ltd. for modernizing functions of the post offices. In the meeting conducted on 23-11-2010, the Member (Technology) explained future functioning of post offices in India.

Corporate Plan

In order to attain self sufficiency, the Department announced corporate plan.

Based on this, Dept. is aiming that it should become self sustaining organization by the year 2013-2014.

This step indirectly indicates that the Department is going to be corporatised like Japan, Thailand and

Pakistan. The AIC may discuss this issue in depth.

Committee of Experts on Disciplinary and Vigilance enquiries

Department of Personnel has appointed a committee on 12-5-2010 to review the procedure of Disciplinary vigilance inquiries. The committee headed by Sri P.C. Hota submitted its report on 14-7-2010. Details have been uploaded in our website.

Filling of the LSG/HSG II/HSG I Vacancies

Due to the pressures of our Federation, the Department is continuing the adhoc arrangements in HSG I / HSG II cadres.

PO & RMS Accountant

We have discussed the issue in depth in the last Biennial Report. Thereafter there is no improvement.

Postmaster Cadre

The Department has introduced Postmaster-Cadre exclusively for P.As. Both Postal Unions supported the scheme on the reason that this is a promotional avenue for youngsters. However, our CHQ is of strong opinion that it is not boon to youngsters and it requires some modification.

Counting of RTP Service

Our CHQ has already taken up the issue since the year 2002. The issue was also notified as one of the charter of demands in the year 2005. When Sri R. Ganesan was DG Posts, he referred the matter to the Department of Personnel.

Our request for taking RTP Service into account for promotion and pension benefits was not accepted by the DOP & T. However, we continue to pursue the issue with the Department. The issue was notified in the Departmental Council also. Our Federation submitted a lengthy note on this to the Secretary, Posts and the Member (P). The CHQ will pursue the matter vigorously till our demand is met.

RRR candidates

At last justice was done, though belated. The Supreme Court pronounced judgment on 30-7-2007 directing the Department to absorb as many as 204 RRR candidates immediately. Service rendered by RRR candidates will count for all purpose except arrears. This is a magnificent victory. Efforts of RRR candidates of Tamilnadu Circle and sincere support extended to them by our FNPO will be cherished for ever.

However about 120 RRR Candidates who have not approached the court are not yet considered for absorption by the Department.

In regard to absorption of IA candidates, the Department of Posts has issued orders to absorb them. But Tamilnadu Circle is seeking unnecessary clarification from the Directorate. Therefore the matter has now been referred to Law Ministry.

Apex Court judgment furnished as Annexure XIV.

Bonus :

The Cap of 60 days has not been removed Ministry of Finance directed the Department of Posts to formulate a new formula for productivity linked bonus. But the Department of Posts has not taken any action in this regard saying if the new bonus formula is arrived at, it will be problem to the regular employees.

The AIC may discuss the issue.

DA :

Percentage of DA granted to Central Government employees is furnished during the period.

1-1-2009	22%
1-7-2009	27%
1-1-2010	35%
1-7-2010	45%
1-1-2011	?

As on date, we are getting DA at the rate of 45%

When DA is increased to 50%, the following allowances will be increased by 25%.

1. Child Education Assistance and Reimbursement of Tuition fee.
2. Special Compensatory Hill Area Allowance.
3. Special Compensatory Scheduled / Tribal Area Allowance.
4. Special Compensatory (Remote locality) Allowance
5. Advances – Bicycle Advance, Festival Advance, Warm clothing

Advance, Natural calamity Advance.

6. Project Allowance
7. Cycle Maintenance Allowance
8. Washing Allowance
9. Split-duty Allowance
10. Cash handling allowance
11. Bad Climate allowance
12. Desk allowance
13. Risk allowance
14. Post-graduate allowance
15. Special Allowance for child care for women with Disabilities and Education Allowance for disabled children
16. Mileage for Road journey all components of Daily Allowance on tour, rate of transportation of personal effects

Compassionate appointment

Based on the Apex Court judgment, the Government earmarked 5% of vacancies for relaxation appointment. But the Department does not till up even this 5%. We have taken up the matter to the National Council but it has not yielded positive result till date.

Cadre Re-structuring

The Department of Posts has constituted a committee for Cadre Re-structuring. From our Federation, Sri D. Kishan Rao, GS NAPE 'C' is a member and Sri T.N. Rahate, GS NUPE PM & Gr. 'D' is observer of the committee.

However, the Chairman of the committee has extended an invitation to all recognized General Secretaries. Two formal meetings were conducted so far. No tangible decisions were taken.

Details of our proposals on Cadre Re-structuring for RMS and MMS are furnished at Annexure XV.

OTA

OTA rate has not been revised despite implementation of new pay scales of 6th pay commission. The present rate was fixed two decades ago.

We have notified the subject as one of the strike demands in the charter of demands thrice.

The Department has taken up the issue with Ministry of Finance. But no fruitful result emanates from the Finance Ministry.

OSA

OSA rate has not yet been revised after implementation of new pay scales of 6th Pay Commission.

We have taken up the issue as one of the strike demands.

The Department agreed to revise OSA. Revised rate was agreed to by Internal Finance and the file was forwarded to Finance Ministry for approval. While forwarding the file, the Department of Posts has not followed the administrative procedures and hence the Finance Ministry returned the file to re-submit the same through Est Branch of the Postal Directorate.

Web-site

FNPO is the first Postal Union in India to open a web-site for the benefit of our members in particular and employees in general. We are updating the news as quickly as possible. Sometime when the GS is on tour, we are unable to upload the latest news in the web-site. This is because we do not engage any person for this purpose exclusively. However I desire to mention here that our member Sri S. Narayanan of Chennai Air Mail Stg. Dn. was instrumental in opening this web-site.

The CHQ conveys its thanks to him. Further our another member Sri R. Ravichandran of Chennai Air Mail Stg. Dn. has helped the General Secretary in preparing power-point presentation whenever required. CHQ conveys its thanks to him.

UNI

Third union Net-work International World Congress held at Nakasaki (Japan) from 9-11-2010 to 12-11-2010. More than 2000 delegates from across the world and representatives of various union affiliated to UNI attended the congress. More than 20 resolutions were passed. Important among them are G-20, protection from Aids and reservation to women in the UNI Executive body to the extent of minimum 40%.

Sri Joe-De-Bruyn, a leader of Australian Commerce Union has been elected as new President. Sri Philip Jennings has been re-elected as General Secretary.

FNPO was represented by Sri D. Theagarajan, Sri D. Kishan Rao and Sri P.U. Muralidharan.

SG FNPO was elected as Executive Committee Member of World body.

UNI APRO

Bro N.G. CHRISTOPHER is continuing as Asian Pacific Regional Secretary.

The UNI APRO conducted a seminar in Jakarta on 28th & 29th July 2009. The representatives of the following countries participated.

Japan, Korea, Switzerland, New Zealand, Hongkong, Indonesia, Malaysia, Singapore, Nepal, Srilanka, Thailand and Bangladesh. The workshop discussed the condition of the workers in courier and logistic industries.

Except the countries like Zew Zealand and Switzerland, no trade union was formed in this area.

The seminar seriously viewed the workers condition in courier industry and decided to form union. Country report was presented.

India was represented by SG FNPO and SG NFPE.

Non-settlement of Medical and TA Bill

Federations have taken up the issue very seriously with the Directorate. The Directorate had allotted sufficient funds to all Circles. But some circles do not furnish their requirement of funds properly. Therefore medical/TA Bills are pending in such Circles.

CGHS & P & T Dispensary

Standard of service in CGHS became down. The life-saving drugs are not stocked. The patients are asked to purchase medicine from the private medical shop and the amount is reimbursed belatedly. The issue was taken up by us through our National Council. No tangible result is forthcoming from the Ministry of Health.

As regards P & T Dispensary doctors are not newly appointed in the retirement vacancies. There is acute shortage of para medical staff also. We have received numerous complaints against P & T Dispensary, Pune. We have taken up the issue with our Postal Directorate for redressal.

Screening Committee

Postal Department is exempted from the Screening committee due to the efforts of the present Secretary, Department of Posts. After 25 years, 16000 PAs/SAs were recruited. The Department also issued orders for recruitment of Postmen and MTS. The AIC conveys its thanks to the Secretary, Dept. of Posts in her endeavour.

RTI Act

Under the RTI Act, we have obtained many useful and valuable information from the Department All Circle Secretaries and Divisional Secretaries are requested to avail themselves of the provisions of the RTI Act.

CAG Report

Summary of audit observations on the working of Department of Posts provided by C & AG is as follows:

Audit report No. CA 14 of 2008-2009, Civil (Compliance Audit observations)

Ministry of Communications and information Technology

Department of Posts

Irregularities in issue, discharge and accounting of Post office savings Certificates

Department of Posts allowed ineligible investment in Post Office Savings Certificates that led to irregular payment of interest of Rs. 21.32 crore. This also resulted in unauthorized payment of Commission of Rs. 98.09 lakh to the agents. (Paragraph 2.2)

Short recovery of commission from the Department of Telecommunications & Railways

Postal Account offices failed to recover commission at revised rates for the disbursement of pension, resulting in short recovery of Commission of Rs. 8.62 crore from Railways and Dept. of Telecommunications. (Paragraph 2.3)

Failure to realize dues and penal interest thereon

Postal dues and penal interest totaling Rs. 110.79 lakh remained unrecovered under the "Book Now pay later Scheme" (Paragraph 2.5)

Excess Payment of Service Tax

Failure to avail Cenvat credit resulted in excess payment of Service tax amounting to Rs. 92.18 lakh. (paragraph 2.6)

RMS Problems

During the period under review, the RMS faced many onslaughts from the hands of the administration.

The administration wants to re-structure the RMS offices by closing down 215 RMS offices throughout India. The intention of the Department is that there should be only 100 to 120 RMS offices. We do not know on what basis the Department took the unhealthy decision.

Our CHQ is proud of taking proper steps to protect the RMS offices from being closed down. We can also take pride that no RMS offices were closed during the period under review because of our vigilant and timely action. However Circle administration is acting in an arbitrary manner in closing/merging the RMS offices. Circle Secretaries are asked to be vigilant in respect of their circles and they should intervene and stop the such move of the Circle administration simultaneously informing the same to CHQ.

Let us review the steps taken by the Department in closing down the RMS offices and steps taken by the CHQ in preventing such closure.

Introduction of Freighter Air-craft

The Department introduced two new Freighter Air-Crafts. It operated from 27-7-2009. After seeing the mail arrangement, our CHQ sent a telegram to the Secretary, Posts to drop the proposal on the reason that earlier transmission cost per day was Rs. 60 lakhs while the present transmission

cost is Rs. 1 crore. That is, the Department is paying Rs. 40 lakhs per day more. But mails were delayed compared to earlier. The Postal Services Board did not agree with us. They argued that the system was going well. We submitted enough records to prove our argument. After a long debate, the Department at last relented and cancelled the Freighter Air Services.

Details of Freighter Air Service and debates thereon are furnished at Annexure XVI.

The Department has taken decision in September 2009 on the following:

1. Abolition of record offices.
2. Abolition of Sub Record offices
3. Closure of HRO (Accts)
4. Reducing the number of sets
5. Installing AMPCs in Metro cities.

D.O. Letter was addressed to all Heads of Circles by the Secretary, Dept. of Posts to take necessary action on the above subjects. In this connection, we wrote a strong letter to the Secretary, Posts opposing the moves on the part of the administration.

Details of our letter are furnished at Annexure XVII.

Our letter did not yield any result. The Postal JCA therefore met on 28-10-2009 and decided to go on strike from 15th December 2009. In this regard, our CHQ drafted a Memorandum and placed before the JCA. Postal JCA

approved our Memorandum with slight modification.

Copy of the Memorandum is furnished at Annexure XVIII.

The Postal JCA decided to go on strike exclusively for RMS issues. Our General Secretary underwent tours for the strike purpose. On seeing the hectic preparation of strike, the Dept. called a meeting.

Negotiation started

On 27-11-2009, the Negotiation meeting was chaired by Smt. Manjula Parasher, Member (O). The staff side argued effectively with the officers. We questioned the Department if the reorganization takes place as planned, whether public will get their letter delivered within 24 hours. The officers were unable to reply. We strongly protested the D.O. letter of the Secretary, Posts addressed to the Heads of Circles. The meeting ended without any lasting solution after 3 ½ hours and decided to meet next day.

On 28-11-2009, the meeting was chaired by Member (O). She agreed in principle that the RMS offices which deal with more than 10000 articles would not be closed. But she was not ready to give any commitment on the following issues:

- i) merger/closure of night sets
- ii) merger of RMS Divisions
- iii) abolishing sections within circles
- iv) closure of R.Os
- v) merger of SROs with Post Offices

The Staff side demanded that no re-organisation as planned by the

Department should take place from that date (28-11-2009).

The chairperson was not in a position to give reply on behalf of the Department. The meeting ended without any solution after 3 ½ hours.

Meeting with the Chairman, Postal Board

On 30th November 2009, the Secretary, Department of Posts, Ms. Radhika Doraiswamy chaired the meeting. The staff side demanded that no reorganization should take place from 30th Nov. 2009 onwards. After detailed discussion, the Secretary agreed to stop the re-organisation for the time-being. She assured that one committee will be formed to study the proposed re-organisation with experts (probably from German Post).

Agreement was reached to defer the strike.

RMS Union and Federation advocated vehemently against the re-organisation. We know that the settlement is not a permanent one. Real attack may start from the Department within a few months. In order to avoid confrontation, strike was postponed. CHQ congratulates all the Circle Secretaries and CHQ office-bearers for their best co-operation during this turmoil.

The minutes of the meeting are furnished at Annexure XIX.

Department breached the agreement

The agreement between staff side and official side was signed on 30-11-2009.

Before drying of ink, Department called workshop on mails at Bangalore and took decision to re-organise mail offices and speed post concentration centres.

Details of the meeting are furnished as annexure XX.

Our union uploaded this minutes in our web-site immediately and we replied point to point on the subject discussed in the workshop.

Details are furnished as Annexure XXI.

Note on Strike Demand

During 27th, 28th and 30th November 2009 meeting, we discussed only three points with the Department. Remaining items were not discussed due to shortage of time. Therefore our CHQ submitted a brief note to the Department on 1-2-2010.

Details are available at Annexure XXII.

Training to Stg. Assts

In the workshop held in Bengaluru on 29th and 30th Decembet 2009, the DG Posts has decided to impart training to Stg. Assts based on the model developed by the Training Division of the Postal Directorate. We did not object the training but we objected to the model of the training. We addressed a strong letter to the DG Posts on this.

Mckinsey & Co (Consultancy Service)

The Department had invited expression of interest (EOI) and later

request for proposal (RFP) in 2009 for selection of consultant for mail network optimization project of Department of posts.

On the basis of evaluation of Technical and Financial proposals, M/s. Mckinsey & Co has been appointed as the consultant for the project. Since Mckinsey & Co obtained the highest score based on the evaluation process, the firm has been appointed as the project consultant.

The Department is required to pay the consultant fee, Rs. 12.66 crores to Mckinsey & Co for the project.

The CHQ is proud to inform the members that the above information was got by the CHQ through the RTI Act, when other union/Federation were silent on the subject.

The Department also supplied terms of reference to us under RTI Act.

Terms of Reference is enclosed as Annexure XXIII.

We pointed out irregularities found in the terms of reference and conveyed our views to the Department. Once again we are proud that our union alone pointed out the lapses found in the terms of reference.

Our View

FNPO has sought to get the terms of reference made by the Department when it called for expression of interest (EOI) and request for proposal (RFP) in 2009 for the selection of a consultant for mail network optimization project of

Department of Post and got the same under RTI act. We now understand that MCKinsey and co is handling this project. Having gone through the above reference, FNPO has the following points/proposals/suggestions and demands, which we expect from the Department of Post to consider:

1. We are happy that the Department is seriously looking at the mail network optimization, which is our core business and welcome any initiative in that direction. However, we would like that the Department hears the Workers' suggestions, represented by FNPO and other unions, before any action to implement any new idea/venture/modifications of the existing system, discuss and debate and then act of consensus.
2. We feel that the terms of reference itself carries lot of contradictions. For example, at para 1.7, the Department's objective to double its mail volume and corresponding revenue by FY 2014-15. There is no mention of any profit target there, whereas at para 2.1, it talks about "...the ambitious growth and profit targets set by the India Post...". Revenue is not Profit, we all know. So far Department has not set any profit target. It has not even fixed, a target date for getting out of deficit support. This is one example. These need clarifications and discussion.

3. At para 1.7 from para 1.7 (a) to 1.7 (f), six mail business projects are already listed as being conceptualized, whereas at para 3.1 (scope of work), the consultant has to define the new structure, including preparing a business plan. If we have already decided on projects, did we do it without a business plan? If we had, where is the need for a consultant?

4. While we appreciate the thrust sought to be made in the mail area, we are worried that the revenue/profit dimension is narrowly sought to be achieved at the cost of the poor and rural population and workers of the Department, as certain inherent cues in the reference indicate. We want to elucidate this logic:

Any business plan to make this Department profitable should start with the Vision of the Organisation: "India Post to be a Socially Committed, entrepreneurially managed, technology driven and self-sustained organization." Any business plan should satisfy the above vision, in the context of detailed analysis of the internal and external environment. A self-sustained enterprise should get rid of the dependence on subsidy. But can the drive for this come from the mail business alone, given the differential growth rate of mail for the

underprivileged Vs the business mail? The way the reference is worded, one gets the feeling that this is what is planned, namely to bring down the service levels of the under-privileged:

i) Term 1.7 (co says : "...establish 230 mail business centres through restructuring of existing mail offices and network optimization". We feel while the intentions may be good, the process may not be. Social commitment is for the poor, rural and far-flung area people as well. Social commitment is to generate and sustain employment for the disadvantaged people in those areas as well. From the way the number of mail offices to be rationalized are pre-determined even before the consultant gives his views, makes us believe that the Consultant's report is sought to be made a fait-acompli. Department of Post is part of the Nation's overall economy and its rationalization cannot marginalize one section. This needs further and wider discussion and debate.

ii) Mail business segments into two areas-normal mail, largely used by the poor and under-privileged growing at a rate and the business mail of more affluent, growing at a faster rate, calling for cultivation vis-à-vis competition. While it is conceded, Mail business centres located at

select mail offices can build up the second category business, it is equally true that in many cases better business can be achieved by locating them in HOs/large Post Offices/new locations. The fact that the reference specifically talks about 230 Mail offices for the location of Business Mail offices in 230 Mail offices through rationalization makes us wonder if it is an indirect way to abolish mail offices. Thus, we call for detailed discussions on this issue.

iii) We all know that the largest growth of business mail is in the seven metros- Delhi, Chennai, Kolkatta, Mumbai, Bangalore, Hyderabad and Ahmedabad, followed by a few more cities. One must naturally concentrate on these cities for building up business mail potential and thus Mail business offices there. Instead the attempt appears to be indirectly abolish mail offices in 230 places in the name of building business mail. Technology induction by way of Automated Mail processing Centres should be first concentrated in these cities. Even there one must look at the characteristics of Indian Business Mail, not all of which lend themselves for automated sorting. Not even in USA it has happened. Even with good growth of business mail in Mumbai and Chennai, where

Automated Sorting exist, the business mail processing through these automated centres is low, everyone knows. Under these circumstances, setting up of 14 such centres within 3 years 2011-2014, as indicated, will lead to heavy loss, with no commensurate benefits. This pre-determined notion, as reflected in the reference, calls for discussion.

iv) We are afraid that what is sought to be achieved by way of rationalization is closing down of many mail offices, which in reality will affect the growth of revenue and add to cost. Sure enough, some mail offices deserve closing but they are far and few between. Many mail offices vitally serve rural and far-flung large areas. A case by case approach is needed. An out side consultant is not the ideal one to do this. We are open for discussions and not for omni-bus decisions. By closing many of them we will breach the vision to serve with social commitment.

v) We, India Post, not only operate mail business, operate Banking, Insurance, retailing etc. The Finance Marts, when they emerge as full Bank, can go a long way, along with Insurance and Business products, in generating even profits and cross subsidise our mail business, fulfilling our vision of "social

commitment” and “self-sustained growth”. One has to take a more over-all view than to stick to per notions of abolitions of offices and posts, in the name of rationalization, eroding our competitive advantage of net work, committed work force and social relevance.

- vi. At para 1.4 a wrong diagnosis is made. It tells about non-viability of our transport system. Far from it. Large areas of our transport system are still relevant and cost-effective. Railways still offer on most areas a good and cost effective means of transportation. Our Departmental Mail Motor Service (DMMS) is efficient. The managerial decision to keep it confined to cities is incorrect. With the growth of road networks and out Logistics Post and EPP, DMMS has a vital role to play. The uncharitable reference to DMMS in that para is not-justifiable and sets a wrong premise for the consultant to examine. With the growth of Geographic information System (GIS), DMMS if allowed proper mobility and support can in fact accelerate Business Mail Growth. This needs discussion.
5. FNPO strongly feels that the narrow focus on mail network rationalization along, without examining the full network Post Offices, Banking, Insurance etc. is not correct. In this connection

we wish to know what happened to the earlier consultant’s, KPMG, report. Have we used that report? May be it should be referred as well.

In short, FNPO rightly calls for a wider and detailed discussions with trade unions before we seek Mckinsey’s help, inter actions with Mckinsey to present Trade Unions’ point of view and implementation of any recommendations only after a consensus with unions emerge. While we are willing to cooperate for the new and useful mail arrangements, our support will be based on the willingness of administration to work with us as well. After receipt of our above letter. The Department wanted to discuss the following subjects with the Unions/ Federations and sent a letter to the union.

1. Issue of individual productivity and combined throughpart.
2. Need for revised working hours for sets and collective responsibility.
3. Process changes at SPCs and international EMS Branch.
4. Introduction to mail net-work optimization project.
5. Seeing the letter from the Department, the CHQ sent a reply which is furnished below.

**Ref : Your letter No. 2/2/2/2010-SR
Dt. 18-6-10**

With reference to your letter cited, my Federation wants following details in respect of the items on the agenda.

1. Introduction to mail net work optimization project : The details of the project may be communicated to my Union/Federation.

2. Process changes at SPCs and International EMS Branch : The present process is working well. The only problem is that we are not having adequate staff and proper mail arrangement. The proposal on process changes may be communicated to my union so that we can have a healthy and useful discussion.

3. Issue of Individual productivity and combined throughput : Normally the norms are fixed through our work-study. We cannot fix productivity merely by conducting meeting. However, we are not aware what Department wants to discuss on this? Details may be communicated to us.

4. Need for revised working hours for sets and collective responsibility

The RMS working hours is fixed based on the mail flow, such as Set/I, Set/II and Set/III.

In Set/I, we used to deal with mails of inter-circle and intra-circle.

In Set/2, penultimate mails posted upto 12.30 hours plus mails received from inter-circles and intra-circles are dealt with.

In Set/III, Post office mails received from TSOS (upto last clearance plus air side) are dealt with.

My union does not know as to why the Department wants to revise the working hours. The need to change the working hours may be communicated.

My Federation requests the Department of Posts to send some specifications on the subjects to have a fruitful discussion on the agenda.

For this, the Department sent reply to us.

No.28-10/2010-D Date : 14-07-2010

Sub:- Meeting with Federation / Union on Mail Network Optimization Project

This has reference to your letter No. 9/NUR C/88/2010 dated 28-6-2010 on the subject cited above.

2. The issues raised in your communication are responded to as under:

a) Introduction to Mail Network Optimization Project: The details of the project would be given during the presentation to be made on 15th July 2010.

b) Process changes at SPCs and International EMS Branch: At present, the process being followed at SPCs in the six metro cities (Delhi, Mumbai, Kolkata, Chennai, Bangalore and Hyderabad) for processing of Speed Post articles has been modified. Instead of the previous process wherein an individual sorting assistant was performing

the function of receiving the Speed Post bags through Speednet, sorting the articles therein and closing of bags; an assembly line processing has been introduced. Under the new process, computers and peripherals have been detached from the sorting cases, a group of officials first receive the bags and scan the articles for receipt through the Speednet. Thereafter, the articles are passed on to the sorting area where preliminary and secondary sorting is done by another group of officials. Once the articles are sorted, they are passed on to the dispatch area wherein a group of officials dispatch the articles through the speednet and close the bags.

The sorting logic (diagram) followed at the SPCs has also undergone change and new sorting cases have been introduced wherein the pigeon holes are bigger to take care of the large size articles and the new selections are based on volume of mail for both inward and outward sorting. The process relating to International EMS (inbound) has been integrated with the domestic process after handling of such articles in the IPS application software and only one set of bags are being closed by SPC for delivery post offices containing both International

EMS and domestic Speed Post articles.

- c) Issue of individual productivity and combined throughput: The new process introduced at SPCs requires changes in terms of individual productivity and combined throughput so that mail at SPC is optimally handled. A work study would be carried out for this purpose and views of the staff side would also be obtained.
 - d) Need for revised working hours for sets and collective responsibility: So far, the working hours at SPCs in the six cities mentioned above remain unchanged. However, based on the need to clearly demarcate the timings as well as availability of adequate number of officials required to process the mail, minor changes in the working hours may be required. Circles have been advised to take into account any problems arising therefrom, and address them suitably.
3. The issues raised in your communication dated 12-7-2010 are responded to as under:
- a) In the six cities where Mail Network Optimization Project has been undertaken, the Circles concerned have involved the staff side, and communicated the details of the project and interacted with them on the new processes. The suggestions and

feedback of the staff side are welcomed.

- b) The key objective of the Mail Network Optimization Project is to improve the quality of mail operations, reduce the cost of operations and not only regain the lost mail volumes but also substantially increase the market share of India Post. The ultimate objective of these efforts is to make mail operations financially sustainable and help the Department become a profitable organization. The reference to the word “profit” may be read as “revenue”. Even though the reference is made to “profit”, the Department seeks to enhance its revenues, which in turn, may lead to a revenue surplus situation. The Department is required to fulfil its Universal Service Obligations (USOs) in terms of providing basic postal services to every citizen of the country. This obligation in no way is being or will be compromised. However, the obligation also negates our revenue in other areas, and therefore, there is an urgent need to increase the revenue and cut down on operational costs while retaining the efficiency in mail operations through technology induction (RFID, AMPCs, GPS etc.).
- c) The six mail business projects referred to were conceptualized

prior to the beginning of the 11th Five Year Plan (2007). The Department has taken initiatives during the current plan period to implement these projects. Mail Network Optimization Project is a part of one of the plan projects pertaining to mail operations, i.e., Setting up of Mail Business Centres. This plan proposal contained a component of hiring a professional consultant and the broad scope of work was mentioned therein. It was considered appropriate to undertake such project, which would not only carry forward the initiatives already taken, but would also help the Department build a future vision for mail operations. While 11th Plan projects are limited to the current plan period, the business plan envisaged under the Mail Network Optimization Project seeks to prepare a blue print for mail operations in terms of short, medium and long term goals.

- d) The Department is committed to make the organization financially sustainable and is aware of the need to take on board the employees. While rationalization of the current mail network is required from the perspective of streamlining mail operations. Welfare and concerns of the individual employees will be given the highest priority during the rationalization process.

- e) Under the plan scheme for Setting up of MBCs, it was proposed that the current mail network of the Department would be streamlined and 230 mail offices would be redesigned with the objective to develop them as integrated mail hubs. The future size of the mail network would be dependent on the outcome of the project and would be decided through the involvement of all stake holders.
- f) It is true that most of the mail volumes are concentrated in the big cities and, therefore, the project has been initiated in the six metro cities with a view to streamline mail operations and improve the quality of service in these cities. There is no attempt on part of the Department to close down mail offices without a serious consideration. The Department has, at present, plans to set up AMPCs only in the six metro cities.
- g) Rationalization of the existing mail network with a view to streamline mail operations is the need of the hour. However, while doing so, the need to serve rural and remote areas would be taken care of. Circles have also been advised to maintain the status-quo in the matter. Any such instance of recent closure / merger of mail offices on part of one Circle or the other has also been addressed.
- h) The Department has formulated a cohesive plan, among other things, to develop mail business, put in place an integrated technology platform and introduce core banking services at the post offices. While doing so, a holistic and big picture has been taken into account and the effort is to make the organization financially sustainable and quality driven.
- i) It is true that Departmental MMS could also be utilized for inter-city transmission of mail. Initiatives have been taken in many Circles in this respect. Efforts will be made to strengthen it further.

Sd/-

(RISHIKESH), Mail Management

Meeting with Mckinsey & Co

Mckinsey & Co arranged a meeting on 15-7-2010. The meeting was chaired by the Secretary, Dept. of Posts. From the official side, Member (O), CGM (Mail Business), GM (PLI), DDG (Tech), Director (SR) and Director Mail attended. From the Union side, both the Secretary-General, s P III General Secretaries and RMS General Secretaries (R III & R IV) attended the meeting.

From our side, the SG FNPO, Sri T.N. Rahate, President FNPO, Sri D. Kishan Rao, GS NAPE 'C', Sri A.H. Siddiqui, GS NUR IV and Sri R.K. Tripathy CS UP Circle participated. In the meeting, the FNPO strongly opposed the appointment of Mckinsey &

Co as consultant for the Department. The Minutes of the meeting are furnished hereunder. This will be the self explanatory as to how our CHQ/ Federation advocate and argue the issue which is detrimental to our employees

The meeting was chaired by Ms. Radhika Doraiswamy, Secretary, Department of Posts and by the following officers of the management side:

Ms. Manjula Prasher, Member (O)

Ms. Kalpana Tiwari, CGM (MB)

Ms. S Trivedi, CGM (BD)

Ms. Aruna Jain, DDG (Training)

Mr. Alok Sharma, GM (Speed Post)

Mr. TS Sinha, AGM (Speed Post)

Mr. Subhash Chander, Director (SR)

Mr. Rishikesh, Director (MM)

Mr. Aman Sharma, ADG (MO)

The following officials were present from McKinsey.

Mr. Thomas Netzer Mr. Sascha A Hower

The Staff side was represented by the following office bearers:

Mr. D. Theagarajan, Secretary General, FNPO

Mr. R.N. Parashar, Asstt. Secretary General, NFPE

Mr. K.V. Sridharan, General Secretary, AIPE Union Class. III

Mr. D. Kishan Rao, General Secretary, NAPE Group 'C'.

Mr. Giri Raj Singh, General Secretary, All RMS&MMS EU Group 'C'.

Mr. T.N. Rahate, General Secretary, NUPE Postmen & Gr'D'

Mr. P Suresh, General Secretary, AIRMS & MMS Employees Union, Mailguard and Multi Skilled employees

Mr. A. H. Siddique, General Secretary, NU RMS & MMS Employees, Mail Guards and Multi-skilled Employees.

Ms Manjula Prasher, Member (O) in her welcome address highlighted that the aim of the meeting was to develop a common understanding on the Mail Network Optimization Project so that the management and staff could move together. Member (O) pointed that the Project was currently focusing on Speed Post network and the standardization of process and development of Key Performance Indicators (KPIs) have resulted in a reduction in transit time across 6 metros. Member (O) expressed hope that the management and staff side shall work together towards achieving a common goal of making India Post a preferred choice of customers.

Ms Radhika Doraiswamy, Secretary, Department of Posts, in her address explaining that all the Plan projects currently being undertaken by the Department were aimed at transforming the Department and Mail Network Optimization Project was one such initiative. Secretary pointed out

that in the last decade a lot of things had been tried by the Department without much success. Hence, the present efforts were being undertaken with the help of experts who have a lot of international experience of working in the Postal sector. The aim of the current project was to introduce the best global technology and practices in our mail offices. As compared to the earlier consultancy exercise done by the Department, the mandate of Mckinsey was to not only study our system and suggest ways of improving it but also to do the hand holding in implementing the recommendations accepted by the Department. The Secretary added that there was no question of moving ahead without taking the staff along and all the proposed changes shall be made by taking the staff into confidence.

Secretary's address was followed by a detailed presentation on the background, strategy, work plan, process redesign and the expected outcome of the Mail Network Optimization Project by Mr. Rishikesh, Director (Mails Management).

The presentation was followed by discussion with the staff side. The following points were discussed:

1. Mr. D. Theagarajan, Secretary General, FNPO, pointed out that the staff were happy that the Department was focusing on its core business of mails and he was also aware about the significant improvements in the transit time and quality of service across metros that has been achieved

as a result of the implementation of the Mail Network Optimization Project. It was also pointed that the focus on the metros shall be the Department increase its market share vis a vis couriers but the Department should not lose on the rural areas even though they may not be important from the business point of view and no mail office in rural areas should be closed. Mr. Theagarajan expressed that all the concept being recommended by Mckinsey were already there in the Postal manuals and there was nothing new in them. However, before implementing the recommendations given by Mckinsey there should be a thorough debate within the Department about their pros and cons. The cost component and the overall benefit should be assessed before giving a go-ahead to Mckinsey to implement the recommendations. Mr. Theagarajan also wanted to know the fate of the KPMG report and if any action was taken on that report.

In response to the comments made by Mr. Theagarajan, Secretary (P) replied that the Department remains a socially committed organisation and there was no pressure on the Department from the Finance Ministry to earn profit. However, there was a need to make products such as Speed Post profitable and the Department was committed to improve the quality of its services and this Project was a step in this direction. There was no agenda to cause serious dislocation of offices or staff and the Union shall be taken into

confidence before moving ahead. Secretary pointed out that the aim of bringing in McKinsey was to utilise their expertise and global experience to introduce the state of the art technology and global best practices in the mail offices and give the best facilities and tools to the staff. As regards the KPMG consultancy report was concerned, Secretary mentioned that the recommendations given by KPMG were discussed by the Department internally and some of the recommendations were implemented.

2. Mr. KV Sridharan, General Secretary, AIPE Union Class III wanted to know whether the Plan project to create 230 MBCs would entail closure or merger of the Department the existing mail offices.

The Secretary responded that no categorical reply can be given at this nascent stage of the project implementation.

3. Mr. Giri Raj Singh General Secretary AIRMS & MMS Group 'C' lamented the abolition of Sorting Mail Sections and concluded that the fall in mail volumes coincide with this decision of the Department and that the Department should re-introduce Sorting Mail sections.

In response the Secretary emphasized that as the Railways are regularly revising the tariff upwards and reducing the capacity in the trains significantly, hence it was not possible to restart the Sorting Sections and the Department was exploring alternative

modes for mail transmission in order to improve quality and reduce cost.

The meeting ended with a vote of thanks by the CGM (MB)

Re-structuring of Existing operational Net-work and processing arrangements for Speed post operation

The Department issued orders on the subject on 25-10-2010. On seeing the order, we sent a protest letter to the Department which is produced below:

Re-structuring of existing operational Net Work and processing arrangements for Speed Post Operation- OUR Views

Our union strongly objects the restructuring of the existing operational net work and processing arrangement for Speed Post operation.

In accordance with the Directorate's order the Department desires to reduce the number of Speed post Centres from 315 to 89. In other words, the Department proposes to close down 227 Speed Post Centres and the remaining 89 will be designated as Speed Post Sorting Hubs.

Our union has no objection in changing the nomenclature of Speed Post Centre and we are only opposing reduction of number of Speed Post Centres.

Why the Speed Post was introduced in 1986?

In the 1980s a letter posted in Jammu was delivered in Kanyakumari

within 24 hours. Through an administrative order, the Department abolished the sorting sections in the year 1984 saying that only six to eight percent of mails were dealt with by sorting sections. But this caused delay to public mails by 48 hours to 72 hours.

In order to avoid criticisms from the public, the Department introduced Speed post in 1986 assuring the customers that the articles booked under Speed Post would be delivered within 24 hours to the destinations, or else the money will be returned to customer in case of delay in delivery. This has attracted the customers in Metro cities. Initially the Speed Post was started in the selected places and later on it extended to all important cities/towns. As on date, we have 315 Speed Post Centres.

Why there are 315 Speed Post Centres?

80% of the total volume of mails are emanating from these 315 Speed Post Centres and 20% from the rest of the place.

In order to satisfy the customers, 315 Centres were opened. Now the Department proposes to reduce the number of Speed Post Centres from 315 to 89.

Why our union is opposing the proposal?

In 1990s an administrative order was issued for establishing District Sorting pattern and establishing mail

offices in District Headquarters instead of processing at the junction point. Only after this, the private couriers entered into scene of accepting and delivering the mails in India. It means the inefficiency of an administrative order paved way for private couriers. Now the Department wants to introduce the same District pattern of Sorting in Speed Post in the name of Speed Post Hub. It will definitely deteriorate our Speed Post business in future.

Present Position

According to the annual reports of the Department, the Speed Post revenue is increasing every year. But in the last eight months there is ups and downs in the revenue on account of change in policy such as

- a) introduction of Nodal office.
- b) introduction of freighter Air Craft in regard to freighter air craft, the Department withdrew this system after losing a substantial money and business.

In regard to Nodal office, the Department is not ready to withdraw.

Adding insult to injury, the department desires to introduce Speed Post Hubs.

What is the defect in the Speed Post Hub?

As per the version of the Department, these Hubs have been identified based on the mail flow. If the order of the Department is implemented in true spirits, there will

be no mail flow in future. Because, the Mail Hubs are created based on the pincode digit (first three digit) and District pattern and not based on the geographical line. These Hubs will create back-routeing of mails and ultimately it will lead to delay to Speed Post mails. Further the number of closing bags and opening bags will be more in each Hub. This may consume more time for opening and closing of bags in Hubs.

Few examples

1. In the case of Bihar Circle, out of 12 National Speed Post Centres, the Department proposes to close 9 Speed Post Centres. The remaining 3 Speed Post Centres are named as Hubs. That is, Bhagalpur, Muzafarpur and Patna. The important Centre, Gaya has been omitted.

Now in Tamilnadu Circle ten National Speed Post Hubs and six intra-cicle sorting Hubs are introuduced.

2. In regard to SPC, Tiruchi Hub, mails from 13 Speed Post Centres are pooled into one centre from Myladuthurai to Karaikudi. That is, 609 to 614, 620 to 622, 630 to 639. This will result in back-routeing of mails and it will further cause inordinate delay minimum delay of 24 hours. This is the case of Tamilnadu.

3. In regard to A.P. Circle, 6 National Hubs were identified. The junction office of Guntakal has been omitted.

4. In West Bengal Circle, Burdwan has been identified instead of Asansol. In fact, Bundwan is the District Headquarters which consists of three Big RMS offices, Asansol RMS, Durgapur RMS and Bundwan RMS. All these RMS offices represent pincode-713. Here Bundwan has been made as Hub instead of Asansol. Because Bundwan happens to be District Headquarters, but not based on mail flow.

If the Speed Post Hub is started functioning, minimum delivery time for Speed Post articles will be D+2 for the metro cities. The Department can imagine as to how long it will take in other towns/Districts.

In short, even intra-city mails will not be delivered within 24 hours. Because of back-routeing of Speed Post mails. Such being the condition, what will be the fate of inter-city mails? It may be D+3 or D+4.

Therefore our my union suggest that the existing system may be allowed to continue for the interest of the timely delivery of Speed Post mails and for retaining the Speed Post revenue.

The Department did not pay heed to our suggestion and however they convened a meeting on 23-12-2010 and they explained their projects.

We openly opposed the views of the Department with data, while NFPE welcomed the project with slight modification.

Again we worked out in depth on the above project and presented a note to the department as to how the restructuring will result in incurring additional and unnecessary expenditure to the Department.

This detail is available at Annexure XXIV.

Our opinion on re-structuring

Our fore-fathers formulated following key factors for speedy transmission of mails.

1. Mails should not be stagnated at any point.
2. Mails should not be back-routed.
3. There should be minimum handling and multiple handling should be avoided.
4. Operational cost should be reduced.

These are the basic principles for effective mail arrangement. But all the above principles are thrown into wind and impracticable measures are adopted by the officers of the Department.

The AIC may discuss in depth about RMS functioning.

Mail Traffic Unregistered

During 2007 and 2008 – 6191.3 million. In 2008 and 2009 – 6342.7 million. There is increase about 2.44 million. How the traffic has increased, we will discuss in separate paras.

Registered

2007 and 2008 199.8 million

2008 and 2009 198.2 million

There is a decrease of 0.82 million.

Money order

2007 – 2008 91.05 million

2008 – 2009 86.69 million

Decrease of 8.80 million.

Value of MOs transmitted

2007 – 2008 83630.58 million

2008 – 2009 79547.69 million

Decrease of 4.88 million

Letter Mail

Every one is aware that personal communication is almost nil in urban areas. In rural areas it is drastically reduced but it is not to that level in urban areas. Statistics show that inflow of mail in rural area is reduced to 25 to 30%. But in urban areas the inflow is reduced to the extent of 75%. At the same time it is very painful to point out that this 75% mail flow has gone to couriers. According to the business statistics, the recognized couriers are doing business worth of Rs. 4000 crores. Unrecognised couriers are doing business worth more than 10000 crores of Rupees. The Department is not taking any steps to bring the courier mails to its fold. The officers of the Department are simply blaming the employees saying that mails are in deposit in all RMS offices. The AIC may discuss this issue.

BPCs

The Department introduced BPCs in all metropolitan Centres saying that business mail should not be mixed with public mails. For running the BPCs, the Department engaged workers on low wages. Only incharge of the BPC as well as marketing official are the department employees. Initially, we did not oppose the outsourcing in BPCs. The reason for this is known to all. Of course there is increase in mail flow. If we properly calculate operational cost in BPC, it will certainly show that we are incurring only loss. In this connection, we have written many letter to the Department in the last two years.

Parcel/EPP

The Department has not taken effective steps in procuring more parcel mails. Unorganised couriers are dominating in this area. They snatch our parcel mails.

Registration (CRC)

Centralised Registration Channels are functioning now. We do not know what changes will be suggested by Mckinsey & Co in future?

Speed Post?

Speed post re-structuring has already been discussed in pre-paras.

SRO/RO

The Department has decided in principle to close ROs and then SROs. However, it was stopped for the time being due to November strike agreement.

HRO

The Department is of strong opinion that there is no need of separate accounts Branch for RMS wing. They want to merge with this work with nearby Head Posts Offices. But so far the Department has not supplied approach paper to the staff side.

Divisional Office

The Department wants to merge the RMS Divisional Office with nearby Postal Division. However, it is only on the paper.

AMPCs

AMPCs are functioning in Mumbai and Chennai. AMPC will be going to be installed in Delhi and Kolkata.

If we go through the terms of reference, the Department wants to set up 14 AMPCs throughout India.

We oppose the move of the Department.

The Department agreed with us. They will discuss this issue with us in due course.

TMO

The Department computerized the TMO work in paper. The CAG pointed out in their report that Hardwares worth Rs. 6.07 crores remain idle due to inadequate infrastructure, non-preparation of site etc.

RMS Sections

Railways is increasing haulage charges every now and then. Further they are not allotting proper and sufficient accommodation to transport mails. Mails are unnecessarily lying on the Railways platform due to insufficient accommodation provided by the Railways. Our Departmental officers should liaise with Railway officers and put an end to this problem.

Bag Numbering System

Everyone is aware that in all Divisional Conferences and Circle Conferences of RMS, our colleagues are criticizing the bag numbering system and insisted the All India union to take up steps to cancel the system.

Some of the Chief PMGs informed our Circle Secretaries as to why the All India Union has not taken up the issue to cancel the system. Our CHQ was continuously opposing this system since its inception. Reply given by the Department is reproduced below. This will reveal that how the Chief PMGs are giving false statements to the Directorate on the system.

Letter No. 31/NBO/48/2010

Dated 25-5-2010

Government of India,
Ministry of Communications & IT,
Department of Posts

Mail Business (Development &
Operation) Division, Dak Bhawan,
Sansad Marg, New Delhi - 110 001.

No. 25-7/2006-D Dated :18-05-2010

To
Shri D. Theagarajan, General
Secretary,
National Union of RMS & MMS
Employees Group 'C',
Chamber No. CH 17-1-18, Atul Grove
Road, New Delhi-110 001.

Subject : Introduction of New System of bag number in mail system.

This has reference to your office letter No. NB. No.35/2010 dated 19.04.2010 on the subject noted above. In this connection you want know the names of the Circle which have reported that the bag numbering system has led to benefits to the system. The name of the Circles and details are as under:

Sl. Circle No.	Advantages of the bag numbering system
1. PUNJAB	<ol style="list-style-type: none">1. Easy method to track the bag.2. Easy to maintain the bag balance report.3. No need to prepare mail list for due bag.4. Advantage in HOs / SOs to check receipt / dispatch of bags and identification thereof.
2. KARNATAKA	<ol style="list-style-type: none">1. Easy tracking and tracing of mail bag. Under the system of bag numbering and short or excess receipt of bags from a particular Post Office can easily be traced on account of its number.

2. Easy accountability of bags. The statement of bags exchanged between other Circles prescribed of DBOs for which consolidation is being made at CBO gives a clear picture on movement of bags and this provides the nearest accuracy in bags statistics.
3. The concept of "No Contents - No bag" has helped in reduction in unnecessary transmission of empty bags.
- 3. DELHI**
1. This system is beneficial for pointing out the detail of missing bag.
 2. This system helps in data collection of average number of bags dealt by the Mail Offices.
 3. The present system, the bags are received and dispatched in sequence & it is very easy to locate the missing bag.
- 4. RAJASTHAN**
1. There is also saving of stationary, empty bags and operational time due to non-closing of bags without contents.
 2. It is assumed that the system has resulted into reduced closing of bags of 5% on alc of which the no. of bags in circulation have also reduced.
- 5. M.P.** New system of bag number is quite good and allow to close less number of bags.
- 6. H.P.** Reduction in the number bags and easy availability of bags statistic etc.
- 7. A.P.**
1. The total No. of bags closed by : heMail Office/ Post office per day can be known and it eases in the bag accounting system.
 2. Bag can be traced along with bag number and connection in which it is closed, in investigation cases.
 3. It facilitates in indenting of empty bags as per requirement worked out monthly and specific number of empty bags can be allotted to TMOs / Section / Mail offices.
- 8. ORISSA**
1. This has minimized the closing of bags because no bag is to be closed where there are no contents for any destination.
 2. It is easier to trace the receipt of particular bag to be opened by an office from the number. Non-receipt of bag if any from the mail office can also be detected easily from this numbering system.
- 9. KERALA**
1. No bag to be closed when there are no contents.
 2. The movement of all types of bags can be easily detected.
 3. A missing bag, if any, can be easily detected and following up action can be initiated
- 10. UTTARA KHAND**
1. In new bag number system, due mail lists remain continue but due bags are closed only for those offices which are some

contents. Due to this number of bags in transit / processing get reduced which results as saving in time & manpower.

2. In new system bag number register has to be maintained and separate page is to be allotted to each office & continuous serial number is used. Every bag has a bag number in ascending order for each office, so the missing bag comes into notice immediately i.e. on receipt of next bag.

The general perception is that the work load has increased due to maintenance of separate bag number records which is not correct as the record of all bags received is being maintained at present, but it is in haphazard manner. At present, officers maintain record for each & every bag received from any office but loss of a bag cannot be traced easily, while in new bag system, any bag missed/loss can easily be detected. In addition to this the record is maintained scientifically and logically.

11. BIHAR

Bihar Circle has intimated that the only advantage of New System is that in case there is no content for any destination on any particular day, bag will not be closed on that day.

12. TAMILNADU

1. In the new system bag numbering details of bags received and dispatched during a month can be easily arrived at without any

difficulty. These figures will be available with the HRO/SRO concerned.

2. The other advantage is information on non-closure / short receipt of bags from / for a particular mail office can be easily located.

13. U.P.

1. The system is advantageous for having a running record of receipt & dispatch of various types of bags in consecutive series and to pin point the discrepancies on the spot. So the system provides easy way for tracking the bags and thus to reconcile the discrepancies promptly.

2. Due to non closing of bags with nil contents, there is reduction in number of bags.

14. JHARKHAND

The new System of bag Numbering is having advantages like discontinuance of sending empty bags resulting in cost cutting. It will also curtail unnecessary closing/opening/handling/rehandling of empty bags saving more man power and time too.

15. ASSAM

1. New bag numbering system though slightly increased the work load, yet it is manageable, as the increase of work load will be adjusted against the liquidation of unjustified closing / movement of bags.

2. New bag numbering system is more convenient and advantageous.

3. Receipt & dispatch of bags can easily be identified and also, loss of bag can be easily identified.
4. System is more scientific. Bags can be identified easily and is convenient for track and trace system.
5. The system has rationalized the number of hags closed by POs & has helped in discontinuing the closing of unjustified bags.
6. Introduction of new bag numbering system has minimized the closing of bags with "Nil" contents and preparation of "Blank" Regd. List, parcel list etc. which has reduced wastage of man power, time and stationeries to some extent.

**16. CHHATTISH
GARH**

1. Sufficient manpower is necessary to improve the system.
2. On availability of sufficient staff system can be run smoothly.

**17. WEST
BENGAL**

1. Prevents unnecessary multiple closing of mail bags.
2. Prevents misuse of bags as well as loss of bags.
3. Helps to assess actual requirement of bags & place indent accordingly.
4. Proper disposal/accounting of bags.
5. Less effect involved in tracking of bags in the recipient office, if there is

any loss of bags in transit, by checking the continuity of the dispatch no. of the bag.

6. Facilitates linking arrangement of bags.

**18. NORTH
EASTERN**

It has been intimated by the CPMG, N.E. Circle, that there is no mail office / RMS in North East Circle. The bag numbering system could help in streamlining bag flow and documentation however it requires additional work to the staff of POs.

(AMAN SHARMA),
ASSISTANT DIRECTOR GENERAL (MO)

Our Reply to the Department on the above.

Sub : Introduction of New system of bag number in Mail system.

**Ref : Your office letter No. 25-7/
2006-D Dt. 18-5-2010.**

You have informed us through the letter cited above the names of the Circles and details in regard to advantage of bag numbering system.

My union desires to know atleast the names of ten sorting offices which are maintaining inward/outward bag numbering system out of 412 sorting offices in India. Besides, the names of ten post offices out of 1,46,483 Post offices which are maintaining inward/outward bag numbering system may be intimated.

My union is of firm view that the bag numbering system is not followed either in sorting office or in Post office in the both way (outward/inward) anywhere in the country.

All the 18 Circles have intimated only advantages of bag numbering system. No circle has intimated to the Directorate that they are following bag numbering system actually in practice either in sorting office or in Post office.

My union informs the Department that the order was introduced by Sri Faiz-Ur-Rehman when he was DDG (M & TS). Now he is the Chief PMG of the Maharashtra Circle. Kindly issue suitable instructions to him to follow the bag numbering system which was introduced by him in his Circle in true spirit. Had he implemented the bag numbering system practically in his Circle, it would require at least 500 PAs/SAs additionally to follow the system in actual practice.

In fine, my union is of firm opinion that bag numbering system is not followed in any circle and moreover if it is implemented in true spirit, it requires additional manpower to the extent of 4000 PAs/SAs.

Whether the Department is going to pay heed to our view or not, it is the duty of the union to bring the shortcomings of the system to the Department.

MMS

Mail Motor Service came into existence in 1948. As on date, we

have 243 Mail Motor vehicles which include 145 CNG propelled environment friendly mail vans in Mumbai, Delhi and Ahmedabad and 486 staff cars/Inspection vehicles of the Department. There are 98 MMS units throughout the country. Full-fledged workshop facilities for major repairs and maintenance are available at 17 of these units.

The utilization of vehicles increased by 0.83 million Kms. Over the previous year. The average cost per km was Rs. 26.53. Total expenditure of Rs. 778.26 million was incurred on MMS during this period.

Seventy three (73) condemned vehicles were replaced during the year 2008-2009.

Apart from the above, 70 Motor cycles for North Eastern Circle and 10 Motor cycles for Andaman were supplied.

Common Problems in MMS

Drivers : Roughly we have 1200 drivers. There is 30% shortage. We have taken up the issue with the Directorate. Ministry of Finance ordered that Drivers Posts should be outsourced. But our Department argued well and got approval of to fill up the vacant posts of Drivers. Orders are expected at any time.

MMS - Our Stand

In the 17th All India Conference of our Union which was held in Kolkata in December 2008, we have

passed resolutions on M.M.S. and we have decided to move the court of Law, if the Anomaly Committee decision is not in our favour. The Department conducted Anomaly Committee meeting. Our demand for enhanced scales of pay for Drivers and Artisans was not accepted saying that there are no anomalies in the pay structure of Drivers and Artisans.

The scale of pay of Drivers and Artisans is

3rd CPC	4th CPC	5th CPC	6th CPC
Rs. 260- 400	950- 1500	3050- 4590	5200-20200 with GP Rs. 1900

It is seen that in the 3rd CPC and 4th CPC, the Drivers and Artisans were treated as LDCs. In 5th CPC, the scale of pay of Drivers and Artisans was fixed on par with Postmen i.e. 3050-4590, while that of LDC is fixed as 3200-85-4900.

The discrimination started from the 5th CPC. The 5th CPC granted scale of pay of Rs. 4000/- to PAs/SAs.

But the higher scales of pay for TBOP PA/SA and BCR PA/SA were not granted. Only some hundreds of new recruits were benefited in Rs. 4000 scales. In short, roughly 25000 Time-scale, Stg. Assts were there at the time of 5th CPC. Out of 25000, only 4500 officials belong to Time-scale, while remaining officials belong to TBOP/BCR. Actually the benefit of higher pay went to small numbers. But it spoiled the relationship between Stg.

Assts and the Drivers. Some of the bad elements in M.M.S. created unnecessary rift between RMS and MMS, though our unions fight relentlessly for getting enhanced scales of pay for Drivers and Artisans.

The crux of the issue is that the Department, did not process Anomaly committee subjects after 5th CPC recommendations. Only one committee meeting was conducted by the then Member (P), Sri Mohan Kumar that too only on the direction of the Orissa CAT. Anomaly committee of 5th CPC did not consider the enhanced scales of pay for Drivers and Artisans and also higher scales for TBOP/BCR of RMS & Postal employees.

Till the last, our unions fought vigorously for the enhanced scales of pay for Drivers and Artisans. At one point of time, grant of two increments was considered for Artisans and it went to the approval of the Finance Ministry. But the Finance Ministry turned down the proposal and asked to refer the issue to 6th CPC.

In the 6th CPC, both Federations/ Unions demanded higher scales of pay for Drivers/Artisans of MMS and for TBOP/BCR of Postal / RMS. But this time too, it was not considered by the 6th CPC.

The 6th CPC recommended 5200-20200 with GP Rs. 1900 for Drivers and Artisans, while Postmen were granted GP Rs. 2000/-. The equivalent between Drivers and Postmen maintained by 5th CPC has been erased by 6th CPC.

Drivers / Artisans were made equal to LDC in 3rd CPC and 4th CPC.

They were made equal to Postmen in 5th CPC.

But alas, Drivers and Artisans were reduced Gr. 'D' (BCR) by the 6th CPC. Naturally, this has created more bitter feelings among Drivers and Artisans. We have focused the angers and feelings of Drivers/Artisans to the Department in the Anomaly Committee meeting. Which held on 5-2-2010.

Initially the Department did not agree for the higher scales for Drivers. After the strong and valid arguments of the staff side, the Department agreed to grant higher scale on par with Postmen that too only for Drivers.

We simultaneously made demand that whatever scale of pay is going to be fixed for drivers, it should be extended to Artisans also. Because the scale of pay of Drivers and Artisans are made equal right from the inception of the pay commission. For this also, the Department did not agree. The Department recommended Postmen scale of pay for Drivers only.

On the discrimination to the Artisans, we cannot remain silent.

After the Anomaly Committee meeting, some drivers Association of MMS approached Madras High Court for redressal. The court has ordered to refer the matter to the National Anomaly. Consequent of this, Dept. of

Posts did not allow us to discuss driver's cadre-Restructuring as matter has become sub-judice.

Artisans

We demanded Artisan's Cadre Re-structuring on par with Defence model.

- | | |
|--|-------|
| i. Skilled PB 1 GP Rs. 1900 | 45% |
| ii. Highly Skilled Grade II PB 1 GP Rs. 2400 | 20.5% |
| iii. Highly Skilled Grade I PB 1 GP Rs. 2800 | 20.5% |
| iv. Master craftsman PB 2 GP Rs. 4200 | 14% |

Let us wait.

Charge-Hand

Old scale of charge-hand and Technical Supervisor is Rs. 4500-7000. Now Technical Supervisor is placed in PB-2, while charge-hand is placed in PB1. We discussed the issue in the Anomaly Committee meeting. The Chairman agreed with us to refer the matter to the Ministry of Finance and sent to Ministry of Finance, the Finance Ministry raised some queries and it was clarified by our Department stating that charge-hand should be placed in PB2 not in PB1.

Let us hope for the best.

The subject was discussed in the Departmental Anomaly Committee vide item No. 5.

TPA/PMA

Now only less than 50 PMAs are working throughout country. We

discussed PMA issue in departmental anomaly committee vide Item No. 3. The Department agreed to examine the issue afresh with a view to find out the justification for PB2 outside the purview of the Anomaly Committee.

Despatch Riders

Despatch Riders are available in Delhi and Nagpur.

We have taken up this issue with the Department to abolish this post. But it was not agreed to.

Asst. Manager, MMS

Department has merged IMM Cadre with Asst. Manager cadre long back.

Posts of Asst. Manager were not yet filled up through out the nation due to non-finalisation new recruitment rules. We have taken up the matter time and again. The process has started now. We are told that new recruitment rules for recruitment of Asst. Manager will be released before the end of March 2011.

Managers

No DPC was held to fill up the posts of Managers throughout the country from among the eligible Asst. Managers. Est Branch and Staff Branch of the Directorate are indulging in criticizing each other in respect of finalizing the gradation list and new recruitment rules for Manager's post.

Senior Manager

No DPC has been conducted to fill up the posts of Senior Manager. On

account of this, juniors are holding this post in Metro city like Delhi. We have taken up the matter with Chairman, Postal Services Board and Member (P). Though the issue of Manager and Asst. Manager is not connected to our union directly, we have to take up the case for better administration of MMS. The Member (P) assured that appropriate action will be taken to fill up the Senior Manager post.

LOCAL PROBLEM

Delhi :

The present Senior Manger, Delhi MMS is against to our national union. He is creating problems to our members. We have taken up the matter with the Directorate now and then. Due to non-convening of DPC, he is continuing as Senior Manager in Delhi.

Mumbai :

Shortage of the drivers is the prime issue. We have taken up the matter with the Directorate. The Department has accepted to fill up the vacant posts of drivers.

Kolkata :

No major problems were reported. They demand only revision of scale of pay for drivers and Artisans.

Chennai :

80% of the Staff of MMS Chennai do not belong to any union. Some local problems were reported to the CHQ. That was settled.

Bengaluru :

The present Manager is creating problems to our members. We have taken up the issue for redressal.

Nagpur :

Rule 14 Charge-sheet was issued to our Circle President. The CHQ intervened and helped him.

Bhopal :

No major local problem was reported.

Madurai / Coimbatore :

No major problem is reported.

O.As MMS :

There is no HSG II and HSG I in Clerical cadre of MMS. We have taken up the subject with the Directorate. The Directorate agreed to settle the issue when Cadre-Restructuring is finalized.

Outsourcing

Outsourcing is the biggest challenge to the RMS & MMS Employees. As on date nearly 25% to 30% work is outsourced. In RMS, Speed Post work in Mumbai, Chennai and Bengaluru is almost outsourced. Besides, all BPCs in Metro cities are run by the low-paid workers.

In all MMS, the work of drivers is outsourced to the extent of 15%. If this trend is allowed, existence of regular employees in RMS & MMS will become a question mark. Unfortunately, it is universal problem

for the Postal Employees. Many foreign countries administrators have suggested outsourcing for the Postal operation.

The AIC may discuss this issue very seriously and a lasting solution may be arrived at to stop the outsourcing.

Conclusion

The period under review was hectic, crucial and challenging. But our CHQ played vital role in all RMS & MMS issues during the period. The biggest achievement during the period is mass recruitment of PAs/SAs/MTS in the Department after a long gap of 25 years.

We have stopped abolition of RMS as on date. We also stopped outsourcing in MMS in big way. These are all the gains during period.

The present Secretary, Dept. of Posts is very honest and courageous. All of us are aware that honesty and boldness is the rarest combination to be possessed by a person.

The present Members of the Postal Services Board are also interested in improving services of the Department.

Let us take this advantage of the situation and complete our unfinished tasks.

Let us proceed further with determination to work hard and serve the members still better.

Thanks

We conclude this report with hearty vote of thanks.

- i. To our Members for their continued support.
- ii. To Branch / Division / Circle Secretaries for their dedication and selfless work particularly during re-verification.
- iii. To Heads of Circles, Heads of Regions and Heads of Divisions for their co-operation with our union office bearers.
- iv. To FNPO and affiliated unions for their co-operation and co-ordination.
- v. To UNI for their deep concern in the development of FNPO, Support and Assistance.

vi. To all those who guided and assisted in the functioning of the union.

vii. Our special thanks to Sri G.K. Padmanabhan, Secretary (Head quarters) for helping and extending his co-operation to CHQ.

The AIC conveys heartfelt thanks to Sri G.K. Padmnabhan.

By Order
Central Working Committee
D. Theagarajan
General Secretary

New Delhi
10-3-2011

NUR 'C' Zindabad
FNPO Zindabad
INTUC Zindabad
UNI Zindabad



**REPORT ON 17TH ALL INDIA CONFERENCE KOLKATA HELD
FROM 22-12-2008 TO 25-12-2008**

The 17th All India Conference was held in Kolkata (Salt lake Stadium) from 22-12-2008 to 25-12-2008.

525 delegates and equal number of visitors attended the conference.

On 21st December 2008, CWC met at the above venue in the evening. All Circle Secretaries and CHQ office-bearers participated and approved the biennial report and audited accounts.

Flag hoisting

On 22nd December 2008 at 10 a.m., our national flag was hoisted by our beloved leader, Sri G.K. Padmanabhan, Secretary (Head quarters) and Federation flag by Sri S.N. Sarkar, former Circle Secretary, NUR 'C' West Bengal with slogan of 'bande Matharam'.

Subject Committee Meeting

Biennial Report was placed before the subject committee. It was adopted.

Thereafter the Financial Secretary Sri Sushil Kumar placed audited accounts and the same was approved.

The subject committee meeting was presided over by Sri D.K. Mishra.

Open session :

The open session was presided over by Sri Sobhandev Chattopadhyaya, M.L.A. Chairman, Reception Committee. Sri P.G. Dutta Banik, Circle Secretary, West Bengal Circle and joint convenor of the Reception Committee welcomed the gathering. Sri Subrata Choudhry, joint convenor compered the open session.

The following dignitaries addressed the open session.

The leader of opposition, Sri Partha Chattopadhyaya, Sri Mukul Roy, Member of Parliament, Sri Sougata Roy Sri Arup Biswas, Members of legislative assembly, Sri Subhasish Sarkar, Chief PMG, West Bengal Circle, Sri H.K. Sharma, PMG (MM) West Bengal Circle, Sri G.K.

Padmanabhan, Secretary (Headquarters), Sri T.N. Rahate, GS NUPE PM & Gr. 'D', Sri A.S. Siddique, GS NUR IV Sri O.P. Khanna, GS Admin. Union, Sri Partha Pratim Ghri, GS, Civil union, Sri C.P. Nayi, President Postmen union. The General Secretary, Sri D. Theagarajan addressed the open session and requested the grass root leaders be prepared for the challenges which are going to be faced in the coming days.

After vote of thanks by Sri Subrata Choudhry the open session ended. A colourful Souvenir was released by the Reception Committee.

At the end of the open session, a cultural programme was organized by the Reception Committee. The delegates were delighted by the programme.

Subject Committee Meeting :

Subject Committee Meeting commenced at 11 a.m. on 23-12-2008.

Sri A. Ramanathan, former Divisional Secretary, RMS 'M' Dn. Initiated the debate. He critically criticized the OTA rates CGHS facilities, and shortage of staff.

Sri B. Mohd. Ali CS A.P. Circle discussed the following issues present ACP scheme, OTA rates, lifting pay limit for performing OT duty by all employees.

Sri H.C. Dutta, CS Assam Circle : He assured that he would improve the membership for our union in the coming days. He listed out the important circle problems. He requested that ACP scheme should be extended to all employees (promoties also).

Sri Ajay Kumar Roy, Executive Asst. to the Secretary, Dept. of Posts addressed the Session. He explained the policy of the Dept. in the years to come. The highlights of his address.

- i) The Postal Dept. will be exempted from Screening Committee from 1-4-2009
- ii) Postal Bill has been officially withdrawn and it will be placed in the parliament with suitable amendments by the Govt.

- iii) More AMPCs will be established in Metro cities.
- iv) New Mail Paradigm.
- v) Separate Pincode for the bulk Mailers.

After his lecture, Sri Kamlesh Chakravarthi, President Assam Circle raised some doubts and it was cleared by Sri Ajay Kumar Roy.

The General Secretary NUR 'C' conveyed thanks to the Secretary, Posts and Sri Ajay Kumar for their special care given NUR 'C' delegates.

Special session for MMS

Subject committee resumed its meeting at 3.30. **Sri Devendra Kumar**, CS Delhi Circle explained in depth the action of CHQ on MMS matters.

1. New scales of pay for Drivers, Artisans, Charge Hand and Technical Supervisors.
2. Our submission of Memorandum after the Pay Commission.
3. New ACP scheme.

Amal Sarkar, AGS CHQ (MMS) has explained that how he focused MMS problems during the evidence before the Pay Commission. He said that MMS issues were presented to the Pay Commission in the CD form with video.

Sri Nikalje, DS MMS Mumbai criticized the CHQ for not taking the MMS issues with Pay Commission effectively. Further he complained that MMS is always neglected by RMS union leaders. However he appreciated the General Secretary for promptly attending local problems given by him. He also conveyed his gratitude to CHQ for re-instating the Driver (Circle President, Maharashtra Circle) who was compulsorily retired from service by the Dept.

Sri Chandrasekaran, MMS Chennai complained that salaries of Drivers were not raised on par with Group 'C' employees. Further he questioned whether the cadre of Drivers belongs to Group 'C' or Group 'D' or Postmen.

Sri Nagarajan, MMS Bangalore praised the activities of the General Secretary and also explained in detail the problems of workshop staff.

He also requested the period spent on renewal of driving licence should be treated as leave as is done in Delhi MMS.

Sri Devi Ram, MMS Delhi appreciated the CHQ leadership for taking up MMS problems promptly. In spite of his (GS) best efforts, the issues of MMS have not yet been settled in favour of MMS staff. Therefore he advised the CHQ to approach the CAT for settle grievances of MMS employees.

The GS in his reply explained the perennial problems of MMS and assured that the CHQ will take care to improve the scales of pay for Drivers and MMS Artisans. If not, the issues would be taken up in the court of law.

The special MMS session lasted for more than three hours. Every speaker appreciated the GS for allotting special session to discuss MMS problems.

After special MMS session is over, subject committee meeting resumed.

Sri A.K. Dhir, CS Punjab Circle requested that the CHQ should take necessary steps to implement new ACP scheme for benefit of all employees. He suggested that if OTA rates are not revised, the matter may be taken to court of law.

Sri Dharam Singh, AGS CHQ stressed to take up the issue of revision of OTA rates. He suggested that we may adopt refusal of OT duty throughout India so as to get our issue solved.

Sri K.B. Desai, Gujarat criticized the revised pension scheme and suggested that the issue may be taken to court of Law. He also criticized premium products introduced by the Dept.

Sri P.K. Roy CS Chattisgarh Circle complained about Fast Track Promotion Scheme, CRC Norm and non-supply of furnitures.

Sri M.D. Shinde, CS Maharashtra Circle addressed the following issues :

1. delay in holding of DPC for BCR promotion.
2. non-supply of new vehicles to MMS.
3. not holding four-monthly meeting and bi-monthly meeting.

4. change in Headquarters of L-35 section.
5. irregularities in AMPC.

Sri Yedu Nandan Singh, CS Bihar Circle insisted the CHQ that Headquarters of R.O. 'C' Dn. Re-shifted to Howrah and merger of sets should be stopped.

All Circle Secretaries delegates and CHQ office bearers gave standing ovation for his Herculean task of enrolling more members to our fold in RMS Bihar Circle.

Sri Ashok Kumar Singh, CS Jharkhand criticized the CHQ for entering into agreement with the Dept. on the closure of Mail offices which deal with less than 10000 mails. He also complained about the availability of acute shortage of accommodation in Ranchi RMS.

Sri Christudhas, CS Kerala Circle. He explained the problems of Kerala Circle. He requested the CHQ not to join the confederation calls. But he insisted that the CHQ to join the agitation when postal issues come up. He also expressed the goondaism which he is facing in Kerala circle.

Sri Satish Chandra, CS Haryana Circle he addressed the following issues :

- 1) imposing punishment for not performing OT duty.
- 2) Goondaism of NFPE union during the strike period.
- 3) Shortage of staff.

Sri Jawalkar, CS M.P. Circle. He assured that he will improve the membership of our union in the days to come.

Sri R.K. Tripathy, CS UP Circle. He criticized the closure of Mail offices at Ballia and Ghazipur in U.P. Circle, non-revision of OTA rates, about compulsory performance of OT duty, preparation of common gradation list for LSG/HSG II/HSG I.

Non-grant of promotion to Sri Daya Ram, Regional Secretary.

The Session was over by 8.30 p.m.

The Subject committee meeting continued on 24-12-2008 at 10 a.m.

Sri Samir Kumar Bardhan Circle Secretary NFPE R III West Bengal Circle attended the Conference. He stressed that only joint movements alone settle the issues of the Postal employees.

Sri R.P. Singh, DPS (MB) Kolkata addressed the session. He explained the modern mail business and how to defeat the courier service.

Sri Mahapatra, CS Orissa Circle. He complained about the shortage of staff in his circle and explained the deficit of the Dept.

Sri P. Kumar, CS Tamilnadu Circle. He expressed his views on the following issues:

1. notional promotion to the seniors in Tamilnadu Circle.
2. filling up of HSG II posts in lien vacancies.

He recollected many issues solved with the support of the CHQ.

Sri M. Srinivasalu, CS Karnataka Circle spoke about the problems of RMS 'HB' Dn.

Sri M.S. Bhati, CS Rajasthan Circle thanked the CHQ for the timely help in the case of his posting in unwilling post.

Sri P.G. Dutta Banik, CS West Bengal Circle spoke about various issues prevailing in West Bengal Circle.

The following delegates also addressed the session:

1. **Sri Ramani Deka** of Assam Circle. He explained various issues of North Eastern Circle.
2. **Sri Rangarajan** of RMS 'T' Dn. (T.N. Circle spoke about malfunctioning of P & T Dispensary in Tiruchi. He insisted the CHQ not to accept FTP scheme under any circumstances. He also explained the reasons for joining National union movement.
3. **Sri Primitava Ghosh**, Divisional Section Airport Stg. Kolkata insisted the CHQ that the status of the Kolkata Air Stg. Should be restored to SSRM rank.

DETAILS OF GENERAL SECRETARY'S VISITS DURING THE PERIODS
Annexure - II

DATES			
1.	JAN 2009	12, 13 th 18 th 20 to 22 22 to 23 28 (9 days)	Delhi Kolkata Hyderabad Delhi Guntakal (A.P.) (Dharna)
2.	FEB. 2009	23224 25 26 to 28 (6 days)	Haryana (Circle Conference) Delhi (Circle Conference) Delhi
3.	MAR 2009	20 to 23 24 to 27 (8 days)	Delhi Germany (study tour)
4.	APRIL 2009	6 7 to 10 (5 Days)	W.B. Circle Gaya (Bihar Circle Conference) One day Bangalore
5.	MAY 2009	(6 days) 3 12 to 14 23 to 25 (7 days)	Bangalore (Circle Conference) Delhi Ahmedabad (Federal Congress)
6.	JUNE 2009	9 to 12 (4 days)	Delhi
7.	JULY 2009	8, 9 10 15, 16 27, 28 31 (8 days)	Kolkata (W.B. Circle Conference) Patna Vijayawada (Circle Conference R IV) Indonesia (Seminar) Delhi
8.	AUG. 2009	4 to 6 16 to 18 (6 days)	Hyderabad (Circle Conference P III) Delhi
9.	SEPT. 2009	3 4 & 5 18 to 22 (8 days)	Delhi Saharanpur (Circle Conference) Delhi

10.	OCT. 2009	6 to 8 28 & 29 30 (6 days)	Delhi Delhi Patna (Organising Strike)
11.	NOV. 2009	5 to 7 19 22 24 27 to 30 (10 days)	Erode (Circle Conference) Bangalore (Strike Tour) Hyderabad (Strike Tour) Bhubaneshwar (Strike Tour) Delhi (Strike Negotiation Meeting)
12.	DEC. 2009	1 & 2 3 & 4 25 31 (6 days)	Delhi Cuddalore (P III Circle Conference) Tirupathi (Conference) Bangalore (Meeting with Chief PMG)
13.	JAN. 2010	3 to 6 30 & 31 (8 days)	Malapuram (Kerala) (NUGDS Conference) Delhi
14.	FEB. 2010	3 to 5 (3 days)	Delhi
15.	MAR 2010	3 to 5 21 14 28 (6 days)	Delhi Tirupathi (Interaction with Trainees) Tiruchi (P III Conference) Koraput (GDS convention)
16.	APRIL 2010	3 to 5 6 7 8 9 (7 days)	Rajkot (Circle Conference) Delhi Lucknow (Meeting with Chief PMG) Chandigarh Delhi
17.	MAY 2010	8 & 9 12 to 19 27 to 29 31 (14 days)	Madurai (R IV Circle Conference) Delhi Kollam (Kerala Circle Conference) Delhi

18.	JUNE 2010	1 & 2 3 7 29 30 (6 days)	Delhi Bareilly Hyderabad (NUR 'C' CWC Meeting) Delhi/Jhansi Ajmer (Circle Conference)
19.	JULY 2010	12 to 14 26 & 27 28 (6 days)	Delhi Tatanagar (Circle Conference) Kolkata
20.	AUG. 2010	7 11 to 13 26 to 28 (7 days)	Kolkata (P IV Seminar) Delhi Delhi
21.	SEPT. 2010	2 6 15 to 17 19 to 22 26 (10 Days)	Pune Delhi Delhi Tiruvananthapuram (P IV Seminar) Madurai
22.	OCT. 2010	21 22 28 to 30 (5 days)	Mumbai Delhi Delhi
23.	NOV. 2010	9 to 12 22 to 25 (8 days)	Japan (UNI World Congress) Delhi
24.	DEC. 2010	4 5 to 7 10 to 12 15 16 & 17 (10 days)	Mumbai visit Ahmedabad (P IV Circle Conference) Thoothukudi (P IV Circle Conference) Delhi Jakarta (Logistics Seminar)
25.	JAN. 2011	6 to 8 18 to 23 30 and 31 (11 days)	Siluguri (NAPE 'C' AIC) Delhi Delhi

BRIEF REPORT ON THE STUDY TOUR TO GERMANY

The team led by Director (SR) reached Bonn, via Frankfurt on 22-3-2009.

Welcome and introduction of the Agenda

Mr. Ashutosh Bajpai, Directorate Public Policy India welcomed the team in the entrance of the Deutsche Post Directorate (42 storeyed building made of glass and iron constructed by German-born architect). He took us to Headquarters room and introduced us with Dr. Jurgen Lohmeyer, Vice President Inter-national relations and Mr. Jorg Hanser, Programme Manager.

Dr. Jurgen Lohmeyer welcomed the Indian delegates and briefed the Agenda. While briefing the Agenda, he explained about the structure of the Deutsche Post and its international policy. After the introduction, he requested Dr. Monika WULF-Mathies, Executive Vice President, Corporate Public Policy and sustainability. Dr. Monika explained shortly about reunification East Germany and West Germany and subsequently explained about Deutsche Post in the last twenty years. During her address, she pointed out that

- ☞ Deutsche Post was incurring deficit of 750 million Euro from 1992 to 1997.
- ☞ From 1998 onwards, Deutsche Post was earning profit.
- ☞ Present net profit is 1274 million Euro.
- ☞ Between 1990 and 1997 many confrontation including strikes took place.
- ☞ In 1998 both workers and Management reached an understanding. In the last ten years, there is no remarkable differences between Management and staff side.
- ☞ The union welcomes the changes and they feel changes are required for development.
- ☞ After her presentation, Indian delegation was allowed to clarify the doubts.

From India Post, Director (SR) initiated the debate and it was followed by other delegates.

After the lunch break, Mr. Jorg Hanser presented about introduction into Deutsche Post (Business Model)

He revealed that

- ☞ How DHL was purchased?
- ☞ Development and position of Deutsche Post
- ☞ How Deutsche post turned around to profit by wiping out the deficit.
- ☞ Explained seven principles of Deutsche Post they are –
 - i) To deliver excellent quality
 - ii) To make our customers successful
 - iii) To foster openers
 - iv) To act according to clear priorities
 - v) To act in an entrepreneurial way
 - vi) To act with integrity internally and externally
 - vii) To accept social responsibilities

The above guiding principles will apply to everyone working in Deutsche Post

- ☞ Deutsche Post adopted Corporate value in 2005 and communicated them widely.
- ☞ The work-force is increased from 4, 47, 626 to 4, 56, 716 i.e. two percent more.
- ☞ Revenue increase in the last financial year was 54, 478 i.e. 0.8% more.
- ☞ He also explained how Deutsche Post help the country environmentally by adopting 'go-green' policy.
- ☞ Deutsche Post involved itself to many social activities
- ☞ Recent innovation and electronic franking.

After this presentation, delegates were allowed to clear their doubts.

The India Post team submitted a brief report on India Post.

The Director (SR) described about the India Post Vision and structure.

Sri Samuel presented about 'Project Arrow' Sri D. Theagarajan presented about 'India Post activities'.

Sri T.N. Rahate and Sri M. Mohanaragam explained the net work and challenges.

After this presentation, the first day session concluded at 16.30 hours.

The team went to Cologne Cathedral, fourth largest Cathedral in the world. It took 600 years to build. It is UNESCO's world heritage site. Due to bad weather condition, the team was unable to spend more time in Cathedral. We returned Hotel at 8 p.m. The first day programme was over.

SECOND DAY

Mr. Toneychen, Director Public Policy, Greater China picked the team and took tour to old Bonn City. Bonn city is situated on the bank of River Rhine. Bonn was capital of West Germany. When reunification took place in 1991, re-united German Government decided to move back to Berlin. It shocked many. But now no one feels sorry for Bonn. Changes bring opportunity and rather than dark depth provincialism. The ex-capital has reinvented itself with creativity and vigour.

Bonn university is the biggest employer in Bonn.

The guide took us to Beethoven House. Beethoven was the great composer in music.

During music festival, more than one million people would visit the Beethoven House. After the lunch break, we went to Post tower (Duetsche Post Directorate). Mr. Volker Schroeter Economic adviser Group works Council presented about

- ☞ Labour policy of Germany
- ☞ Trade union activities of Duetsche Post employees in the last 20 years
- ☞ Details of his presentation is available in our web site.

After this, we were taken to retail outlet (Post office) and pack station.

RETAIL OUTLET :

Retail outlet's main transaction is ATM. We were told that at least 500 transactions were made daily. The sale of Postal stationery is very low.

PACK STATION :

It is a facility to retail parcel customer. The customer parcels were kept in pack station. Intimation will be given to customer over cell phone or E-mail with secret code. The Customer can pick up the parcel within next five working days at their convenience (24 hours). Customers can also book the parcels in the same manner.

All the above operations are done through machine and man-power is not required.

VISIT TO MAIL PROCESSING CENTRE

We were taken to Mail Processing Centre. Mr. Peter Wunsch, Vice President Mail Processing Centre welcomed the team. Mr. Ashutosh Bajpai and Mr. Tonychen accompanied the team.

This is a medium Mail Processing Centre. It looks like a big factory. 88% regular employees and 12% temporary employees are working in the Centre. The temporary employees are working 5 hours daily. Hourly wage of temporary employee is 5 Euro. Mail Processing Centre's operation is under OCR process (Optical Character Reading).

The machine sort out all national centres as well as beat sorting. Therefore after the processing, mails are delivered by Postmen directly. The Postmen deliver the mails through cycle or car. We were told the Centre can process 5 million letters at a time.

Parcel processing is also done through machine.

After the visit, we returned hotel at night 8.30 p.m.

THIRD DAY

ON 25-3-2009, the session commenced with question and answer. The session was chaired by Mr. Ashtosh Bajpai and Jorg Hanser. Free and frank discussion took place during the question-hour. Union/Association Secretaries were asked about the experience in Germany and how this trip was helpful to India Post. On behalf of India Post we responded that the experience was useful to Union/Association General Secretaries.

In regard to changes in India Post, if the Dept. of posts propose any change it will be put up before the rank and file and decision will be taken thereof.

After the question hour, we were taken to innovation centre by Sri Asuthosh Bajpai.

According the Director of Technology and Innovation Management, they are delighted about Deutsche Post DHL Innovation Centre.

It is unique research and meeting Centre, it provides a Central Platform for the innovative forces of the world's leading logistics company.

Innovation centre provides facilities for all interested parties to meet and exchange the latest ideas and solutions in the area of global logistics – whether for customers, partners in the industry or the scientific communities or employees.

After the visit of Innovation Centre, the team felt that the statement of Director of Technology and innovation Management was true.

After the visit, the team returned to Deutsche Post Directorate. Mr. Wolf Gang Pickave Director Regulation Strategy presented about Deutsche Post summary of activities from 1990 to 2008. He revealed that –

- ☞ Prior to 1990, it was a Govt. organization
- ☞ In 1990, it was corporatized
- ☞ In 1995 it was privatized
- ☞ In 1998 it was liberalized However universal service obligation was guaranteed by the constitution.
- ☞ At present, no civil servant is in Deutsche Post
- ☞ Prior to 1990 the Management is administered by MOC.
- ☞ Today the Management is administered by the Board of Members.
- ☞ In 1990 there were 328 Sorting stations and 11000 delivery stations.
- ☞ In 2006 there are 82 sorting stations and 3700 delivery stations.
- ☞ Prior to 1990 there were 140 Parcel processing Centres with nine handlings.
- ☞ Now only 33 Parcel Processing Centre are there with Maximum three handlings.
- ☞ Earlier, there were 29299 retail out lets
- ☞ Now only 13000 retail outlets
- ☞ Prior to 1990 quality of service was low.
- ☞ In 2000, the quality of service is very high
- ☞ In 1990 there were 3,80,000 employees
- ☞ In 2000 there were 2,39,000 employees
- ☞ In 2006 there were 520000 employees. In other words, within a span of 5 years, the strength of the employees has doubled.
- ☞ In 1990 Deutsche Post was running deficit at the tune of 720 million Euro.
- ☞ In 2006, Deutsche Post was earning profit to the tune of 2900 million Euro.
- ☞ In 1990, Deutsche Post had operated its service only in Germany
- ☞ In 2006, Deutsche Post operated in 220 countries.
- ☞ Upto 2002, 200 grams letter was the monopoly of the Deutsche Post.
- ☞ Between 2003-2004, it was reduced to 100 gram.

- ☞ Between 2006-2008, it was reduced to 50 grams.
- ☞ From 2009 onwards, market is open to all
- ☞ In 1998, market share was 88 million i.e. 0.8%
- ☞ In 2007, market share was 1274 million i.e. 12.9%
- ☞ Delivery norm D+1 80% Letter Mail
- ☞ Delivery norm Parcel D+2
- ☞ Working days – 6 days per week
- ☞ Delivery is made in door-steps
- ☞ No uniform tariff
- ☞ At present market share is 90% in Letter Mail by Deutsche Post and 10% by courier
- ☞ Parcel Market share varies from segment to segment

Before the session, a brief discussion was taken place on India Post trade unions.

After the session, the team was taken to dinner in restaurant – “Taste of India”.

Mr. Jorg Hanser and Mr. Ashutosh Bajpai took part in the dinner on behalf of Deutsche Post. With the vote of thanks by Team leader, the session was over.

FOURTH DAY

Visit to International Process Centre on 26-3-2009. The team traveled through train from Bonn to Frankfurt. The distance covered were 300 kilometres and running time was 35 minutes. The team visited International Process Centre accompanied by Mr. Ashuthosh Bajpai. Mrs. Petra Scheufer Director Customer Service explained about the Centre.

- ☞ Centre is a joint venture 40:40:20
- ☞ It is housed in six-storeyed building.
- ☞ Total staff – 2139
- ☞ Workers from 45 nations
- ☞ Traffic volume daily 3.4 million letters
- ☞ Parcel and small packets 25900
- ☞ Post cards 36.1 million annually

- ☞ Workers - 59% part time 41% full time
- ☞ Gender - 44% women and 56% men
- ☞ Working Hours – Import 0700 hrs. to 2200 hrs.
- ☞ Export 2200 hrs. to 0600 hours (Two shifts)
- ☞ Bags – 3300
- ☞ Trays – 5800
- ☞ Parcel Working Hours Import : 0600 to 2200
- ☞ Export : 2200 to 1400
- ☞ Bags 1200
- ☞ Trays 10400
- ☞ Others 10100
- ☞ Mails are collected from 82 Mail Centres
- ☞ Parcels are collected from 33 Parcel Centres
- ☞ 140 Drivers carrying 140 Tons of mails to 256 destinations daily.
- ☞ Freight charges are negotiated from every three years.
- ☞ Processing by OCR and VCR 7 OCR and 58 VCR.
- ☞ (Optical character reading machine and Video coding machine.)
- ☞ Two maximum letter sorting machines with 20 manual coding station.
- ☞ Quality In 1998 – 75.3%
- ☞ In 2006 – 93.5%

After this visit, the deputation was over.

The Director (SR) and Sri Samuel went to Indian Embassy office and met authorities there. They conveyed our thanks to them on behalf of India Post, stamp Album was presented to all the lecturers. Our union presented shawls to all the lecturers.

CONCLUSION

The Study Tour was very invaluable one and it gave sufficient exposure in the World Postal transactions to all the team members. It is true the study tour has made us a strong craving as to when our India Post will reach high as in the developed countries.

**MINUTES OF THE MEETING TAKEN BY SECRETARY (POSTS) WITH
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
AND ITS AFFILIATED SERVICE ASSOCIATIONS ON 13-01-2009
TO DISCUSS PENDING ISSUES OF POSTAL EMPLOYEES**

Secretary (Posts) (Chairperson) took a meeting with Federation of National Postal Organisation on 13.01.2009 to discuss pending issues of Postal Employees. The following were present.

OFFICIAL SIDE

1. Shri S. Samant, Member, Postal Service
2. Shri R.K.' Singh, Member Postal Service
3. Shri Kamlesh Chandra, DDG (P)
4. Shri A.K. Sharma, DDG (Estt)
5. Shri V.C. Kajla, Director (SPN)
6. Shri Subhash Chander, Director (SR & Legal)

STAFF SIDE

1. Shri D. Theagarajan, Secretary. General, FNPO
2. Shri D. Kishan Rao, General Secretary, NUPE Group 'C'
3. Shri T.N. Rahate, General Secretary, NUPE Postmen & Gr. 'D'
4. **Shri A.H. Siddiqui, General Secretary, NU RMS & MMS Employees, MG & Group 'D'**

The meeting started with preliminary remarks of Secretary General, FNPO in which he thanked the Chairperson for arranging the meeting and assured that FNPO and its affiliated Service Associations will not join the strike likely to commence from 20-01-2009, notice for which has been given by NFPE and its affiliated Service Associations. The Secretary General also requested the Chairperson to hold periodical and JCM meetings in time and the request was acceded to. Thereafter, item-wise discussion was held and the list of discussion is as follows:-

Item No. 1 : Constitution of anomalies Committee (Postal)

The Chairperson informed that needful will be done in this regard.

Item No. 2 : Vacate the stay in Madras High Court early on verification of membership.

The Staff Side was informed about the action already taken by the Department in regard to filing of miscellaneous petition for getting early listing of the case. The Chair person directed for regular follow up in the matter.

Item No.3: Modification of Nataraja murthy Committee's recommendations sought by FNPO.

The staff side was apprised that the Report of Nataraja Murti Committee was still under examination by a group of Senior Officers of the Department. However, the Chairperson agreed to the demand of the Staff Side to get release of the report expedited.

Item No.4: Fixing the wages of RRR/Part Time/Contingent Staff on par with Departmental employees.

The Staff Side was apprised that as advised by Internal Finance Wing, the issue was being referred to the DOP&T. On the point of taking into account HRA, CCA etc. for computing the wages, the Chairperson directed for examination of the matter.

Item No.5 and 6 (i) Request to implement April 2007 Strike Settlement. (ii) Discuss charter of demands which was submitted by both the Federations on 15-02-2008.

The Staff Side was informed that the present position in regard to the issues referred to above has been shown in the Action Taken Report circulated among them. However, the Staff Side drew the attention of the Chairperson to the following issues which were part of the above references

(a) abnormal delay in payment of OTA and Medical reimbursement.

(b) filling up of residual vacancies.

(c) conferring of temporary status on casual labourers.

The Chairperson stated that the above issues will be examined. In the context of filling up of residual vacancies, Member (P) suggested the staff side that their circle unions may have a meeting with the Circle Heads.

Item No.7: Discuss cadre review, ACP Scheme, system administrator and Marketing Executive.

In the meeting held on 16.09.2008 with the staff side under the Chairpersonship of the then Member (P), the Federations were advised to submit detailed proposals to facilitate examining their demands. The proposals from the Federations are still awaited. However, during the course of discussion on this item, the staff side inadvertently mentioned that they had submitted the proposals. In fact the proposal are yet to be received and these will be examined after receipt. In the context of cadre structuring of System Administrators, the staff side stated that the interest of the existing incumbents should be taken care of, upon which Member (D) made it clear that this aspect will be looked into. .

The staff side was informed that formal order from Department of Personnel & Training/Ministry of Finance on the modified ACP scheme are awaited. The issue will be examined after receipt of details from DOP&T jMinistry of Finance.

Item No: 8: Withdraw the SLP against the RRR candidates and absorb them in the Department immediately.

The Staff Side was apprised that the SLPs were filed on the advice of Ministry of Law and Justice and the matter is now subjudice.

Item No.9: Granting notional fixation for Artisan Grade.I in MMS on par with Railways and Defence.

The Chairperson advised the Staff Side to have a separate meeting in this regard with DDG (Estt).

Item No. 10: Increasing number of posts of LSG.HSG.II/HSG.Iin Circle offices and DPLI Kolkata.

The Staff Side was informed that distribution of posts was done on the basis of workload and on the requirement of posts projected by each Circle. The discussion was summed up by the Chairperson with the observation that the issue will be looked into.

The Staff Side was informed that as on date only work relating to acceptance of proposal and issue of PR book was decentralized at divisional level. The Staff Side was of the view that in the wake of technological developments, need for decentralization may not be there. In response to the above, Member (D) stated that PLI/RPLI was a very competitive product and we have to be extremely cautious in handling it. Member (D) further mentioned that technological developments will dictate its own system.

Item No. 12: Dropping of proposed move to decentralize Postal Accounts.

The Staff Side was informed that no decision to decentralize the Postal Accounts Offices had been taken so far. The Chairperson further clarified that view of the Staff Side will be taken before taking any such View in future .

Item No. 13 : Restore three year periodicity for promotion to senior Accounts cadre.

The Staff Side was informed that the matter was under examination ill consultation with the DOPT / Ministry of Finance.

Item No. 14 : Accord early sanction of justified posts in Postal/RMS/MMS wings.

Suitable instructions will be issued in this regard.

Item No. 15: Allow officiating arrangements in HSG.II and HSG.I cadre as per provisions of P&T Manual Vo.I. IV.

The Staff Side was informed that matter would be looked into.

Item No. 16: Remove the transfer policy. Not to post officials in 'C' class post offices for the second time.

The Staff Side was informed that matter would be looked into.

The meeting ended with vote of thanks to the chair.

RMS III AND IV ITEMS AND ACTION TAKEN REPORTS

Item No. 1 Implementation of the arbitration award on revision of OTA rates, which was last revised in 1990, removing the RS 6800 ceiling on eligibility to perform OT A, clearance of all pending OT A bills and stop compulsory order to perform OT duty.

Action Taken : The issue for removing the ceiling of Rs. 6800/- for performing OTA by operative staff in post offices/RMS offices was taken up with DOP&T. In their U.O. No. 15011/04/2006-Estt (AL) dated 21-8-2006 it was intimated that payment of OTA was continued to be payable as per the existing orders on the basis of notional pay admissible in the pre-revised scale of pay and in view of the austerity measures to reduce payment of OTA, the DOP&T has stated that it is not possible to consider the proposal. The revised orders of MOF on OTA in consequence of 6th P.C. recommendations are not yet received. Further, the 6th PC in para No. 4.42 has recommended abolition of OTA except to those belonging to operational staff who are governed by statutory provisions will need to be paid this allowance in accordance with extant rules. DDG (Estt)

Item No. 2 Filling up of all vacant posts in Group C & D in RMS & MMS, hold special examination to fill up all residual vacancies immediately, sanction Driver Posts for operating long distance Schedules.

Action Taken : The Circles were already instructed vide letter No. 13774/2006-SPB-II dated 22.5.2007, that the notional promotion to norm-based posts as advised vide letter dated 12.11.2002 was not supposed to be one-time exercise but it was to be carried out notionally from year to year w.e.f. the year the promotions had not been carried out and a critical review may be carried out to ensure that notional promotions had been carried out at the Divisional level in the LSG cadre upto the year 2002 and

vacancies which arose after the notification of revised Recruitment Rules notified on 7.2.2002 till 17.5.2006 have been filled up in terms of the provisions of the said Recruitment Rules. After latest revision of Recruitment Rules notified on 18.5.2006, the vacancies in LSG are required to be filled by promotion as Circle cadre.

Item No. 3 Fill up all promotional vacancies of LSG I HSG III HSG-I strictly on seniority basis by granting notional promotional from 1983 onwards year by year.

Action Taken : Same at item No.2

Item No. 4 Discontinue to bag account numbering in mail system.

Action Taken : Bag no. system, was introduced with the aim of having a quality monitoring system to bring in consistency in transit of mails. This will also reduce No. of bags being closed with "Nil" content 31, save manpower. Thirdly, it will also facilitate bag accounting.

A Software has been developed by the System Administrator in Sambalpur Division of Orissa Circle. The software is currently being tested between Bhubaneswar and Sambalpur. It is expected that once the software is installed in Mail Offices/Post offices across the country, manual entry of bag numbers and issue of error extracts etc. would be replaced by the computerized system and additional work, if any, on account bag numbering would be taken care of by that system.

However, there may be a case for having a re-look in the Bag No. system to ensure that it is easier and more efficient.

Item No. 5 Provide separate Mail Vans in Sections and adequate accommodations wherever mail vans are not provided.

Action Taken : The problem of paucity of accommodation in mail carrying trains has been taken up with the Railway Board.

Original accommodation has been restored in some of these trains since then. In spite of railways assurance they have not been able to accede to all requirements of Department.

Item No. 6 Compilation of fresh statistics as with II class and Business mails for those offices having less than that 10,000 mail consequent on increasing mail traffic at present, retain one mail office in a revenue state/ district and no mail office to be merged with post office.

Action Taken : In view of the changed mail profile and decline in mail traffic, the mail network is currently under revision and mail offices are being consolidated as per mail flow pattern. As such the concept of having a mail office in every revenue district etc. is not in line with the requirements of the current mail transmission pattern. There is no policy to merge mail office with post offices. However, in a few odd cases, administrative and operational reasons might have required such an action.

Item No. 7 Norms for CRC's EPP. Logistic and SPCC's to be scientific basis, withdraw CRC norms fixed arbitrarily as 900.

Action Taken : CRC : The time factor for each job in the job in the job list was communicated to Head of Circles vide this office memo No. 2885/2006-D dated 19.2.2008 for grater clarity and operational convenience. These norms will continue till changes in the , existing software are made.

Item No. 8 Provide adequate motor vehicles for conveyance of mails/ logistics etc. Replace all condemned vehicles, impart sufficient computer training to the technical staff to deal with modem power vehicles, insure MMS vehicles. Recruitment Rules for the Assistant Managers of MMS should be issued soon.

Action Taken : i) No such proposal/demand is pending from any Circle except from NE Circle, which is being processed.

ii) Inspite of ban imposed by Ministry of Finance for procurement of new vehicles, condemned vehicles are I being replaced every year with the approval of MOF. 93 I Vehicles have been replaced during 2006-2007, 83 vehicle I in 2007-08 and 62 vehicle in 2008-09.

iii) Central Govt. vehicles have been exempted from compulsory Insurance vide MOF letter No. F.1 (62)-E.III (A)/62 dated in February, 1963.

Item No. 9 Court RTP service for all purpose including pension.

Action Taken : Supreme Court of India in Civil Appeal Nos. 80-123 of 1996 has held that any service, which was rendered as RTP prlor to regular appointment in the cadre cannot be counted and it cannot be considered as service in any cadre. In view of the position the claim for counting of past services of erstwhile RTP for promotion & pension cannot be acceded to, as it will be against the judgment of the Apex Court.

Item No. 10 Withdraw the SLP and absorb all RRR Candidates.

Action Taken : As against item No. 11 of 'Charter of Demands' (P. 3)

Item No. 11 In view of concentrating business mail including logistics in RMS all MMS units under SSPOs/ SPOs be transferred to RMS divisions.

Action Taken : The MMS largely operates on schedules between a large number of Post Offices and few mail offices. Due to administrative constraints, therefore, it is not possible to bring all MMS units

Item No. 12 Payments of OSA and other benefits on par with RMS staff to MMS drivers working in long distance schedule and allow to engage casual drivers temporarily to work till regular arrangement is made.

Action Taken Nil

Item No. 13 Grant of four more chances in appearing in the LGO Examination in the revised syllabus for Mailguards and Group D officials.

Action Taken : The syllabus for LGOs for promotion to PAs/SAs was revised vide letter dated 26.04.1991. Further this syllabus has not been revised. For promotion of lower grade officials to the cadre of Postal/Sorting Assistants through LGO examination, the maximum number of chances were five earlier. This was raised to six in 1999 only. The number of chances available for the eligible officials who are serious in getting promotion seems to be sufficient. In view of the nature of duties attached to the post of PA/SA, and need of maintaining integrity of the examination, it will not be appropriate to enhance the number of chances for appearing in LGO examination. (DDG-(P))

Item No. 14 Dispense with the reservation of vacancies of PSS Group 'B' and permit to write the examination by increasing the General Line Quota to 19%.

Action Taken Nil

Item No. 15 Fill all Group 'D' posts from GDS/Temporary Status Employees @ 25% & 75% without any abolition under screening committee.

Action Taken Nil

Item No. 16 Drop the move to change the nomenclature of 'RMS' as Mail Business Arm.

Action Taken 16 : This subject was taken up with staff union to seek their opinion on the subject. The Staff Union had informed that the subject was being discussed at their circle level and had sought more time.

The Service Union may be requested to send in their constructive suggestions on

how to make RMS Wing more customer oriented in the next 10 days so that a Committee constituted of senior officers can discuss it internally.

Item No. 17 Removal of existing discrimination in recruitment of GDS official to the posts of Postmen / Mail guards.

Action Taken 17 : The matter is under consideration.

Item No. 18 Withdraw the order fixing responsibility on DDOs for the over payment of Pay & Allowances to Mail guard on account of Fixation under RP Rules.

Action Taken Nil

Item No. 19 Creation of System Manager/Administrators Posts & Marketing Executive. Grant of Special Pay and grant of Road Mileage Allowance without restrictions. Trainers Allowance for imparting Norms be fixed for Systems Administrators uniformly to all Circles; providing mobile phones, Fixing duties & responsibilities.

Action Taken Nil

Item No. 20 Counting of Training period for increment and promotion to the departmental candidates also.

Action Taken 20 : This Department follows DOP&T's instructions regarding counting of training period for the purpose of drawal of increments. As per clarification of DOPT, a departmental candidate is treated as on duty while under training and draws pay of the lower post and the period of training is counted for increments under FR 26 in the lower post. Thus in the case of a departmental candidate the training period prior to appointment to the higher post will be counted for increment(s) in the lower post only and such training period prior to appointment to the substantive post is not eligible for grant of promotion to next grade. -159/c

**ACTION TAKEN REPORT ON THE ISSUES RAISED BY THE POSTAL JOINT
COUNCIL OF ACTION COMPRISING OF NFPE AND FNPO (SCHEDULED
DEMONSTRATION ON 3-7-2009)**

S.No.	Issues	Action Taken
1.	Early implementation of GDS Committee recommendations with the suggestions of staff side duly incorporated.	1. The report of the GDS committee has been examined in consultation with the Ministry of Finance. Department of Expenditure. Further necessary action is in progress.
2.	End discrimination in bonus quantum ceiling between regular and GDS as per the Bonus Act amendment.	2. The issue was examined in detail and it was held that the revised calculation ceiling of Rs. 3500/- is not applicable to this category of workers. This issue is also being considered as a part of GDS Committee Report.
3.	Remove the arbitrary cap of 60 days in PLB for Postal Employees.	3. There is no such cap fixed by the Department for granting the PLB. However, the Finance Ministry is restricting it to 60 days for all categories of postal employees, till the revision in the formula is done for calculation of Bonus.
4.	Fill up ADR vacancies of 2005-06 & 2006-07 in all wings and of all cadres including Multi skilled employees	4. Necessary orders have already been issued vide letter No. 37/15/2008-SPB.I dated 31-3-2009 regarding filling up the vacancies of various cadres in the Circle for the year 2008 under Annual Direct Recruitment Plan for the year 2008. In regard to vacancies pertaining to the year 2006 and 2007, orders have been issued reviving 5190 posts for the year 2006 and 2007 with the approval of MOF (DOE) vide order No. 37-15/2008-SPB.I dt. 14-7-2009. Circle wise allocation of posts is being done and orders in this regard will be issued shortly so that the Circles can take action to fill up the posts.
5.	Expedite Cadre Review of all cadres in Department of Posts	5. The issue is under examination.
6.	Stop abolition of Postmen posts and beat and stop harassment of delivery staff and instructions in violation of P & T manuals in Project Arrow Offices.	6. Establishment Division has been issuing orders for abolition of different posts including posts of Postman in accordance with the Screening Committee recommendations under the scheme of Optimization of Annual Direct Recruitment Plan during the past years.

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|-----|--|-----|--|
| 7. | Cancel the order for compulsory pay disbursement through bank cheques and direct credit system. | 7. | The order No. 2-1/2007-08-PA (Tech I) D-255-326 Dt. 14-4-2009 was issued keeping in view the advantages such as security of the money, faster distribution of salary, encouraging habit of savings and to avoid difficulties of arranging the cash from Bank/Treasury and its disbursement by the concerned DDOs. |
| 8. | Re-fix the eligibility for OTA proportionately to 6th CPC wage level and clear all pending OTA bills. | 8. | Consequent on implementation of 6th CPC recommendations, no orders have been received from MOF on the matters relating to OTA. However, the proposal taken up by department for revising the pay ceiling to Rs. 6800/- on implementations of 5th CPC has not been agreed to by the Nodal Department. |
| 9. | Re-fix the wages of all Casual labourers and Part Time Contingent/RRR employees on the basis of 6th CPC wages. | 9. | The issue is under examination by Integrated Finance Wing. |
| 10. | Grant of Child Care Leave to all eligible Women Employees. | 10. | All Circles have been requested vide Department's letter No. 51-3/2009-SPB.II dt. 27-7-2009 to follow the instructions of DOP & T in regard to CCL to all eligible women employees. |
| 11. | Treatment of Strike period as Leave. | 11. | <p>1. The Department issued order No. 10-12/2007-SR dt. 27-10-08 directing the Circle offices to work out the budgetary provisions for the period of strike from 5-12-2000 to 18-12-2000 subject to specific requests received from the individual officials. Such cases will be examined at Directorate level in terms of provisions contained in FR-17 A and other relevant guidelines dealing with the subject.</p> <p>2. The information received from Circles is incomplete and does not contain the specific information required for the purpose. Some circles however, have sent total financial implications involved in the proposal without any request from the individual official who intends to convert the period of strike into EL accumulated during the year 2000-2001. All Circles have again been asked to furnish the requisite information. On receipt of information, the case will be examined.</p> |

CHARTER OF DEMANDS

1. Drop the move to outsource any function of the DoP including on the recommendations of McKinsey - Cancel the decision to close down 'C' Class Post Offices - Cancel the orders for down gradation of EDSOs into ED BOs and closure of EDBOs - Roll back steps of privatisation of speed post processing and mail conveyance and data entry work.
2. Stop violations in the Agreements on Status Quo of RMS & MMS as well as the merger of RMS with less than 10,000 mails - Create scientific norms for the work in CRC, Speed Post, Logistics and EPP - Cancel the orders for replacing the General Line HSG-I by ASPOs in Mail Offices.
3. Holding of JCM Departmental Council meetings; Periodical Meetings with Federations; Sending of the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.eJ. 1.1.1996 to Board of Arbitration; and Holding of GDS Committee Meetings periodically with GDS Unions.
4. Stop harassment of staff under Project Arrow - No extraction of work against Rules - No extraction of work beyond 8 Hours - No drafting of staff on duty and for Training etc on Sundays and Holidays - No harassment in the name of 100% Delivery - Withdrawal of all Punishments awarded to Postmen for minor non-delivery of articles.
5. Fill up all vacant posts: [a] Undertake reassessment of vacancies in PAISA cadre to rectify mistaken calculation of vacancies in all circles; [b] Fill up all vacant posts in all cadres in Department of Posts [Postal, RMS, MMS, Admn, DPLI, Postal Accounts, SBCO, Civil Wing etc] as on 31.12.2009; [c] Allow local recruitment as one time measure in Postal Accounts similar to 1997 at Sundernagar.
6. Comprehensive Cadre Restructuring of Group 'C' employees in PAISA Cadre; [b] Withdrawal of unilateral orders on piecemeal cadre restructuring of Postmasters' cadre until comprehensive Cadre Restructuring of PAISA cadre is completed; [c] Comprehensive Cadre Restructuring of LDC, Sorters & DEOs in Postal Accounts by amalgamation into a single Accounts Assistants cadre in the pay of Pb-1 with 2400 GP; [d] Comprehensive Cadre restructuring in PA CO cadre in CO/RO/DPLI; [e] Comprehensive cadre Restructuring of PAISA cadre in SBCO; and [f] Comprehensive cadre restructuring of Postmen/Mailguard/Multi Task Staff.
7. Grant of Pension, Departmental status to GDS extending the all benefits such as HRA/CCA, ACP etc, including Trade Union rights and welfare measurers - Remove discrimination on Bonus ceiling - Modify the 20,000 unilateral imposition of cash handling work points for GDS BPMs -Withdraw orders denying revised TRCA w.eJ. 1.1.2006 in respect of BPMs - Compute work norms to all types of work performed including NREGS, PLI,RPLI, Pension Payments etc to

- GDS-Implement enhanced Social Security to GDS like Ex-Gratia Gratuity and Severance Amount w.e.J. 1.1.2006.
8. Grant of Parity in Pay Scale [PB-I with GP 24001-] for MMS Drivers on par with Drivers of Parliament Secretariat - Recruitment of adequate number of Drivers - Sanction of OSA for the long distance logistics van drivers of MMS - Technology training to Work Shop staff and grant of Data Entry Operators scale of pay to Work Shop Staff.
 9. Implement Supreme Court Orders for revision of wages from 1.1.2006 [6th CPC wages] to all RRR Candidates, Casual Labourers, Contingent staff, GDS Substitutes etc - Grant Temporary Status to eligible Full Time Status Casual labourers; Convert Part Time into Full Time; Absorb Full Time, Part Time, contingent in vacant GDS Posts.
 10. Fill up all vacancies of Postmen and Mailguards - Roll back the unscientific scheme of Single Postman Beat System - Modify certain unscientific work norms of Postmen / MTS finalised by Work Study Unit - Enhance the Postman Double Duty Allowance as per the recommendations of 6th cpc.
 11. Remove all local anomalies in MACP Scheme like application of benchmark for the period prior to introduction of MACP Scheme; Grant MACP on 'Average' benchmark like Department of Railways; Denial of MACP for acts of denial of regular promotion earlier to introduction of MACP; Denial to grant PB-2 while upgradation to Grade Pay 4200 and above to Group 'C' Officials etc.
 12. Creation of System Administrators Cadre with higher pay scales and absorption of all System Administrators in the new cadre during initial composition - Uniform Norms for System Administrators including work hours, number of systems, distance factor - Financial compensation for special and extra work performed by System Administrators.
 13. Early finalisation of Recruitment Rules for upgraded Group 'C' in PB-1 with 1800 GP -Ensure present system of absorption of GDS and TS CLS in Group 'O' posts into the new RR without insisting for the educational qualification - Filling up all the posts of Multi Tasking Staff without any delay.
 15. Roll back of the Decentralisation of PLI/RPLI work - Augment required staff strength in PLI branch of CO/RO/DPLI -Maintain centralized accounting system through the Office of DPLI Kolkata - Fill up the vacant posts of COs/ROs/DPLI Kolkata to manage huge shortage;
 16. Parity of scale of pay of Ministerial Cadre in Postal Civil Wing on par with the Postal Assistants and upgradation of posts of Works Clerk Grade -II/ Grade-I/Head Clerk - Filling up of all vacant posts of technical as well as ministerial posts - Creation of one Civil Wing Circle for each Postal Circle.
 17. Regularise the HSG-I, HSG-II, LSG arrangements and grant Officiating Pay & Allowances to all Officials holding the posts.
 18. Enhance OTA and OSA rates in tune with the 6th CPC scales of Pay.

**MINUTES OF THE MEETING HELD ON 12.07.2010 TO CONSIDER
CHARTER OF DEMANDS GIVEN BY THE STAFF SIDE ALONG WITH THEIR
NOTICE OF INDEFINITE STRIKE W.E.F. 13.07.2010.**

Secretary General of FNPO and Assistant Secretary General of NFPE conveyed their sincere thanks for convening the meeting and there after discussion started on Charter of Demands. The action points emerging out of discussions are as follows:

Item No. 1 (a) Roll back steps of privatization of Speed Post processing, mail conveyance and data entry work.

The Chairperson made it clear that in case of bulk Speed Post articles and where there is shortage of staff, outsourcing is being done so as to ensure fast movement of articles. However, there is no such policy of the Government either in case of Speed Post articles or for other accountable articles. In the context of Staff Side reference about anti-social elements dealing with the Speed Post articles, an enquiry will be made in this regard.

(b) Cancel the order for downgradation of EDSOs to EDBOs and closure of EDBOs.

Necessary clarification on the demand of the Staff Side about drawal of increments in case of down gradation of EDSOs to EDBOs will be issued. A presentation will be arranged by Technology Branch for the Staff side to demonstrate all the technological developments that are taking place especially in the context of functioning of EDSOS/EDBOS.

(c) Cancel the decision to close down "C" Class Post Offices.

The Staff Side was informed that no such order has been issued by the Department. They were further explained that the policy of the Department was to relocate Post Offices to new areas/townships which are growing. The idea is to rationalize to meet emerging needs. Suitable instructions, in this regard, will be issued to all Heads of Circles.

(d) Outsourcing of mail conveyance.

Purchase of departmental vehicles for conveyance of mail will be pursued.

Item No. 2 : (a) Stop violations in the agreements on Status quo of RMS & MMS as well as merger of RMS with less than 10,000 mails.

Reports will be called for from the Circles against the order of status quo.

(b) Create scientific norms for the work in CRC, Speed Post, Logistics and EPP.

This item will be discussed with the Staff Side in a separate meeting to be taken up by CGM (MB & O). Date and time of the meeting will be intimated by Director (SR & Legal), after consultation with CGM (MB & O).

Item No. 3 : (a) Holding of JCM Departmental Council Meetings and periodical meetings with Federations/Associations.

Departmental Council (JCM) Meetings and periodical meetings will be held at regular intervals.

(b) Referring the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.f 1.1.1996 to Board of Arbitration.

This Item will be considered as a part of cadre restructuring of Group "C" employees in PAISA cadre. In the context of cadre restructuring, the Chairperson gave direction for expeditious consideration so as to complete the process before the close of this year.

(c) Holding of GDS Committee Meetings periodically with GDS unions.

Periodical meetings as prescribed will be held at regular intervals.

Item No. 4 : Stop harassment of staff under Project Arrow. Data sent by various Circles will be subject to proper scrutiny. Heads of Circles will also be addressed to furnish correct information.

Item No. 5 : (a) Undertake reassessment of vacancies in PAISA cadre (including Circle

Offices) to rectify mistaken calculation of vacancies in all circles.

The position will be reviewed Circle wise for necessary follow up action to be completed before 15th August 2010. For expeditious disposal, video conferencing will be done with the concerned Heads of Circles.

(b) Fill up all vacant posts in all cadres in Department of Posts as on 31.12.2009.

Information in regard to residual vacancies remaining unfilled will be called for from all the Circles for necessary follow up action in this regard.

(c) Allow local recruitment as one time measure in Postal Accounts similar to 1997 Sundernagar.

DDG (PAF) will examine the matter in accordance with the existing rules and instructions on the subject.

Item No. 6 : (a) Cadre Restructuring of Group C employees (other than accounts cadre).

A Committee comprising DOG (Estt), DOG (P) and Director (SPN) and three members from Staff Side, to be nominated by them, will be constituted to examine the proposals in detail and submit recommendations. The entire process is to be completed before the close of the year.

(b) Withdrawal of order regarding cadre restructuring of Postmasters cadre until comprehensive cadre restructuring of PAISA cadre is completed.

The Staff Side will be apprised of the details of the new Cadre.

(c) Cadre Restructuring of LDC, Sorters & DEOs in PAOs.

Necessary action to be taken by DDG (PAF).

Item No. 7 : (a) Grant of Pension, Departmental status to Gramin Oak Sevaks, grant of HRAICCA, ACP including trade union rights and welfare measures.

Welfare measures in favour of Gramin Oak Sevaks viz relief in case of prolonged illness, relaxation of education assistance schemes

will be placed before Postal Staff Welfare Board in its next meeting. The issues of annuity and Health Scheme have been taken up with the Nodal Ministries.

(b) Remove discrimination on bonus ceiling.

Matter is subjudice.

(c) Modify the Rs.20,000 cash handling work points for GDS BPMs -withdraw orders denying revised TRCA wef 1.1.2006 in respect of BPMs.

Matter is subjudice.

(d) Compute work norms for all types of work performed including NREGS, PLI, RPLI, Pension Payments etc to GDS.

The issue will be examined.

(e) Implement enhanced Social Security to GDS like Ex-Gratia Gratuity and Severance Amount w.e.f 1.1.2006.

The benefits were extended as per past practice.

Item No. 8 : (a) Grant of parity in pay Scale (PB-1 with 2400/-) for MMS Drivers on par with Drivers of Parliament Secretariat.

Staff Side was apprised that the matter was taken up with the Ministry of Finance but did not find favour.

(b) Recruitment of adequate number of drivers.

To be considered along with the issue of filling up of vacancies.

(c) Sanction of OSA for the long distance logistics van drivers of MMS.

Mail Branch will look into it. Action to be completed expeditiously.

(d) Technology training to Work Shop staff and grant of Data Entry Operator's scale of pay to Work Shop Staff.

DDG (Trg) to take necessary action for providing technical training to Work Shop Staff.

Item No. 9 : (a) Revision of wages from 1.1.2006 in respect of RRR Candidates, Casual Labourers, Contingent Staff.

Issue of RRR Candidates being sub judice, no action. The case of Casual Labourers is being examined. To be followed up vigorously.

(b) Grant of temporary status to eligible full time status casual labourers, convert part time into full time, absorb full time, part time, contingent in vacant GDS Posts.

The entire issue of Casual Labourers will be looked into with the objective of liquidating their number as per policy of the Government.

Item No. 10 : (a) Fill up all vacancies of Postmen and Mail guards.

To be considered along with filling up of all vacancies in the Department.

(b) Modify certain unscientific work norms of Postmen/MTS finalized by Work Study Unit.

The existing norms will be reviewed after six months from the date of its issue. The Circles have been addressed to give their feed back in the matter and the review process will be completed by October 2010.

(c) Enhance the Postman Double duty Allowance as per the recommendations of 6th CPC.

The entire issue of double duty allowance will be reviewed by October 2010 by a Committee. The Chairperson directed that all issue relating to Postmen will be discussed separately.

Item No. 11 : Remove all local anomalies in MACP Scheme like application of benchmark of the period prior to introduction of MACP Scheme; grant MACP on Average benchmark like Department of Railv.ays; denial of regular promotion earlier to introduction of MA CPO

In the context of bench mark for grant of MACP within PB-1, it was desired to issue order on the pattern of the order having been issued by Ministry of Railways, immediately. The matter will be pursued.

Item No. 12 : Creation of System Administrators Cadre and financial compensation for special work performed by System Administrators.

A Committee consisting of DDG (Estt), DDG (P) and DDG (Technology) will be formed to consider this aspect along with cadre restructuring of PAs/SAs. As regards grant of Road Mileage Allowance, mater is under examination.

Item No. 13 : Recruitment Rules for Multi Tasking Staff

The draft rules to be referred to Department of Personnel for their approval. As regards educational qualifications of existing Gramin Oak Sevaks and Casual Labourers for appointment as multitasking staff, status quo will continue.

Item No. 14 : Amalgamation of Group C Accounts Cadre.

No action.

Item No. 15 : Roll back of the decentralization of PLI/RPLI - Augment required staff strength and filling up of vacant posts.

The proposal to be considered by PLI Directorate and any problem in this regard to be reported to Secretary (P) within a week.

Item No. 16 : Parity of scale of pay of Ministerial Cadre in Postal Civil Wing on part with the Postal Assistants and upgradation of posts of Works Clerk Grade - II/head Clerk - Filling up of all vacant posts of technical as well as ministerial posts - Creation of one Civil Wing Circle for each Postal Circle.

The Staff Side will take up this issue separately.

Item No. 17 : Regularize the HSG-I, HSG-II, LSG arrangements and grant Officiating Pay and Allowances to all Officials holding the posts.

The issue will be looked into afresh in view of the provsion made in Postal Manual Volume IV, as stated by the Staff Side, as also in the light of prevailing instructions of the Government of India on the subject.

Item No. 18 : Enhance OTA and OSA rates in tune with the 6th Central Pay Commission. The question of enhancing OTA rates stands referred to the Committee of Secretaries by the Nodal Department. The enhancement of OSA rates will be examined by Mail Branch and is to be completed **within one month.**

Meeting ended with Vote of Thanks to the Chair.

NATIONAL ANOMALY COMMITTEE MEETING AND DECISIONS THEREOF

First meeting of National Anomaly committee was held on 12-12-2009. Sri U.M. Purohit, Secretary Staff side explained the subjects in depth. The staff side requested the Chairman, Secretary (P) to ensure the functioning of JCM at all levels. The Secretary (P) agreed with staff side.

The next meeting of the JCM would be on 16-1-2010.

Discussions and decisions are as follows:

1. The item Nos. 1 to 4 and 5 (iii) and 7 were grouped together and discussed as they were identical in content. For the sake of convenience, we reproduce item No. 3 which covers all the above mentioned items.

Fixation of Pay in Revised Pay Scale

The VI CPC in para 2.2.9 (vii) has indicated that where prerevised pay scales have been merged it has been done by extending the existing minimum prescribed for the highest pay scale with which the other scales are being merged. Accordingly it has also been stipulated in 7(1)(A) of the CCS (Revised Pay) Rules, 2008 that if the minimum of the Revised Pay Band / Pay Scale is more than what is determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding of the resultant figure to the next multiple of 10, the pay shall be fixed at the minimum of the revised Pay Band / Pay Scale. Note 2B below Rule 7, ibid and illustration 4B given in the Explanatory Memorandum to the Revised Pay Rule apply to cases of merger of Pay Scales. Note 2B states that pay in the revised Pay Bands will be fixed in the manner prescribed in accordance with Clause (A) (i) And clause (A) (ii) of Rule 7. In illustration 4B a case of an employee in the pre revised pay scale Rs.5000-8000 drawing Rs.5600 as on 1.1.2006 in the pay scale of 6500-10500 has been indicated with which the pay scale of Rs.5000-8000 stands merged.

Taking these into account the pay in the Pay Band in the case of all employees in the Pay Scales of Rs.5000-8000 and Rs.5500-9000 has to be fixed at Rs. 6500 multiplied by 1.86 i.e. Rs.12090. The fixation tables for pay scales 5000-8000 and 5500-9000 may therefore be modified fixing the pay in the pay band at Rs.12090 wherever it is less than that amount.

Illustration 4B in the explanatory memorandum to the Revised Pay Rules 2008 may be modified as under:-

Existing Scale of Pay	5000-8000
Pay Band PB-2	9300-34800
Merged with Pay Scale	6500-10500

Existing Basic Pay as on 1.1.06 Rs.5600

Pay in the PB-2 Rs.5600 X 1.86 = 10420

As per Clause (A) (i) of Rule 7(i) of Revised Pay rules 2008

Pay in the PB-2 Rs.6500- X 1.86 = 12090

As per Clause (A) (ii) of Rule 7 (i) of Revised Pay Rules 2008

Grade Pay Rs.4200

Revised Basic Pay Rs.16290

Decision : The official side agreed to re-look into the matter.

Item No. 5(i)

On Revised Pay Rules. 2008

(i) Option

It has been mentioned under sub rule 4 thereof that the option once exercised shall be final and should be exercised within three months from the date of notification of the rule vide Sub rule I thereof. Since it is very difficult to comprehend and assess the implication of such option, we propose that the first option exercised within three months may not be treated as final and the employees be

permitted to revise the option within six month of the date of exercising the first option.

Decision : The official side has agreed to examine the issue.

Item No. 5(ii)

(ii) Special allowance and qualification pay which are taken for fixation purposes on promotion should be doubled with effect from 1.1.2006 and not from 1.9.2008 as it cannot be construed to be an allowance. If this is not done, senior employees will suffer loss in emoluments, in case of persons who are promoted during the period between 1.1.2006 and 1.9.2008.

It was pointed out that the item relating to 5th CPC is still pending at the Standing Committee. The Official Side stated that the item would be covered when a decision is taken on the item relating to 5th CPC.

Item No. 5(vi)

(vi) Rule 9. Date of next increment

It is seen after going through the stipulation in the above rules that a person whose increment falls on 1.1.2006 will get the increment on 1.1.2006 in the pre revised pay scale and will get the next increment in the revised pay structure on 1.7.2006 i.e. on expiry of six months. Similarly those, whose next increment is between 1st July, 2006 and 1st December, 2006 would also be granted next increment in the revised pay structure on 1.7.2006. On the other hand, the persons whose increment dates are between 1st Feb. 2006 and 1st June 2006 have to wait for more than 12 months to get the next increment on 1.7.2006. This is quite anomalous. In the case of those who retire during the period between 1st Feb. and 30th June, they will suffer a loss of one increment perpetually thus affecting their pension. It is, therefore proposed that the persons whose increment falls between 1st February and 1st June, 2006 may be given one increment on 1.1.2006 as a one time measure.

The official side agreed to issue orders to cover those in service between 1.1.2006 and

1.7.2006 as a one time measure. The Staff Side however, pointed out that they have made the suggestion for a one time measure on the specific understanding that Rule 9 of the Revised Pay Rules 2008 has no applicability in the fixation of increment date in future as in those cases, the Fundamental Rules will have the application. The Official side was of the opinion that the Revised Pay Rules will override the provisions of the Fundamental Rules. The Staff Side then contended that the increment of an official cannot be postponed except on award of a penalty after initiation of disciplinary proceedings. **The official side after some discussion agreed to reconsider the issue in the light of the contention made by the Staff Side.**

Item No. 5(vii)

(vii). Tax deduction from salary:

Spread over of the arrears of salary is permissible under section 89 (a) of the I.T. Act. No tax will thus become payable by Group D employees on account of receipt of arrears eventually. Therefore, executive instructions may be issued not to deduct any tax from the arrears payment pertaining to the Group D employees. In respect of others, they may be allowed to exercise option to tax the arrears either on receipt basis or accrual basis.

Item No. 5 (vii) Temporary Status Casual Labourers

As per existing scheme the employees who are afforded temporary status are paid the wages computed with reference to the minimum of the corresponding scale of pay of regular employees. In the case of Group D temporary status employees, it will become necessary that they are afforded the requisite training if they are non-matriculantes.

Decision : The item was not pressed since the arrears have all been paid.

Item No.6

Benefit on promotion

It is an accepted proposition that an employee when promoted to a higher post involving

higher responsibility should get a suitable raise in his salary. It was on this consideration that FR 22-C was framed whereby the promotee was first granted an increment in the lower Pay Scale and then fixed at the appropriate (next) stage in the higher grade.

At the time of V CPC it was agreed that minimum increase in salary on promotion shall not be less than Rs. 100/- There are certain grades in which, on promotion, a hike of Rs.650/- is being allowed with reference to pre-revised pay scale.

In these circumstances grant of only one increment in the lower Pay Band / Pay scale and difference in grade pay, if there be any, being granted on promotion is certainly inadequate. We therefore propose that minimum benefit on promotion should not be less than 10% of the Pay+Grade Pay of the feeder post.

Decision : Though the official side declared that the item would not come under purview Anomaly committee, the official side agreed to discuss the issue outside the forum.

Item No.7

Fixation of pay on promotion.

The minimum Entry pay with Grade Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 has been specific vide first Schedule, Part-A, Section II of the Gazette Notification of the Govt. of India, Ministry of Finance No. G.S.R. 622 (E) dated 29.8.2008.

On promotion, the pay of the promotees should not be less than the direct recruits.

In VI CPC structure there is no pay scale and new concept of grade pay has been inducted, which should determine the status. As such the following provisions need to be inserted below clarification 2. 'The method of Fixation of Pay on promotion on or after 1.1.2006.

"on promotion to the higher grade pay of an employee should be fixed appropriately and in any case it should not be less than the entry Pay in the revised pay Structure for direct recruits appointed on or after 1.1.2006 for the post." further, on promotion to the next higher grade- pay an employee should be fixed by adding 10% of pay, plus the grade pay as

demand by NCIJCM in its memorandum submitted to the Chairman, NCIJCM/Cabinet secretary on 8.4.2008.

Decision : The official side agreed to issue orders.

Item No.8

Refixation of pension/family pension

Para 9 of the Ministry of Personnel, Public Grievances and Pension's O.M. No. F.No. 38/37/08-P&PW (A) dated 1.9.2008 states as under:-

"The consolidated pension / family pension as worked out in accordance with provisions of para 4.1 above shall be treated as final basic pension with effect from 1.1.2006 and shall qualify for grant of Dearness Relief sanctioned thereafter."

This has left uncovered the provision made in para 4.2 of the same OM, which lays down as under:-

"The fixation of pension will be subject to the provision that the revised pension in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. In the case of HAG + and above scales, this will be fifty percent of the minimum of the revised pay scale."

Since refixation of pension has been allowed both under paras 4.1 and 4.2, they should both be covered in para 9 of the OM. It is requested that para 9 of the said OM may be revised including both paras 4.1 and 4.2 thereof.

Decision : Orders have been issued in Sept. 2009.

Item. No.9

Anomaly in pension for Government Servants who retired/Died in harness between 1.1.2006 and 1.9.2006

The Sixth Central Pay Commission lays down inter-alia that once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee.

As per the Ministry of Personnel, Public Grievances and Pension O.M. F.No. 38/37/08-P&P(W)(A) dated 2nd September 2008, these orders shall come into force with effect from the date of issue of this OM, namely 2nd September 2008 and shall be, applicable to all Government Servants becoming entitled to pension after rendering the minimum qualifying service of 20 years or on completion of 10 years qualifying service in accordance with rule 49(2) of the CCS (Pension) Rules, 1972.

However, the Govt. servants who have retired on or after 1.1.2006 but before the date of issue of this OM (2.9.2008) have been debarred from this benefit. They will be governed by the rules/ orders which were in force immediately before coming into effect of these orders. In other words their pension will be calculated on average emoluments received during the last 10 months and not on the actual pay last drawn. It is requested that this discrimination should be removed.

Decision : Orders are under issue.

Item No. 10

Commutation of Pension

The minimum period of Service for eligibility for pension is 10 years. For appointment to Government Service the minimum age is 18 years. In view of this, if a person is appointed at the age of 18 years he cannot become eligible for pension unless he has served for a period of at least 10 years and attain the age of 28 years i.e. when his birthday falls in the 29th years.

The table adopted as per the Ministry of Personnel, Public Grievances and Pension's OM No. 38/37/08-P&PW (A) dated 2.9.2008 shows the minimum age of next birthday after retirement as 20 which is not understood. It is requested that suitable amendment to the table referred to may be notified.

Decision : The Item was withdrawn by the Staff Side.

Item No. 11 to 14. These items were deferred for discussion at the next meeting.

Decision : These items will be discussed in the next meetings.

Item No.15

Parity in pension of all pre 1996 retirees with those who retired on or after 1.1.2006

The Government have already accepted in principle that there shall be parity in pension amongst pensioners irrespective of the date from which they had retired.

Accordingly pension of all pre 1986 retirees was revised with effect from 1.1.96 by first determining the notional pay which would have been fixed as on 1.1.86 (treating as if the employees were in service on that date) and then the Notional Pension was updated by applying the same fitment formula which was applied to serving employees.

We, therefore demanded that the notional pay of all pre 1996 retirees may be fixed as on 1.1.96 in terms of Revised Pay Rules, 1996 and the notional pension as on 1.1.96 may be revised w.e.f. 1.1.06 by applying the same fitment formula which is applied in the case of serving employees i.e. by multiplying the notional pension as on 1.1.96 by 1.86 + the Grade Pay of the Pay Scale (V CPC) from which they would have retired.

The revision of pension has been done by applying the formula of Basic Pension as on 1.1.96 + Dearness Pension (50% of Basic Pension) + Dearness Relief on Basic Pension + Dearness Pension+40% of Basic Pension.

This is not the same that has been granted to serving employees. In whose case the Grade Pay which is the fitment benefit is 40% of the maximum of the Pre-revised Pay Scale.

As such the Pensioners should also be granted 50% the of Grade Pay of the Pay Scale from which they had retired by way of fitment benefit and not 40% of Basic Pension.

Decision : After detailed discussion, the official side agreed to consider the issue once again.

Note : Denial of higher Grade pay to Master-Craftsmen of workshop in MMS in the Postal Dept. while affording the same to those in Railways and Defence was raised by staff side. The Dept. of Expenditure informed that they have not received any reference from the Dept. of Posts in the matter. But the official side of the Postal Dept. stated that they already had referred the matter to the Dept. of Expenditure earlier.

After the discussion, it was agreed that the Dept. of Expenditure and Postal Dept. would sort out this matter at the earliest.

**MINUTES OF THE MEETING OF DEPARTMENTAL ANOMALY COMMITTEE OF
DEPARTMENT OF POSTS HELD ON Osth FEBRUARY, 2010**

A meeting of the Departmental Anomaly Committee of the Department of Posts was held on osth Feb 2010 in Committee Room, Dak Bhawan, New Delhi on osth Feb 2010 under the Chairmanship of Deputy Director General (Establishment). A list of participants who attended the meeting is as follows:-

	OFFICIAL SIDE	STAFF SIDE
	NFPE	
1. Shri AK Sharma DDG (Establishment) - Chairman	1. Shri K V Sridharan	Leader Staff Side
2. Shri Salim Haque DDG (P)	2. Shri Giriraj Singh	Secretary Staff Side
3. Shri Ajai Kumar Director T&C - Rep of JS&FA Member	3. Shri K Raghavendran	Member
4. Shri Subhash Chander Director SR & Legal	4. Shri Ishwar singh Dabas	Member
		5. Shri S P Mukharjee
	FNPO	
	6. Shri D Theagarajan	Member
	7. Shri D Krishna Rao	Member

2. 20 items in total as received from Secretary Staff Side were taken for discussion. One additional item relating to grant of pay scale to drivers equal to Postal Assistants of the Department of Posts was also included in compliance of judgment of Madras High Court dated 10th Sep 2009 delivered in WP No.21367 of 2004.

3. At the outset, Chairman of the Anomaly Committee welcomed the members of the Staff Side and explained the definition of the anomaly in the ambit of which the various items submitted by the Staff side will be discussed. Chairman of the anomaly committee explained that items not covered under the definition of term 'anomaly' will not be considered as anomalies arising out of the 6th CPC recommendations and will be dealt with outside the purview of the machinery of Anomaly Committee. Thereafter, all the anomalies items as per the agenda including five other items were taken up for discussion:

Item No. 1- TBOP/BCR PAISA Cadre of Postal placed at lower level in comparison to same cadre in Telecom:

The Staff Side demanded parity of TBOP/BCR, PAISA cadre of Postal staff with Telecom staff. In support of it was submitted that TBOP Scheme was introduced in the erstwhile unified P&T Department and the scheme was unique to the unified Department. While Telecom Department upgraded the TBOP/BCR pay scales to Rs. 5000 & Rs. 5500, it was not done in Postal & thereby TBOP/BCR PAISA cadre of Postal were placed at lower level in comparison to same wing cadre in Telecom and as such the anomaly that arose during 5th CPC is still continuing. It was explained that there is no anomaly involved as a result of implementation of 6th CPC recommendations and as such the issue does not fall within the ambit of term 'anomaly'. However, higher pay scale to the LSG supervisory staff will be examined

separately outside the ambit of Anomaly Committee.

Item No.2- Denial of Higher Scale to PO&RMS Accountants and denial of special allowance for the purpose of counting for fixation of pay on promotion:

The Staff Side raised the issue of denial of higher scale to PO&RMS Accountants of Postal Department besides the denial of counting of special allowance for the purpose of counting for fixation of pay on promotion. The Chairman informed the Staff side that the issue was examined by 6th CPC and it was held that PO & RMS Accountants do not belong to Organized Accounts Cadre and as such they cannot be treated on par with them. Therefore, the item does not fall within the term anomaly arising out of 6th CPC. However, the department will examine the issue afresh with a view to find out the justification of the same outside the purview of the anomaly committee and if need be, the department will take up the issue with Nodal Department for treatment of Special Allowance as part of basic pay while fixing pay on promotion.

Item No. 3- Omission of Grant of PB-2 to Postal Machine Assistants renamed as Technical Postal Assistants:

The Staff Side demanded placement of Postal Machine Assistants {renamed as Technical Postal Assistants) as entry grade II (PMA Grade II) requires the incumbents to have the essential qualification of matriculation with diploma in any trade of instrument from any Technical Institute recognized by the Central Government and 6th CPC has placed all diploma holders in PB-2.

The Chairman informed Staff Side that Technical Postal Assistants/Postal Machine Assistants were renamed as Technical

Postal Assistants consequent upon closure of the then PMRO's. These Postal Machine Assistants are in Grade II & Grade I. The feeder cadre is in Grade II and the essential qualification for this entry grade is matriculation with diploma in any trade of instrument from any Technical Institute recognized by Central Government as laid down in the recruitment rules. The promotional cadre of PMA Grade I provides for direct recruitment and promotion quota as 50:50. For promotional quota, the essential qualification is not less than 5 years experience and for direct recruitment, the essential qualification is matriculation with diploma in any trade of instrument or apprenticeship certification or national trade certificate with desirability of knowledge of working and maintenance of postal machines for about two years as per the laid down recruitment rules. 6th CPC had recommended PB-2 with GP 4200 for all such cadres having entry qualification of diploma but this cadre was denied the higher pay band and grade pay obviously for the reasons that such officials are not utilized for the purpose they were recruited and on being rendered surplus, they are being utilized in the Postal Wing. The cadre was declared as dying cadre.

The Committee further observed that Technical Postal Assistants Grade I are allowed the scale of 5200-20200 (PB-1) with GP 2400 at par with Postal Assistant and Technical Postal Assistants Grade II are allowed the scale of 5200-20200 (PB-1) with GP 1900 and they are being utilized in the Postal Wing. It was observed that PMA Grade II had earlier demanded the higher pay scale and following CAT Orders, the department had considered the issue and rejected the demand for the higher pay scale. Chairman accordingly informed the Staff Side that the item does not fall within the term anomaly arising out of 6th Cpc.

However, the department will examine the issue afresh with a view to find out the justification of the same outside the purview of the Anomaly Committee.

Item No.4 - Head Mail Peon - disturbance of relativity with Postman/Mail Guards following 5th CPC:

It was agreed that only senior most Group D officials now called Multi-skilled employee Group C should be posted as Head Mail Peon. If senior most Multi-skilled employee Group C is not willing then only junior Multi-skilled employee Group C need to be posted as Head Mail Peon.

Item No. 5 - Placement of Charge Hand PB-2 rather than merger with Artisan Grade I :

The Chairman informed the Staff Side that the issue of upgradation of pay scale of Charge Hand has been referred to the Ministry of Finance.

Item No.6 - Artisan Grade I - Common Cadre including Railways and Defence - Parity from 01.01.1996:

The Chairman informed the Staff Side that on implementation of 6th CPC, the pay scale of the Artisan Grade I have been upgraded to Rs. 4500-7000. Claiming parity with the common cadre including Railways and Defence with effect from 01.01.1996 is outside the purview of the anomaly committee.

Item No. 7- Data Entry Operator - Lower placement than other Central Government Departments

The Chairman informed the Staff side that no recruitment rules for this cadre are in place and Sorters and LDCs posted against such posts created in PAO Chennai are already being allowed the higher scale. The issue has already been considered by High

Court of Madras also. The Department has already considered the representation and rejected the demand. The item does not fall within the term 'anomaly arising out of 6th Cpc.

Item No.8 - Cash Handling Allowance to PO & RMS Treasurers - allowing allowance at par with Cashiers in administrative offices:

The Staff Side demanded grant of same Cash Handling Allowance to PO Treasurers as admissible to cashiers in RMS Offices and administrative offices taking the plea that Cashiers in RMS draw the cash from PO Treasurers and distribute the same. Moreover, it was just a matter of change of nomenclature and nothing else.

Chairman informed the Staff Side that Cash Handling Allowance admissible to Treasurers has been doubled. Change of nomenclature of the allowance does not fall within the term 'anomaly'. However, the department will relook into the issue and will examine the possibility of allowing the same Cash Handling Allowance to Treasurers and Cashiers within the Department and in case justification exists for the same; the Department will take up the issue with Nodal Department.

Item No. 9 - Laboratory Technicians in Postal Dispensaries - non-granting of ACP promotions by 000 due to absence of clear cut orders:

The Chairman informed the Staff Side that 6th CPC has not recommended any upgradation of pay scale for this category. Para 3.8.14 of the recommendation of 6th CPC does not suggest any upgradation of existing pay scale of Rs. 4000-6000. The issue will, therefore, be referred to Ministry of Finance for clarification and based on that further clarification on ACP will be issued.

However, the issue does not fall within the term 'anomaly'.

Item No. 10- Medical Store Keepers - Non consideration at par with Central Government Departments:

The Chairman informed the Staff Side that 6th CPC has not recommended any upgradation of pay scale of this category. Para 3.8.20 of the recommendation of 6th CPC does not suggest any upgradation of existing pay scale of Rs. 4000-6000 and Rs.4500-7000. The issue will, therefore, be referred to Ministry of Finance for clarification. However, the issue does not fall within the term 'anomaly'.

Item No. 11 - Staff Nurse - Non - ordering of respective ACP Scales :

The Chairman informed the Staff Side that Government has already upgraded the pay scale of Staff Nurse to Rs. 7450-11500 and allowed Rs. 9300-34800 (PB2) with GP 4600.

Item No. 12 - Sorters in DA (P) - relativity disturbance from 5th CPC compared to Postman Cadre:

The Chairman informed the Staff Side that 5th CPC recommended identical scale to the Sorter cadre of DAP and Postman cadre. However, Postman cadre had the established parity with the Constables of CPO and as such scale of this cadre was brought at par with the scale of Constables of CPO with effect from 10.10.1997. The two cadres had-no established parity. Therefore, the issue does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 13 - System administrators - non creation of personnel for handling of software and hardware problems:

The Chairman informed the Staff Side that the issue is merely of the nature of a

suggestion for creation of new posts and does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 14 - Marketing Executive - Non recognition of services as in case of System Administrators:

The issue does not fall within the definition of 'anomaly' arising out of implementation of recommendations of 6th CPC.

Item No. 15 - Grant of Supervisory Allowance to LSG/HSG II/HSG I Supervisors - Non- grant of graded Supervisory Allowance:

The Chairman informed the Staff Side that the element of Supervision within the sphere of duty of the posts has already been taken into consideration by the 6th CPC while recommending revised pay scales. Therefore, the issue does not fall within the term 'anomaly' arising out of implementation of recommendations of 6th Cpc.

Item No. 16 - Anomaly in connection with revision of pay scale of BeR Group D (now multi-skilled Group C) - Non- grant of PB-1 with GP 1900:

The Chairman informed the Staff Side that BCR Group D in operative offices was allowed the scale of Rs.3050-4590 under BCR. The replacement scale of this prescribed BCR scale is Rs. 5200-20200 (PB-1) with GP 1900.

Item No. 17 - Supervisory Allowance for Head Postman/Overseer Postman:

The Chairman informed the Staff Side that the item is in the nature of demand and does not constitute an anomaly.

Item No. 18 - TA/DA to Mail Overseers :

The Chairman informed the Staff Side that the category of Mail Overseer is allowed

Night Halt Allowance as per TA Rules. Further, the item is in the nature of demand and not an anomaly arising out of 6th CPC.

Item No. 19 - Higher Pay Sale to PA/SA Supervisory Posts :

The Chairman informed the Staff Side that 6th CPC had recommended the pay scales for the Supervisory posts keeping in view the element of supervision as part of the sphere of duties of the SuperVisory posts and as such the issue does not constitute an anomaly arising out of 6th CPC. However, the department will examine the issue afresh threadbare with a view to find out the justification for grant of higher pay scales to LSG & HSG II Supervisory posts only as 6th CPC has already upgraded the pay scale of HSG I, outside the purview of the anomaly committee and if need be, the department will take up the issue with Nodal Department.

Item No. 20 - Anomaly in pay scale of Stenographers :

The Chairman informed the Staff Side that PS in the field offices having pre-revised scale of Rs.6500-10500 have already been placed in the pay band of Rs. 9300-34800 (PB-2) with GP 4600 as per clarification issued by Nodal Department. Therefore, the issue stands resolved.

Item No. 21 - Grant of Pay Scale to drivers and artisans equal to Postal Assistant :

The Chairman informed the members of the Staff Side and other members of the anomaly committee that this issue relating to Drivers has been referred to the anomaly committee as per directives of High Court of Madras. Perusal of the status right from 2nd CPC onwards reveals that the cadre of Drivers at no point of time was allowed the pay scale identical with that of the Postal Assistant. The case was filed only on the

basis of equality of the minimum of the pay scale up to 3rd CPC. Recruitment rules of Motor, Jeep, Lorry and Staff Car Drivers in the Post & Telegraph Department were notified on 01st Nov 1983. The cadre of driver has been classified as General Central Service Group C Non Gazetted Non-Ministerial. Method of their recruitment is 50% by direct recruitment and 50% by transfer. The desirable educational qualification is Middle Standard Pass. The other essential qualification for direct recruitment of drivers is possession of a valid driving license for Light and Heavy motor vehicles, 04 years of driving experience of Light and Heavy vehicles with at least one year of driving experience of heavy vehicles with possession of valid driving license to that effect and ability to read and write local language and to make simple arithmetical calculations. However, the cadre of Drivers had all along been allowed higher pay scale as compared to Postman Cadre till implementation of recommendations of 5th CPC. following upgradation of pay scale of the cadre of Constables of CPO, Postman cadre was brought at par with Constables of CPO in the light of the established parity & this revision of pay scale of Postman cadre was made effective from 10.10.1997. Following this implementation, the entry pay scale of the cadre of Drivers came below the pay scale of the Postman cadre. Thereafter, after following implementation of 6th CPC recommendations, the entry grade of Drivers was placed in 5200-20200 (PB-1) with GP 1900 while the entry grade of Postman was fixed with higher grade pay of Rs. 2000 in the same pay band .. The Committee decided to refer the issue of upgradation of Entry grade of drivers on par with the Postman pay scale to DOP& T for consideration accordingly as cadre of driver is a common cadre.

**MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM) HELD
UNDER THE CHAIRPERSONSHIP OF SECRETARY (P) & CHAIRPERSON,
DEPARTMENTAL COUNCIL (JCM) ON 27TH AUGUST 2010.**

Departmental Council (JCM) in the Department of Posts had its meeting under the Chairpersonship of Secretary (P) and Chairperson, Departmental Council (JCM) on 27.08.2010 in Committee Room of Dak Bhavan. The following were present.

OFFICIAL SIDE		STAFF SIDE	
1	Ms. Radhika Doraiswamy, Secretary(P)& Chairperson, Departmental Council (JCM)	1	Shri K.V. Sridharan, Leader
2	Shri S. Samant, Member (Tech)	2	Shri D. Kishan Rao
3	Shri P.K. Gopinath, Member (P)	3	Shri Giriraj Singh
4	Ms. Kalpana Tiwari, CGM MB&O	4	Shri M. Krishnan
5	Shri S.K. Sinha, CGM PLI	5	Shri D. Theagarajan
6	Ms. Annie Moraes, JS&FA	6	Shri K. Ragavendran
7	Shri A.K. Sharma, DDG (Estt)	7	Shri Ishwar Singh Dabas
8	Shri Salim Haque, DDG (P)	8	Shri P. Suresh.
9	Shri P.K. Sinha, DDG (PAF)	9	Shri S.P. Mukerjee.
10	Ms. Aruna Jain, DDG (Trg)	10	Shri P. Rajanayagam
11	Shri A.S. Prasad, DDG (FS)	11	Shri S. Karunanidhi
12	Ms. Meera Handa, DDG (PO&I, MM& Estates)	12	Shri Surinder Pal
13	Shri V.K. Tiwary, DDG (R&P)	13	Shri T.N. Rahate.
14	Shri Subhash Chander (Director (SR & Legal)	14	Shri A.H.G. Siddiqui.

2. The meeting started with introductory remarks of the Chairperson, Departmental Council in which she explained in brief the ambitious projects undertaken by the Department, especially regarding mail and technology, aimed at projecting an altogether new face of the India Post. This was followed by introductory remarks from the Staff Side which began with expressing sincere gratitude to the Chairperson for having convened the Departmental Council (JCM) meeting. The Staff Side made a special mention of closure of Post Offices/RMS Offices as also depriving of large number of officials of the benefits of MACP due to lackadaisical approach of officers in writing ACRs/APAR's. The Staff Side requested for issue of an order of clarification in the matter of MACP urgently. It was also requested to convene meetings under JCM Scheme both at Departmental and Regional level at regular intervals. Thereafter item wise discussion on the agenda items took place as summarized below:

Item No.1. Cadre Restructuring for all Non-Gazetted Group B & C cadres

The change of postal operations from merely the traditional mail handling and delivery to a modern commercial oriented with multifarious operations including a lot of diversified non-traditional operations in both Postal and RMS justifies a cadre restructuring and cadre training to be placed in better scales of pay. More over no such cadre restructuring exercise was undertaken for a very long time even though such exercises were periodically undertaken and implemented for Group A and Gazetted Group B. Other Departments have taken action for restructuring their cadres after the 6th CPC. This issue was discussed in the meeting held by Secretary [P] on 13/01/2009 and was decided that the department would go into the whole issue on submission of full restructuring proposals from the Staff Side. The same were submitted by the Staff Side

also but no further progress was made. The Staff Side urges for immediate finalisation of cadre review.

Item No.2. Creation of System Administrators Cadre

The computerization of several postal operations has been carried out with the help of System Administrators without creation of such a cadre in the Department of Posts. The whole infrastructure of computerized network in the department has been laid in place by these System Administrators thus saving crores of rupees of expenditure. The role of Mysore PTC technology wing System Administrators in developing our own softwares for different operations of the department is also a marvel. The work of System Administrators is equal to Computer Engineers who attend to system faults; software installation; imparting training to staff supervisory and operative; attending to trouble shooting of all nature; installation of computers in offices; ensuring back up of all data; attending to networking in offices and several other operations for the smooth functioning of the system etc. The Staff Side urges for creation of a separate cadre 'System Administrators' with the nomenclature of "Computer System Assistant" in Pay Band 2 with Grade Pay of 4200/- and allow a walk over for the existing System Administrators into the new cadre as one-time measure. It can be referred that the All India Council for Technical Education which is a statutory body of Government of India has notified seeking volunteers on deputation basis to work as Computer System Assistants with the above Pay Band and Grade Pay.

3. Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.

The System Administrators are at present working without any standard work norms and work hours. There are no fixed responsibilities assigned to them. They have not been provided with several essential amenities and allowances commensurate to their work. Taking these into consideration the Staff Side proposes for introduction of the under mentioned facilities to System Administrators:

1. Special Allowance: - Notwithstanding with our demand of formation of separate cadre of Systems Administrators in the Department of Posts with separate pay scale till the augmentation, the existing incumbents may be granted special allowance to the extent of 10% Pay plus Grade pay as it is granted to care takers.
2. Issue of uniform duties & responsibilities: - There is no uniformity in the duties and responsibilities. This varies from circle to circle even regions with in the circle. A uniform viable duties & responsibilities may be circulated from the Directorate. Identify adequate number of systems Administrator's post in each division/circles.
3. Providing Laptops: - The Systems Administrators find it difficult to download and test the given patches and software with the non availability of systems. One laptop may be provided for smooth facilitation of the process and for mobility purposes in attending computer related works in other stations.
4. Incentive for installation/upgradation: - Many software could be installed only after the closing hours and will end in the midnight. Incentive for installation/upgradation may be fixed and paid.
5. Training Allowance/honorarium: - For imparting training at WCTCS and for MSE, the Systems Administrators may be granted Training Allowance/honorarium.
6. Accidental insurance: - For travelling extensively through two wheelers to attend the technical problems, an accidental insurance coverage may be provided.
7. Grant of Special disability leave: - The S. A. of Delhi West Division met with a road accident after installing software in the night. No special disability leave was granted to the official. Provision of special disability leave on such happening should be ensured.

8. Grant of Excess Duty Allowance: - For keeping beyond 8 hours on any day for any work, they should be granted with 'Excess Duty Allowance' or OTA.
9. Provide cash imprest: - To meet out the immediate requirements while attending problems in computers, a separate cash imprest may be provided.
10. Grant of TA & Road Mileage Allowance: - Within urban cities, the road mileage allowance and out stations, TA may be granted for the journey performed for attending computers.
11. Mobile Phone & Recharge coupons: - Mobile phones may be supplied to the system administrators & a minimum of Rs.500/- may be allowed per month for recharging the coupon for the Mobile connection.
12. Providing kit box: - They should be provided with kit bag containing net driver set, CD bag, pen drive, handy vacuum cleaner etc.
13. Providing a seat in office: - They should be provided a seat at server. Now in many places, they have not been provided with separate seating facility.
14. Keeping Panel: - A panel should be maintained at Divisional level and the SAs should not be reverted back as Postal Assistant without any sound reasons.
15. Possession of SQL Password: - The possession of SQL Password may be conferred with the Head of the office after imparting training to overcome the problem of immediate solution of technical problems as this is now vested with the divisional heads.

Item No. 4. Grant of Officiating Pay with all consequential benefits for staff officiated in HSG-I vacancies:

On introduction of TBOP and BCR promotions to Postal Staff as per the decisions of the Postal Departmental Council JCM, TBOP officials were treated as LSG and BCR Officials were treated as HSG-II for all purposes. All the posts of LSG and HSG-II

were manned by these officials and the holding of DPCs for filling up the posts of LSG/HSG-II was virtually abandoned. The senior BCR and TBOP officials were posted for officiating against HSG-I and HSG-2 vacancies. However the drawal of HSG-I and HSG-2 officiating pay and allowances to the Officials officiating against such vacancies was withdrawn all of a sudden without taking into account of the whole background. The intervention from the Staff Side was also negated. This situation had led to litigation that ended in favour of officials who officiated against HSG-I / HSG-II vacancies. In this background the Department instead of granting HSG-I / HSG-II officiating pay and allowances to all such officials has reportedly taken a stand to grant it only for those officials who have gone to Court. This is ethically an incorrect stand and the Staff Side urges upon for reconsideration of the stand to facilitate drawal of HSG-I and HSG-II officiating pay and allowances with all consequential retirement benefits to all the officials from whom the higher responsibilities of HSG-I or HSG-II were extracted through officiating arrangements.

Item No. 5. Filling up of Residual Vacancies

Despite clear orders to fill up the residual vacancies vide Department letter no. 60-5/2007-SPB-I dt. 15.05.07, this has not been implemented in many circles like Gujarat, Jharkhand, Rajasthan, Orissa, Madhya Pradesh, Punjab, Haryana, West Bengal etc. 858 Posts are still kept unfilled up in Tamilnadu Circle. In Maharashtra Circle also, this has not been filled up due to some threat of a political party. In short, all the circles are seeking Clarifications or approval from the Directorate resulting in unwarranted delay in filling up such vacant posts. An RTI filed in this regard has revealed that many circles have failed to fill up these residual vacancies. Action is required to initiate the process of recruitment against all the residual vacancies within a time frame.

All the above five items were part of the discussions held in a meeting taken by Secretary with the Staff Side on 12.07.2010 in the wake of the strike notice served by them. Necessary follow up action in regard to these

items is being taken up by concerned Divisions of the Department. Therefore, it was agreed not to discuss these items again. However, it was agreed to refer item No.3 for consideration of the Committee constituted to consider restructuring of Group 'C' & 'D' Cadres in the Department of Posts.

Item No.6. Imparting training to non-matriculate Group D employees promoted to Postman / Mail Guard or PA/SA Cadres after 1.1.2006 – reg

The Non-Matriculate Group D employees promoted to Postmen / Mail Guard Cadre or PA/SA Cadre on or after 1.1.2006 but before the implementation of 6th CPC pay scales are being denied 1800/- GP from 1.1.2006 for the duration of their Group D employment on the grounds that they were not being imparted with the required training. No action is also being taken in such cases to impart the same training as like other non-matriculate Group D staff. The Staff Side urges for causing instructions to arrange for imparting the same training to such promoted non-matriculate officials also and grant 1800/- GP from 1.1.2006 to their date of promotion or else they may be deemed to have been imparted the said training on the strength of their passing the examination for a higher cadre.

The Official side expressed its agreement with the view point of the Staff Side but said that the proposal finally needs the approval of the Ministry of Finance for which necessary action will be taken. The Chairperson directed for issue of consolidated instructions on the subject.

Action: DDG (Estt)

Item No. 7. Irregular mention of PB Slab for certain categories of Staff in the MACP Orders issued by the Department of Posts.

The MACP orders issued by the Department of Posts vide No.4-7/(MACPS)/2009-PCC Dated 18.09.2009 contains certain irregular mention of lower Pay Band Slab in respect of PA/SA and Postmen/Mail Guard even after their Grade Pay gets elevated to 4200/- which comes under PB-2. This irregularity is not committed while mentioning the Pay Band Slabs of other cadres like IPOs/ASPOs in the same orders. The Staff Side urges for setting

right this irregularity through appropriate corrigendum since this irregularity will adversely affect the minimum pay entitlement of the concerned cadre as well as the fixation of minimum pension entitlement in future.

The staff side was apprised that there was perhaps a typographical error in the basic order issued by DOPT and further clarification/ corrigendum on the issue is likely to follow shortly from DOPT, in consultation with Department of Expenditure, Ministry of Finance.

Item No. 8. Restoration and improvement of 'In Cadre Promotion' to Postmen/ & Multi Skilled Employees cadre.

The whole structure of regular promotions for Postmen / Mail Guards and Group D in the same cadre stream like Sorting Postman, Head Postman, Head Mail Guard, Jamedar, Head Jamedar etc had disappeared consequent on introduction of TBOP and BCR promotion Scheme. Hundreds of promotional posts like Head Postman, Head Mail Guard, Jamedar etc were abolished. The unilateral shift in the status of TBOP/BCR from promotion to financial upgradation and the current change from TBOP/BCR system to MACP Scheme, the cadre of Postman, Mail Guards and Multi-Skilled Employees have no promotional avenue at all. Modified ACP is not a promotion but a financial upgradation where promotion to officials is not available on completion of 10,20 and 30 years of service. The financial upgradation schemes are only an addition to the regular promotion scheme and not a replacement. It can be seen that all other cadres in the Department of Posts excluding Postman, Mail Guards and Multi-Skilled Employees have their own in-cadre promotional system. It is therefore urged upon to re-introduce the regular promotional avenues to these cadres.

Item No. 9. Enhancement of Double Duty and Holiday Duty Allowance for Postmen.

The 6th Pay Commission has recommended vide Para 4.2.81 of its Report for doubling of all allowances specific to different Ministries/ Departments/Organisations but not covered in its Report. Accordingly the Double Duty Allowance and Holiday Duty Allowance which

are specific to the Postal Department and applicable to Postman Cadre specifically requires to be doubled. The contention of the Official Side that these Allowances are linked with OTA and unless the rate of OTA is enhanced by the Government, these specific Allowances of Postmen also cannot be enhanced is incorrect. In fact even when the rate of OTA was not revised, these allowances of Postmen were enhanced in the year 2003 by the Department vide Orders No.10-7/2001-PE-II Dated 28.01.2003. Double Duty and Holiday Duty Allowances are not given as the hourly basis OTA given to other Cadres. Postmen double duty allowance is given for performing the entire duties of another postman for the whole day. Holiday Duty if any is also not like the Holiday OTA available for other categories of staff. The above cited Postman specific Allowances should therefore be revised in the back ground of the recommendation of the 6th CPC.

Item Nos. 8 and 9 were part of the discussions held in a meeting taken by Secretary with the Staff Side on 12.07.2010 in the wake of the strike notice served by them. Necessary follow up action in regard to these items is being taken up by concerned Divisions of the Department. Therefore, it was agreed not to discuss these items again.

Item No. 10. Replacement of Night Halt Allowance to Mail Overseers with TA/DA.

Night Halt is a condition arising out of a specific situation of attending for Inspection of Post Offices out of Headquarters of the inspecting officers. Therefore there cannot be a different yardstick applied to an inspecting Officer and a Mail Overseer required to perform similar function of inspection of offices outside their headquarters. The Staff Side urges upon for the replacement of Night Halt Allowance to the Mail Overseer officials with TA/DA as like other inspecting Officers.

This will be examined.

Item No.11. Extraction of Data Entry Work from Postman and Multi-Skilled Employees.

Recently the Department has started extracting data entry work from the Postmen staff and Multi-Skilled Employees. The work of data

entry is Postal Assistant/Sorting Assistant specific who are placed under the Pay Band – 1 with Grade Pay 2400/- on par with the erstwhile 4000-6000 pay scales. The 6th CPC has recommended a uniform erstwhile 4000-6000 pay scales for the data entry operators in all departments and the same has been implemented by the Government also. In this situation, the extraction of the data entry work from other officials like Postman and Multi Skilled Employees who are placed in lower Grade Pay levels is unjustified. Either the work of data entry should be entrusted only to Postal Assistants / Sorting Assistants or else the Grade Pay of other Cadres from whom the work of data entry is extracted should also be enhanced on par with the level recommended by the 6th CPC.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen. As regards multi skilled employees, the clarification regarding nature of duties issued by the DOP&T will be followed.

Action: SR Section

Item No.12. Increasing the number of chances to appear LGO Examination and revision of LGO Exam syllabus.

The number of chances for sitting in the LGO Examination has been restricted from the earlier position of unlimited chances. It has been refixed as 6 chances subsequently. Inviting reference to the discussions held on 19.04.2007 on strike demands, the Staff Side urges for increasing the chances to at least 10 in order to motivate the officials who could not get through the LGO Examinations earlier as well as finalisation of revised syllabus in objective type as circulated earlier for the LGO Examination.

The official side was of the view that the existing six chances for appearing in LGO Examination were adequate. However, on the persistent demand of the Staff Side and keeping in view the change in syllabus, it was agreed to give two additional chances to the officials who have already exhausted 05 or 06 chances, without prejudice to the number of chances under the existing scheme.

Action: DDG (P)

Item No. 13. Irregular computation of working hours for Postman in field units.

In many divisions, the speed post articles handled by Postmen staff are not taken into account for establishment calculations of work load of delivery staff in the name of payment of incentives. This is irregular. The total number of speed post articles also shall be taken into account in spite of the incentive paid to Postmen for maintaining performance levels of delivery of speed post articles. The staff side urges for suitable instructions to all circles in this regard.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen.

Item No.14. Revival of cash handling allowance to Postmen.

The cash handling allowance which was earlier granted based on Arbitration Award had been withdrawn. The Staff Side urges for re-introduction of the said allowance.

The Staff Side was explained that handling of cash by postmen was one of the criterion for grant of higher scale of pay on the recommendations of 5th and 6th Central Pay Commissions and, therefore, it was agreed not to pursue the matter.

Item No. 15. Removal of minimum cyclable distance for grant of cycle maintenance allowance to Postmen / MSE.

At present a distance of above 16 K.Ms condition has been prescribed for grant of Cycle Maintenance Allowance to Postmen / MSE. This is unfair and unscientific. The Officials are using their own personal cycles for the use of departmental work. Therefore the condition of 16 K.Ms should be removed and all officials who use cycles should be paid said allowance.

This will be examined.

Item No.16. Eligibility to appear LGO Examination.

As per the existing rules, either permanent or QPC is required to appear in the LGO Examination. After delinking of confirmation

with permanent posts all officials are now treated as permanent on completion of 2 years of service and the system of QPC has been dispensed with. However in many divisions the officials who completed 2 years of regular service are not being allowed to sit for LGO Examination stating that they have not completed 3 years period which was meant only for QPC. The Staff Side urges for suitable instructions in this regard.

This will be considered while amending the Recruitment Rules of PA/SA.

Item No.17. Counting of Special Allowance for pay fixation case of PO & RMS Accountants.

The Special Allowance granted to JAO qualified official has been taken for pay fixation benefits on ACP promotion. Similar application may be extended to PO & RMS qualified Accountants also.

It was agreed to look into matter.

Item No. 18. Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.

The 5th CPC in its report vide para 62-13 recommended to discontinue the practice of obtaining fidelity / security bond from employees. In the present stage of handling huge cash, obtaining fidelity bond for Rs. 3000/- to Rs. 5000/- does not serve any purpose. A lot of manpower is being wasted in Accounts branch in maintaining these records. Similar is the position of inspecting officials also. Only in rare and exceptional cases, the guarantee money is received. The employees are unnecessarily crediting premium every year to obtain fidelity bond. It is requested to consider and discontinue the practice of security bonds which has no longer serving any purpose.

This will be examined.

Item No. 19. Non-Drawal of HRA to the officiating SPMs working at offices having attached quarters.

Despite clear instructions issued by the department in its letter no. 24/3/76/PAP dt. 20.8.79 also appeared in FR, SR Part IV in

chapter X that HRA may be granted for the maximum period of three months when the official is posted to officiate in a post, to which rent free accommodation is attached but not provided, the due HRA for three months has not been drawn and paid to the officiating SPMs in many places. Even though the senior BCR officials were ordered to look after the charge of PM/SPM until regular posting, HRA has not been paid to the officials who are officiating against such vacancies resulting loss in emoluments.

Similarly, even though the power of de-quarterization of a post attached Quarters is now delegated to Heads of Circle vide Directorate letter no. 10-4/2003 - Bldg. dt. 6.5.03, the Circle heads are not according proper sanction for dequarterisation/suspension of Quarters for the periods of such officiating periods exceeding 90 days.

The officiating officials should not suffer a financial loss due to the administrative problem of non-posting of a regular incumbent to the vacant post within the stipulated period. Prolonged officiating arrangement is an ultimate loss to an officiating official for no fault on his side.

It is therefore requested to issue clarity instructions to all Circle heads to settle the pending issues accordingly.

The view point of the Staff Side was that the powers already delegated to the Heads of Circles were not being exercised. The Chairperson directed to issue clarification in the matter.

Item No. 20. Protection of pay of defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.

A kind attention is invited to the reference cited above in which directorate letter, the case of late Natha Singh, Accountant Punjab Circle was decided. The decision taken in the said case was purely a policy decision and the contents of the said letter might have been applied to all other similar cases. Unfortunately, the said decision was not communicated to other circles which cause hardship to those defunct scale Accountants who switched over to general line.

It is most pertinent to mention that while deciding the cases of pay fixation of the officials working in SBCO/ Administrative offices under TBOP/BCR scheme vide Directorate letter no. 202/92 - PE I dt. 01.12.95, they were allowed direct fixation in the pay scale of TBOP/BCR. The Directorate letter dt. 28.05.02 is also based on the similar analogy but has not been applied in any other circle except to Punjab due to non-circulation of the contents.

It is therefore requested to cause necessary instructions to all Heads of Circles based on the letter dt. 28.05.02 of the Directorate to settle the problems if any prevailing similar to the case of Shri Natha Singh.

This will be examined.

Item No.21. Enhancement of Savings Bank incentive to Postal Assistants working in Savings Bank branches.

Consequent upon the implementation of Fifth CPC recommendations with regard to all allowances, the S. B. incentive was enhanced from Rs.60/- to Rs.150/- per month in respect of staff fully engaged in savings bank work with effect from 08.10.2004. Similarly, a proposal for enhancement of S. B. incentive after the implementation of Sixth CPC, has to be forwarded to Ministry of Finance for approval of the same. It is therefore requested to expedite the proposal for enhancement of S. B. incentive and also to consider the same to all those imparted training in Sanchay Post Software training while handling transactions in computer.

The Staff Side was informed that the proposal for enhancement SB incentive was already under process in consultation with the Ministry of Finance, Department of Economic Affairs.

Item No.22. Payment of honorarium/ incentive for drawal of arrears on implementation of Sixth CPC and GDS Committee.

After 5th CPC, the Directorate has fixed honorarium for the work vide its letter no. 42-1/98-PAP dt. 05.06.98. The PA Admn. Branch had already fixed and communicated the honorarium for the work preferred 6th CPC for Postal Accounts staff. It is therefore requested

to cause similar type of orders early of the payment of honorarium for the work relating to fixation of pay work as per RP Rules 2008 and for drawal of arrears as a result thereof. Similarly, honorarium may please be fixed for the work related to fixation of TRCA to GDS and drawal of arrears as a result of at the earliest.

An order to this effect has already been issued. The item is closed.

Item No.23. Stepping up of pay of senior officials on par with juniors in case of anomaly arising out of fixation of pay on placement to TBOP/BCR Scales Clarification.

Please refer Directorate Letter No. 1-3/2007-PAP Dated 6.10.2009. It is rather dismayed to note that such a clarification at the time of coming out from the TBOP/BCR scheme will cause unnecessary doubts in the minds of Audit and DDOs.

Further, the TBOP/BCR schemes are the promotional schemes in lieu of regular promotions as per the JCM Departmental council agreement. Since there was no discussion or decision about the modification of the decision of the JCM agreement, this unwarranted clarification may lead to unwarranted queries and recoveries. Atleast the clarificatory orders would have been given effect from the date of issue of the order which is also silent in the contents.

It is therefore requested to rescind the orders or at least may be given effect from the date of issue in order to not to open the past cases decided earlier.

This will be looked into.

Item No.24. Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.

The cash allowance drawn to the SPMs working in Triple/Four handed offices who are entrusted with the treasury work in the absence of treasurer has been stopped in many places after the implementation of Sixth CPC.

This is arbitrary, unjust and against the decisions arrived on the subject. Further the amount requires revision based on the increase after the Sixth CPC implementation.

The matter will be examined.

Item No.25. Anomaly in fixation of Pay in respect of the officials promoted on 01.01.96 under BCR Scheme.

According to Biennial Cadre Review (BCR), the officials are to be placed in the higher pay scale w.e.f. 1st Jan or 1st July and had the option to get their pay fixed from date of promotion in the higher pay scale or from the date he earns his next increment in the lower pay scale.

According to Rule 5 of CCS (Revised Pay) rules, 1997 "Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed.

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale."

According to Explanation 2 below Rule 5 of CCS (Revised Pay) Rules, 1977: -

"The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 1996, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay only to the revised scale."

Consequent to this explanation, officials who were placed in BCR on 1.1.1996 could not get their promotion in the pre-revised pay scale which resulted in drop in their emoluments. Had these officials been allowed to get their promotion in the pre-revised pay scale on 1.1.1996, they were at the advantage.

Considering the above views, the Directorate vide its letter no. 1-28/2004-PCC dt.23.08.06 addressed all circles seeking the information about the no. of officials affected by the Explanation No. 2 below Rule 5 of CCS (RP) Rules 1997 and its financial implication.

Thereafter there is no improvement or action in this regard. The issue remains unsettled so far due to which such officials affected due to the explanation stated in pre-paras remained looser in the fixation of pay after the Sixth Pay Commission recommendations.

It is therefore requested to kindly expedite action and accord orders at the earliest.

The matter will be looked into.

Item No.26. Review of Short Duty Staff Scheme introduced w.e.f 14.08.2008- reg.

A kind attention is invited to the Dte. letter No.37-40/2007-SPB-I Dated 6.5.2009, in which it was stated that it has been decided to review the scheme after completion of one year and our suggestion would be considered then. Now one year is over in August 09 itself. As there is heavy shortage in the Post offices, the limits in engagements of SDS to six hours and restrictions in the number of days for engagement is not practically helpful to mitigate the sufferings. The ceiling may be lifted and the divisional heads may be authorized to decide the quantum of engagement based on the requirements at the offices in their jurisdiction.

The item was not agreed to.

Item No. 27. Request to drop the Confirmation Examination – reg.

The Directorate had earlier agreed to drop the confirmation examination since it became irrelevant and it was assured to introduce the 'certification' by the Postal Training Centers itself in lieu of the existing confirmation examination. After the Government had issued orders delinking the confirmation for promotion etc, the existence of confirmation examination has no relevance and it should be dropped. It is therefore requested to kindly cause appropriate action and accord orders early.

The demand of the Staff Side has been noted and the issue will be examined.

Item No.28. Enhancing the limit of cash to be remitted through leather cash bags (LCB) & Special messengers.

According to Directorate letter No. 22-6/84 CI dt. 31.05.2000, the maximum limit of cash that can be sent through cash bags is Rs.20000/- in mechanized route and Rs.15000/- on foot and by cycle. This requires revision due to manifold increase in the monetary transactions at post offices. There are several practical difficulties experienced in arranging special remittances every day in post offices. It is

therefore requested to consider and enhance the present maximum limit to Rs.50000 in cash bags and also to enhance the limit for cash remittance through special messenger.

The Staff Side was informed that the issue needs to be examined in detail in consultation with the Circles.

Action: DDG (PO & CP)

Item No.29. Arbitrary and forcible allotment of Staff Quarters.

The officials posted as Sub Postmasters in Town Sub Offices are being forced to occupy the staff Quarters in the Postal colony despite they are having their own houses and other arrangements besides their unwillingness to occupy the staff quarters. The Quarters are not post attached one and the officials are losing the HRA due to non occupation of Quarters. The SPMs can be compelled only if they have been provided with the post attached Quarters as a service condition and they should not be compelled to occupy the quarters which were not occupied by any officials. It is therefore requested to cause instructions to the concerned to withdraw the arbitrary procedure prevailing in allotment of Quarters to the SPMs posted in town sub offices in the Postal Colony.

Leader of the Staff Side made a special mention of the cases in Rajasthan Circle. The Chairperson directed a report be called from that Circle.

Action: DDG (Building)

Item No.30. Non-posting of Women Employees where basic amenities are not available.

Percentage of women employees working in Post offices / RMS offices is more than 30%. It is a fact that quite a number of Post offices / RMS offices are not having all the basic amenities. The women staffs have their own problems and it is extremely difficult for them to work in such places which are lacking basic amenities. In order to ensure proper facilities to lady members of the staff, it is requested to issue strict instructions to the concerned to not to post women employees to such offices.

The leader of the Staff Side mentioned specific cases of posting of women employees where basic amenities are not available. Chairperson directed that instructions on the subject be reiterated to all Heads of Circles for strict compliance.

Item No.31. Upward revision of Conveyance Allowance to PRI (P)

Consequent upon the increase in oil prices, there is every justification to revise upwardly the quantum of conveyance allowance. It will also be proper to segregate some of the works of PRI (P) relating to marketing activities, verification of papers beyond 8 kms etc. and to bring them under TA / DA rules so that they will be compensated properly.

Staff Side was apprised that the rates of Conveyance Allowance were revised by the Nodal Ministry vide O.M. No.19030/2/2008/E.IV dated 23.09.2008. These rates were applicable to PRI (P) also. It was decided to reiterate these instructions to all Heads of Circles. In regard to journey beyond 16 Km, it was clarified that it was governed by normal TA Rules, to be reiterated.

Item No.32. Non-Supply of Statement of Balance to the officials brought under New Pension scheme 2004.

Since the year of implementation (2004), no statement of balance as on 31st March from the years 2005 to 2009 has been furnished to the employees who are brought under the new pension scheme. The officials do not know their balance and the contribution made by the Govt. in the absence of non supply of these statements. This should have been compiled and circulated by the DA (P)s every year. It is requested to cause necessary instructions to compile and circulate the balance sheet as on 31.03.2009 immediately.

The Staff Side was informed that statement in regard to New Pension Scheme is to be issued by CRA and further it is that authority which can explain about the investment of funds towards various schemes etc. Further, JS & FA informed the Staff Side that in so far as deductions made by the DDOs as also the contribution made by the Government in respect of employees covered under the New

Pension Scheme is concerned, this will be reported to all the concerned officials.

Action: DDG (PAF)

Item No. 33. Conveyance of cash with police escort- Problems there on.

We have suggested considering the following to resolve the problems pertaining to cash conveyance.

1. The present cash limit should be enhanced up to one lakh per individual
2. Cash collection van should be arranged in all bigger towns and the officials should not be asked to take unwarranted risks in cash remittances.
3. Insuring the cash remittance amount shall be explored.
4. The officials shall not be penalized or brought under contributory factors for the case if any theft or loss taken place beyond the capacity of the officials who are engaged for such cash remittances.

The ADG (PO) vide his letter no 24-9/2007-P.O dt. 15.02.08 has informed that in order to further process the matter, all the Heads of Circles were requested to furnish their views and suggestions given by this union. Considering the present day requirements, provision of Armed Guard to HPO & major S. Os can also be considered to prevent major burglaries and thefts during day & night hours.

It is requested to expedite action and cause appropriate orders at the earliest.

The Chairperson directed that DDG (PO) will examine the matter and submit a Note as a follow up of which suitable instructions will be issued to all Heads of Circles.

Item No.34. Discontinuance of Medical facilities availed from Ispat General Hospital (IGH) Rourkela in Orissa Circle.

The Rourkela steel plant authorities had suddenly stopped the treatment facilities in IGH to the Postal staff and family members in Dec' 07. After the intervention of the Circle administration, the indoor facilities have been extended to our staff despite the requests for both indoor & outdoor treatments. It is also

stated that the indoor facilities have been facilitated after they have accepted adhoc advance of one lakh rupees from the department.

The SSPOs, Sundargarh division has not yet carried out the decision arrived with Rourkela steel plant authorities for extension of both the medical facilities to the staff by issuing authorization cards. The staffs are being compelled to deposit money to avail medical facilities from the hospital at the time at urgency and due to no tangible action have so far been taken, there is a total resentment amidst staff who have no other medical facilities in that place. It is therefore requested to intervene immediately and ensure appropriate immediate action to issue identity/ authorization cards to each postal employees on due consultation with IGH authorities for availing both indoor & outdoor treatment by the staff.

Chief Postmaster General, Orissa Circle, will be told to issue identity cards.

Item No.35. Fixing work norms to RPLI work at BOs/SOs - Request immediate orders.

The Chief General Manager, PLI Directorate has informed on 14.03.08 in the workshop meeting held with union representatives that she had submitted a proposal to Directorate Establishment section for fixing norms for RPLI work and counting the RPLI transactions towards income/cost of the Extra Departmental Branch Post Offices and Sub Post Offices. The proposal, as learnt, is pending at the Directorate. Since this is an area where the time factor has been requested for over a decade and also recommended by various earlier committees, it is requested to expedite action and cause orders duly fixing the time factor for RPLI work.

The Staff Side was informed that the issue is already under consideration.

Item No.36. Fixing of Uniform rate of incentive for computerized work in POs.

The Chief PMG, West Bengal Circle has fixed Rs. 0.50 per S.B data entry work for creation of Accounts and Rs. 0.15 for the subsequent posting of deposit/withdrawal for the computerized work. This order did not contain

the quantum of incentive to the supervisors. Different Circles are fixing different amount as incentive. The Staff Side urges for issue of centralized orders by the Directorate for uniform application in all places.

The Chairperson desired the Staff Side to refer specific cases for examination.

Item No.37. Officiating arrangement in Group B Posts earmarked for General line.

According to the existing orders, six percent Group B Posts are earmarked for General line and some of the Posts have not been filled up for a long time. The unfilled up Posts earmarked for General line, are being officiated by the IPO line officials and due chances to senior general line officials have not been offered in such cases. It is therefore requested to cause instructions to offer such officiating chances to General line officials only for the vacancies earmarked under 6% quota in PSS Group B

The Staff Side was explained that as per existing instructions even for ad hoc appointments the provision contained in the Recruitment Rules were to be satisfied. The Staff Side referred to some instructions stated to have been issued in 1978 in regard to which it was clarified that at that point of time appointment of GL officials against 6% Post Masters Group B Posts was on the basis of promotion and not through Departmental examination.

No action.

Item No.38. Introduction of new system of bag numbering.

After the introduction of the new system of bag numbering, it is becoming compulsory to post one hand for mail work since it has created more additional work. The following are few examples.

- i. The Mail Postal Assistant has to check in respect of each section / office and each class of bag with the entries of the previous day.
- ii. If the bags are not in regular and after some days, the Postal Assistant has to check the earlier date and verify the correctness of the consecutive serials of bag numbers.

- iii. When more than one bag is closed, the other bags have to be given subsequent numbers. So reference of the registers for each and every closing of bags becomes inevitable.
- iv. To tie one label to the bag and place another in loose inside the bag will render duplicate the existing work and writing two sets of labels become additional work on the Postal Assistants.
- v. While opening the bags, if all these checks prescribed are to be adhered, without assistance, it is impossible and it will cause delay in sorting and sending out for delivery.
- vi. It is not possible in respect of the bags opened for the offices received from other circles. It will be more difficult to deal the normal mails more than the insurance articles.
- vii. Due to dislocation of trains or other means, if some bags lie in transit and the bags closed thereafter received, it will become very difficult to dispose the mails.
- viii. It will increase only the paper works and may cause practical difficulties in numbering, maintaining, verifying the bags and may warrant unnecessary correspondences.

The earlier system of closing of bags is a time tested one. The provisions contained in the volumes and the procedures stated therein to monitor the mail arrangements are practical ones. Under the existing shortage, the new procedure has increased the workload to the existing staff.

Under the existing shortage of staff in Post Offices and mail branches and RMS Offices are being managed only with the cooperation of Group D & GDS staff, it is not possible to maintain the new system. The age old practice of due mail and sorting list be reintroduced once again in order to mitigate the hardships.

The entire mail system is under review as a part of Mail Network Optimization Project. It

would be more appropriate to consider items having a bearing on mail arrangement after the Project report becomes available.

Item No.39. Non grant of Special Allowance to unqualified Accountants.

When TBOP / BCR Postal Assistants are ordered to officiate as Accountants in HPOs, in the absence of qualified hands, the due special allowance has not been drawn and paid since the DDOs are considering TBOP as LSG. This is incorrect. Necessary clarifications may please be issued for drawal of the allowance with retrospective effect. Further the Accountants who are granted with MACP shall also be paid the allowance if they are drafted to perform Accountant duties.

The Staff Side was informed that the issue is already under consideration.

Item No.40. Incentive scheme for the Post offices retailing Mutual Funds and Bonds along with funds for marketing & publicity and suggested strategies.

In accordance with the Directorate letter No. 95-23/2000-SBC (P) (FS Division) dt. 28.11.03, the incentive for retailing Mutual Funds and Bonds granted to the Postal Assistant & Supervisor has been restricted to the individual employees to the extent of not exceeding 1/3 of his Basic pay plus DA in a year. Similarly in respect of individual employees, who mobilized more threshold will not be granted any incentive up to 1.5 lakh per year.

It is pertinent to note that the officials who possess AMFI certificate for dealing mutual funds and bonds are entitled for the commission to the extent of 25%. The above said two conditions are curtailing their due incentives which are one of the factors that demotivate the employees from procuring more business. It is noteworthy to mention that there is no such condition in existence in respect of PLI Development officers. They are entitled for full commission. As such restricting the due incentive by imposing such conditions may be dispensed with.

The Staff Side was informed that the Mutual Fund has almost gone out from the Post Offices in the wake of which problem of ceiling will not arise. Instructions will be issued to clear the pending bills.

Item No.41. Ensuring the standard of residential accommodation to the SPMs provided with attached Quarters.

Many post attached quarters provided to the SPMs are either sub standard or lack many basic amenities. The schedule of accommodation as prescribed by the Department has not been observed while fixing PO building particularly for the post attached quarters.

In rural areas, the total rent payable to the landlord for the whole building housing the post office and Quarters does not exceed even to Rs.800/- per month. It is not uncommon to see that a token amount of Rs.50/- likewise is being charged for the post office and in all such cases, the Postmasters are compelled to stay in the accommodation which is unfit for inhabitation and also far below to the standards. There are many post attached quarters lacking the basic amenities of lavatories.

If the Department could not provide adequate accommodation for the Quarters as prescribed in the SOA, and arrange basic amenities, it should provide option to the SPMs to secure his own accommodation and in such cases the due HRA may be paid to him. The policy of providing post attached accommodation requires reconsideration after the services of Telegraph has totally with drawn from Post offices.

The Chairperson informed the Staff Side that these were the local issues to be taken up with the respective Heads of Circles.

Item No.42. Enhancement of Financial powers of HSG I, HSG II & LSG Postmasters.

According to Directorate letter No. 18-7/92 CI dt. 2.07.93, the Financial Powers given to HSG & LSG Postmaster on each occasion has been revised to Rs.60/- & Rs.40/- respectively. The amount has been fixed seventeen years before prior to installation of computers and mostly the amount was prescribed to meet any urgent requirements for the office. The escalation of prices has made the existing financial limit meaningless. After

the computerization, due to the shooting of many problems, the urgent needs could not be purchased with these financial powers and the Postmasters are facing problems in attending any computer related problems and also during the power shut down periods. Even minor electrical repairs could not be carried out with the present financial limit. It is therefore requested to consider revision of financial powers to the Postmasters working in the operative office's considering the present day requirements.

The issue is under examination.

Item No.43. Budgetary allotment for Computer Advance.

After the total computerization of the P.O. and its functioning, the officials who desire to purchase computers for their own should be encouraged which will motivate them further in the computer operations. There is a resentment prevailing amidst the officials due to poor allotment of funds under this head. It is therefore requested to allot more funds under this head and enable the officials to avail the advance for purchase of personal computers.

The Staff Side was explained about limited budget allotment for computer advance as a result of which it was not possible to grant the advance to all the officials who desire to purchase computers. After deliberations, it was decided to set apart some percentage of budgetary allotment for Postmasters/Postal Assistants so as to enable them to purchase computers.

Item No.44. Fixing Norms/ Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.

Since creation of Postal Stores Depot and Circle Stamp Depots, no norms have been fixed so far to justify the workload and staff strength. Merely the staffs from neighboring divisions are being drafted and the posts are maintained without any justified augmentation. Resultantly, the parent divisions are suffering with shortage of hand due to the prolonged deputations to PSD & CSD. It is therefore requested to fix work norms to the PSD &

C.S.D and augment adequate posts at the earliest.

The Chairperson directed to review the whole issue in regard to staffing in Postal Stores Depot and Stamps Depots.

Item No. 45. More Bonus in respect of PLI policies to the Departmental employees.

It is pertinent to mention that the LIC is offering low premium to its employees while comparing the tariff collected from the public for the policies taken by the staff. Similarly the Bank employees working in some nationalized banks & others are being offered more interest for their investment made in their banks than the general public for their investments. As such, similar concession may also be extended to the postal employees either by reduced premium or by granting more bonuses for the policies taken by them in PLI/RPLI. It will motivate them further and will have the satisfaction about the concern of the Department in the welfare of the staff.

The matter will be looked into.

Item No.46 Payment of Special Allowance to the staff working on MPCMs.

The letter No. 1-11/2008-PC dt. 30.10.08 withdrawing the payment of special Allowance to the staff working on MPCMs without verifying the previous decisions is causing a concern. After the Fifth CPC, the issue was discussed by the Staff side and it was agreed to continue the drawal of special allowance to the MPCM Counter Assistants considering their responsibilities and jobs and the Directorate has further clarified vide its letter No. 43/3/97-Tech. dt. 21.10.97 to grant the special Allowance only to the Counter PAs. As such, the withdrawal of the said allowance is arbitrary and unjust. Further the allowance is granted for the extraneous and hard work performed by the Counter PAs and not alone for the computer operations. It is therefore requested to withdraw the orders dt. 30.10.08 and allow the drawal of MPCM allowance to the officials deployed at the counter.

The matter will be looked into.

Item No.47. Grant of Tribal Area Allowance to the employees serving in Tribal area of Igadpuri and other places of Nasik District. The payment of Tribal area allowance to the officials working in Nashik District was stopped from 31.03.02 due to the Maharashtra State Governments order in replacing the allowance by a revised scheme by its notification dated 06.08.2002. The state Government has declared that its employees working in such areas which are declared as Naxalite Threat areas and where the special compensatory allowance was paid earlier are entitled for the new allowance which was fixed at the rate of 15% of Pay subject to the Minimum of Rs. 200/- and Maximum of Rs. 1500/-The same allowance has not been extended to the Postal employees working in the areas where the Tribal area allowance was drawn earlier. The nomenclature of the allowance has alone been revised by the State Government but the areas are still covered under the Tribal areas as notified earlier by the State Government. The Chief PMG, Maharashtra Circle vide his letter no. Estt/4-1 (2)/HRA –CCA/2008 dt. 12-09-2008 has sought clarifications about extension of such allowances to our postal employees as per the State Government notifications changing the nomenclature of the allowance and continues the payment of Tribal Area Allowance. It is requested to accord sanction at the earliest.

The Staff Side was apprised that their demand for Tribal Area Allowance without linking its payments to State Government employees was sent to Department of Expenditure and they did not agree for relaxation.

Item No.48. Grant of Financial Assistance & relaxation of rules in granting Special disability leave to victims of terrorist / bomb blasts. Postal Officials who became victims of terrorist action like bomb blast etc are not being granted financial assistance and not even the rules in granting special disability leave is relaxed in such cases. Such issues like the case of Bhubaneswar letter bomb blast victim were also tabled in the welfare meeting with the Communication Minister and though it was assured no settlement of such cases have taken place. It is requested that such officials

who are the victim of terrorist activities through Postal bomb should be granted the above assistances early.

Necessary action has already been taken in the matter and as such the item is closed.

Item No.49. Grant of Road Mileage Allowance to the staff entrusted with the work of Clearance of cheques.

The work of clearance of cheques should not be brought under the net of Conveyance Allowance since every day the officials entrusted the work of Cheque clearance has to travel 40 to 45 Kms for local and other area. A minimum of Rs.50/- is being spent by the official for cost of petrol alone. In addition, he has to pay parking charges for his vehicles every month for attending clearance work. For Example, the payment of Rs. 2/- per kilometer to the postal Assistant who entrusted with cheque clearance work at Chandigarh HO by using his own vehicles in order to ensure same day clearance has been stopped by the Senior Postmaster and a sum of Rs. 320/- per month is being paid due to the objection of ICI party. It is therefore requested to grant Road Mileage Allowance instead of Conveyance Allowance to the staff entrusted with cheque clearance work besides granting some incentive as if available in banking sectors.

The matter will be examined.

Item No.50. Unilateral decision to close down Foreign Post offices

(i) Consequent upon the withdrawal of booking of international parcels by surface mail and restricting the service only to Air Post, the volume of international outward parcel will be reduced leading to financial loss to the department.

(ii) In the name of improvement of Quality of international mail service, Government has decided to consolidate all incoming foreign parcels mails available in Chennai & Kolkata Foreign Post offices. We urges upon the department to withdraw such retrograde decision which will lead for closure of Foreign Post, Kolkata & Chennai.

(iii) The Department has unilaterally decides to discontinue the services of international surface letter mail both inward & outward at Chennai, Kolkata & Mumbai Foreign Post offices and has also decided to transfer the said services to Air Foreign offices in respective circles which will lead to shut down of Foreign Post offices.

(iv) The senior officials of Foreign Post, Delhi who were transferred along with the work to DIMC I & DMIC II unilaterally shall be brought back to Delhi Foreign Post.

The Staff Side was informed that there was no decision to close down foreign Post Offices.

Item No.51. Stop harassing staff on contributory factors for simple and flimsy reasons by misusing the provision of 'unbecoming of Government Servant' deviating the ruling contained in Volume III, FHB etc.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 9.7.1959, 25/49/60-Disc dt.30.11.60 and 15-9/74-1NV dt. 10.2.75, and subsequent orders are being violated and the officials being preceded under contributory negligence factor for flimsy reasons and awarded with huge recoveries. The provisions contained in Rule,106,107, 108 & 111 of Postal Volume III and the provision of honest errors can be condoned contained in Rule 204 A (1) vol II and the provision of Rule 58, Appendix 4 of F.H.B. volume I in dealing of recovery have been totally ignored and sidelined.

The main intention of the Government while deciding the degree of an officer's pecuniary liability, it will be necessary to look not only to the circumstances of the case but also to the financial circumstances of the officer, since it should be recognized that the tendency should not be such as to impair his future efficiency. The Staff Side urges for proper guidelines in the matter of contributory negligence to protect the officials being harassed.

The matter will be examined.

Item No.52. Recovery of alleged over payment of pay and allowances to postman on account of fixation from the officials of Accounts branches of HPOs

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol. I, any excess payment can be recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims. On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders. It is therefore requested to stop such recovery and drop action if initiated anywhere to recover the amount from the DDOs.

The matter will be reviewed.

Item No.53. Enhancement of honorarium to RD premature closures

The rates fixed for RD PMC work a decade back needs revision. The norms were also revised. During 1996, the PMC was permitted without interest after one year. Now PMC is allowed only after three years with SB interest. Resultantly IBB has to be worked out for more than three years consuming more time. After RD decentralisation, it become very difficult and risky too.

It is requested to revise the honorarium upward at the following rates.

Sub Postmaster - Rs. 5.00 per account

Postal Assistant - Rs. 10 per account

The matter will be reviewed.

Item No.54. Counting of Special Allowance for pay fixation – case of PO and RMS Accountants

A kind attention is invited to the letter No. 9 (1)/2004-PA Admn. I/501 to 504 dated 29-10-2006 from Shri T.K. Mitra, ADG (PA and Admn) of the Directorate wherein it is informed that the Special Pay which is now called as Special Allowance drawn in lieu of higher pay scale may be taken into account for fixing pay under ACP to the JAO examination qualified candidates on ACP promotion.

The above said instructions were issued in consultation with DOP&T and the same and similar analogy should be applied in the case of PO and RMS Accountants also and their Special Allowance should be taken for fixation of pay in the higher cadre on promotion.

Further, vide letter No. 8 (1)/2004-PA-Admn/1/54 to 76 dated 23-04-07, it was mentioned that this issue relates to operative offices, the matter may be taken up with Directorate through CPMG which exhibits lack of coordination among the branches in the Directorate.

It is, therefore, requested to cause immediate orders on the issue which is hanging over ten years. Further the orders applicable to JAO qualified official be applied to the similarly situated official working in the post offices on acquiring TBOP / BCR promotion.

The item is linked with item No.17.

Item No.55. DRAWAL OF PAY TO SENIOR BCR OFFICIALS IN HSG I POSTS AS THE PAY SCALES OF HSG II & BCR IS ONE AND THE SAME & SETTLEMENT OF EARLIER OFFICIATING CASES OF TAMILNADU, WEST BENGAL & OTHER CIRCLES AS ONE TIME MEASURE

- i. The provision of officiating in higher post and grant of higher pay for the officiating period beyond 14 days is very much in existence in the Department of posts. This was not practically termed as adhoc promotion. The officiating

arrangements are being made for short term arrangements.

- ii. Further pay scale of HSG II & BCR is one and the same. BCR officials are holding the pay scale equal to HSG II and when they have been ordered to officiate in HSG I, they are entitled for officiating pay. The CAT Bangalore decision in OA No. 74/2008 dt. 18.08.09 categorically held that as the pay scales of BCR & HSG II are identical, the applicant is entitled to the salary of the HSG-I post. Further, Supreme court has also dismissed the SLP filed against writ petition No. 13527 of 2008 of A. P. High Court confirming the decision of entitlement of higher pay for the officiating arrangement in HSG I. The CAT Jabalpur in a similar case held that higher pay for officiating in higher post should not be denied.
- iii. In some circles, regular HSG II officials have been ordered to work in HSG I posts without any extra remuneration which is highly irregular.
- iv. In some circles like Tamilnadu, West Bengal, some senior officials have been ordered to officiate in HSG I posts of more than one year during 2002 to 2005 in the absence of clear cut clarifications and circle heads has already referred the cases to Directorate to regularize the arrangements beyond one year as one time measure which is pending over two years. The due officiating pay had neither drawn nor taken for retirement benefits.

1622 HSG I posts have been upgraded only on matching schemes by axing 680 PA posts and as such the denial of due benefits/higher pay is arbitrary, unjust

The matter will be reviewed.

Item 56. Tenure posting of officials in Single & Double Handed post offices – request to withdraw the conditions

The condition that the SPM / PA working in Single / Double handed offices should not be posted back to the same office during their entire service is against the statutory rules of P&T Manual Volume IV. The doubts about the integrity of all Postal Assistants / Sub Postmasters will mar the interests of the officials and it is requested to withdraw the conditions forthwith.

The matter will be reviewed.

Item No.57. Enhancement of honorarium for engaging the officials in departmental examinations

At present, the following rate of honorarium is being paid to the officials who are brought by the department while conducting the departmental examination as per the sent letter No. 18/16/98-E dt. 31.12.93.

- (i) Supervisor Rs. 30/- per session.
- (ii) Invigilators Rs. 20/- per session.
- (iii) Clerk Rs. 25/- per day.
- (iv) Group 'D' Rs. 15/- per day.

The remuneration is very meagre while comparing the strenuous job carried out by the officials. Despite there is justification, either to grant OTA or compensatory off, atleast the honorarium sanctioned shall reach atleast to the extent of satisfactions of those employees engaging for this purpose.

The matter is being looked into.

Item No.58. Restriction in posting of SPM due to minor penalties / CR entries

The Directorate has given instructions to all the Circle Heads from investigation section dated 06-11-2006 that if an official is awarded with anyone of the minor or major punishments or adverse entries in the CR, he should not be posted as SPM throughout his career.

The suggestion given by the Investigation wing as a preventive measure to minimise and eradicate the losses and frauds has been circulated for implementation not only in the RT 2007 but also in the existing cases.

The suggestion is practicable only if the department is having full staff strength and it is not feasible to implement when the shortage exceeds 30% in the Postal Assistant cadre.

This will create hardship to the officials. That too reverting the existing SPMs from their SPM posts as Postal Assistant before completing their tenure is unjust and bad in law and against to the natural justice. This will spoil their reputations earned from the public by shifting them from SPMs post before completing their tenure.

The other suggestion given by the same section earlier that not to keep vacant in B & A class offices and fill up the Postal Assistant posts has not been implemented. As such this will create many hardships to all the officials who are unwilling to take position as Postmasters.

This is most pertinent to mention that after lapse of certain periods, the officials inflicted with punishments become eligible to write the promotional exams like IPO, JAO, Group B etc. As such, mere imposition of even a minor penalty will be the disqualification to be a SPM throughout his career is nothing but a farce and not maintainable.

If the suggestions implemented retrospectively, at one stage none will be available for the post of post of SPM due to prevailing shortage, a well senior official has to work as Postal Assistant under the supervision of his most senior which will also be a punishment not improvised in the CCS CCA Rules.

It was agreed to review the matter.

Item No.59. Allowing to appear in the Departmental Exam like IPOs – case of physically handicapped officials

The Directorate has clarified vide its letter No. 7-8/04-SPB dated 28-07-2005 that physically handicapped officials should not be allowed to appear in the IPO Examination as they are unable to perform the physically demanding nature of work.

This is unfortunate and total injustice to the physically handicapped officials who fulfil all the required qualifications, skills etc. and could perform the duties efficiently and effectively. There are many jobs in IPO cadre which did not require any outdoor duties.

Even in the case of physically handicapped officials, they could also do the outdoor duties with the vehicle, advance equipments or with the assistance.

Their disability should not be construed or taken as a ruse to deny their justified right to appear in the examination which is against to the canon of natural justice. It is, therefore, requested to reconsider the decision and allow all physically handicapped officials to appear in the exam under relaxed terms or at least fix some reservation of the posts of IPOs which do not require any outdoor duties like circle, regional offices.

The matter will be examined.

Item No.60. Fixed Conveyance Allowance to Marketing Executives

The nature of duties of Marketing Executives has no fixed working hours and they have to travel miles together to complete their assignments. In metro cities, the amount spent by them to cover vast areas by vehicles exceeds their capacity.

Taking into account of these, and indispensability of their services, a fixed sum of Rs. 1000/- p.m. may be paid as Conveyance Allowance.

The matter will be examined.

Item No.61. Revision of FSC

The Fixed Stationery Charges fixed to office / officials does not commensurate with the expenses being incurred for the purpose due to spiral increase of commodities & inflation. The GDS are now getting ten times higher than the amount being paid to the Postal Assistants now. The present amount does not meet the 1/10th requirements and the SPM In-charges are incurring expenses at their own cost. It is

requested to consider the same and revise the FSC with retrospective effect.

The matter is being examined.

Item No. 62. Enhancement of Split Duty Allowance

Even though the MOF vide its OM No. 09 (11) – E II B dt. 29.08.2008 has enhanced the rate of split duty Allowance to Rs. 200/- P. M, the same has not been communicated resulting non drawal of allowance in the enhance rate. It is requested to cause orders at once.

The matter is under examination in consultation with Integrated Finance Wing/ Ministry of Finance, Department of Expenditure

Item No.63. Transfer of all HSG I Posts to General line

After upgrading the status of the ASPOs into gazetted one, continuing their posting against non-gazetted HSG I posts is irregular. It is requested that all HSG I posts earmarked now for IPO line may be converted to General line Posts immediately. In addition intervention is required to effect payment of Split Duty Allowance in places like Punjab where arbitrarily the Circle Administration stopped payment of this allowance.

The proposal is already under consideration.

Item No.64. Denial of ROHSC claim for emergent treatment due to non circulation of Health Ministry OMS

The following two OMD issued by Dept of Health pertaining to relaxation of Power for granting medical on emergency have not been circulated so far.

- i. OM No. S 14025/7/2000 – MS dt. 28.03.2000
- ii. OM No. S 14025/46/92 – MS dt. 04.02.1993

Resultantly in many divisions, the ROHSC claims on emergent treatment have not been entertained.

It is requested to communicate the same. Similarly, the OM related to extension of CS (MA) rules to pensioner residing in areas not covered by CGHS vide No. S-14025/4/96-MS dt. 05.06.98 has also not been circulated yet resulting denial fo Medial treatment to pensioners.

The Staff Side was apprised of the fact that the orders issued by the Ministry of Health and Family Welfare are available on its web site. However, on the request of Staff Side, it was decided to circulate instructions dated 28.03.2000 and 04.02.1993.

Item No.65. Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.

The CGM PLI Directorate in the meeting held on 01.10.2007 has agreed to revise the existing rate of honorarium and convert the same as incentive since the cap of Rs.4000/- per annum as total ceiling per officials has not been removed so far. However no orders have been issued so far. It is requested to revise the rate and brought it under incentive without any ceiling.

The matter will be examined.

Item No. 66. Providing administrative power to grant leave to staff by HSG-I Postmasters.

At present, the administrative powers to grant earned leave in the absence of casual leave are vested with the HSG I Postmasters IPO line. But the said provision is not available to General line Postmaster. This is a clear discrimination. The administrative powers provided to IPO line HSG-I Postmasters may be extended to general line HSG-I Postmasters also.

The proposal of the Staff Side was agreed to.

Item No. 67. Grant of OTA/Excess Duty Allowance to the SPMs working in single/ Double handed Post offices.

- (i) In the absence of PA, the SPMs working in 'B' class offices may be granted minimum of 3 hours OTA to look after the duty of PA.

(ii) Similarly, in 'C' class offices, where the work load exceeds 8 hours and more, compensation in the shape of Excess Duty Allowance may please be considered.

This issue comes under the ambit of Government of India instructions and, therefore, it will not be possible for the Department of Posts to take a view in the matter in isolation.

Item No.68. Counting the training period for benefits of promotion under TBOP / BCR scheme

Despite the clear instructions contained in Directorate letter No. 44-47/98-SPB.II dated 31-07-2000 & 27-07-2001, that the period of induction training may also be counted as qualifying service for the benefit of TBOP / BCR promotions, this has not been implemented in many circles.

To cite an instance, the circle IFA, Tamil Nadu Circle has denied such kind of benefits to those recruited and deputed for training before 01-01-86. Based on the opinion, the Chief Postmaster General, Tamil Nadu Circle has issued instructions vide his letter No. STA/80-1/00/Rlgs dated 21-02-2003 in which it was stated that the period of Induction training can be taken for the benefit of promotion under TBOP / BCR only if the person selected was under training on 01-01-86 or deputed for training on or after 01-01-86, apart the fulfilment of other conditions such as obligatory nature of such training, immediate promotion on completion of such training.

Resultantly, the officials granted with BCR promotions based on the Directorate orders dated 31-07-2000 taking into account of their training period for promotion have faced recovery and re-fixation. The opinion of the circle IFA to cut short the benefits from 01-01-86 is wrong and arbitrary one. It is, therefore, requested to cause necessary instructions to all the circle heads to count the training period

without any restriction and stop recovery immediately. Similarly, the induction training period of the promotes to LGOs may also be taken as service rendered in Postal Assistant cadre if opted for fixation and other benefits.

On the persistent demand of the Staff Side, the Official Side agreed to make an attempt with the Department of Personnel and Training.

Item No.69. Granting Service benefits to erstwhile RTP candidates deputed to APS taking into account of their service rendered on RTP

Consequent upon the dismissal of civil appeal No. 5739 of 2005, the benefit was extended to the officials who approached court. Meanwhile, all circle heads were called for to collect the particulars of the similarly situated persons to extend the benefits. It is requested to cause appropriate orders to extend the benefits to the similarly situated persons.

The matter will be discussed in detail in a meeting separately.

Item No.70. Creating HSG-I Posts in MMS.

1622 HSG-I Posts were sanctioned during March 2001 by upgrading the HSG-II and LSG posts to HSG-I for operative offices. No HSG-I post was allotted to MMS divisions. Necessary steps may be taken to sanction at least one HSG-I post in each MMS Division.

The matter will be examined.

3. Item Nos. 71 and onwards could not be discussed for want of time. On the demand of the Staff Side, the Chairperson agreed to discuss these items in a subsequent meeting. The date and time for the meeting will be decided with the approval of Chairperson, Departmental Council (JCM) and Staff Side will be apprised of it.

4. The meeting ended with Vote of Thanks to the Chair.

Pending items furnished as Annexure XI-A in P.No.146

MACP JOINT COMMITTEE MEETING ON ANOMALIES

While discussions during the second meeting of the National Anomaly Committee held on 27th March 2010 and decided to constitute a Joint Committee to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS). Eight items have been discussed in the First Meeting of the Joint Committee held on 25.02.2010.

Shri.M.Raghvahiya

Shri.S.K.Vyas

Shri.C.Srikumar

Shri.Umraomal Purohit

Above four Staff side Members are attended the meeting under the Chairmanship of Joint Secretary Establishment DOPT.

We reproduce the full text of content under here...

MACP JOINT COMMITTEE MEETING ON ANOMALIES

Joint Committee on MACP met today under the chairmanship of Joint Secretary Establishment of DOPT. Following issues were discussed:

1. Item No:1:Provide Grade Pay of the next promotional post under MACP.

Staff Side pressed for placement in the Grade Pay of the Promotional Post instead of next higher Grade Pay in the hierarchy of revised Pay Band and Grade Pay. It was insisted because the career progression only means the promotion in the hierarchy and not to a Grade Pay which is not present in the hierarchy of the respective department.

The Staff Side also gave an alternative that first two MACPs after 10 and 20 years should be to the next promotional post as per the hierarchy of respective department as under the erstwhile ACP scheme and thereafter the third MACP in the next

Grade Pay of the Revised Pay Band and Grade Pay.

2. Item No:2:Date of Effect.

It was demanded that MACP scheme may be introduced with effect from 1.1.2006. A scheme which has been recommended by the 6th CPC will be not available to those employees who have opted for revised pay scales w.e.f. 1.1.2006 but had retired or died before 1.9.2008, which is very anomalous.

3. Item No:3:Option for earlier ACP Scheme.

Staff Side pointed out that the benefit which employees were getting through two ACPs after 12 and 24 years of service is much higher than the benefit that they will get under MACP after three financial upgradations. It was therefore urged that the service conditions which were available to the existing employees cannot be adversely revised and if that happens then an option to retain the old scheme is inherent. And if the present MACP is not converted to hierarchical pattern, then at least an option may be given to retain the erstwhile scheme of ACP.

4. Item No:7:Grant of financial upgradation between 1.1.2006 and 31.8.2008.

In Para 9 of the DOPT OM dated 19.5.2009, it had been provided that earlier ACP scheme will continue to operate for the period from 1.1.2006 to 31.8.2008. However, this is not being allowed to officials who have opted for revised Pay Band and Grade Pay with effect from 1.1.2006. In some offices, it is being insisted that financial upgradation under the earlier ACP would be granted only in the pre-revised pay scales and they will have to opt for the revised pay scales only from the date they are granted the financial upgradation under earlier ACP. It

was demanded that earlier ACP benefit may be given also to those officials who have come over to the Revised Pay Band and Grade Pay with effect from 1.1.2006.

5. Item No:8: Anomaly on introduction of MACP Scheme.

By an illustration in respect of Junior Engineer of CPWD, it has been pointed out that under earlier ACP they will go up to the revised Pay Band 3 with Grade Pay of 6600/- on completion of 24 years of service, whereas under the MACP Scheme, even after 30 years of service and getting third MACP they will get the Grade Pay of 5400/- only in PB-2.

This is obviously less advantageous and therefore the demand for option to retain the old ACP scheme has been insisted. The Official Side indicated that they will consider all these demands and in the next meeting they will indicate how far they can go.

6. Item No:4: Applicability of MACP Scheme to Group D employees who have been placed in the Grade Pay of 1800/-.

The DOPT had already stated that all promotions and upgradations granted under ACP Scheme of 1999 in the post of four pay scales S-1, S-2, S-3 and S-4 shall be ignored for the purpose of MACP. In other words all the three MACP will be available to all the Group D employees who have since been placed in the grade pay of 1800/-. If an employee has completed 10 years of service he should be granted the GP of 1900/-; if completed 20 years of service he should be granted the GP of 2000/-; and if he has completed 30 years of service he should be placed in the GP of 2400/-. In some departments these MACP has not been granted to the Group D employees. The staff side therefore insisted an enabling clarificatory instructions may be issued. The Official

Side agreed to issue such clarificatory instructions.

7. Item No:5: Counting 50% of service rendered by Temporary Status CLs for reckoning 10,20, and 30 years of service under MACP scheme.

It was pointed out that the Railways have already issued orders for counting 50% of service rendered by Temporary Status Casual labourers for reckoning 12 and 24 years of service under the old ACP scheme. It was also pointed out that Courts have also ordered that total service rendered as TS CLs may be counted for the purpose of ACP. The Official Side were of the opinion that 50% of service rendered by TS CLs has been counted only for the purpose of pension. The Staff Side pointed out that the TS CLs have been granted all the facilities admissible to a Temporary Employee in respect of leave, increment, pay scale etc and therefore this may be deemed as a regular service for the purpose of MACP also as has been done by the Railways. The Official Side wanted the order of the Railway Department regarding ACP and the Orders of the Courts for their examination.

8. Item No:6: Supervised staff placed in higher Grade Pay than that of the supervisor.

The Staff Side suggested that this item may be transferred to National Anomaly Committee item and discussed there. This has been agreed to. There are 23 more items which have been suggested by the Staff Side leaders of Railways. It was pointed out that leaders of other departments may also suggest many other anomalies related to MACP. The Staff Side stated that as and when these additional items are received they may be included in the Agenda for discussion in the subsequent meetings. The Official Side agreed to.

**DISCUSSIONS ON VARIOUS ISSUES
TAKEN UP BY THE STAFF SIDE IN THE
2ND MEETING OF MACP COMMITTEE**

The 2nd meeting of the MACP Committee was held on 15th September, 2010. The meeting was chaired by the Joint Secretary (Estt.) Department of Personnel and Training. The short note of the discussions on various issues taken up by the Staff Side :

1. Item No. 1, 9 and 29,46: The demand was to provide for Grade Pay of the next promotional post under MACP as was given in the old ACP Scheme. This has not been agreed to.

2. Item No.3. Option for each individual employee either to retain the old ACP scheme or to switch over to MACP. It was only agreed by the DOPT that they may consider giving option to the Department and not to the individual employee to retrain old ACP Scheme in respect of either the entire establishment of that Department or for a specific category or cadre of the employees of that Department. They also added that they may instruct the Administrative department to undertake restructuring of the cadres in consultation with the Staff Side which would secure quicker promotion.

3. Item No. 8. Anomaly in respect of Junior Engineers of CPWD. The Official side agreed that CPWD may ask for option to retain the old ACP in respect of Junior Engineers which will be considered.

4. Item No. 2, 10 and 48. The Scheme of MACP to be implemented with effect from 1.1.2006. Not agreed to.

5. Item No. 7. Grant of financial up-gradation under ACP between 1.1.2006 to 31.8.2008 in respect of employees who have opted the revised Pay Band Grade Pay System with effect from 1.1.2006. Agreed to.

6. Item No. 4 and 26. Applicability of MACP scheme to Group D employees

placed in the grade pay of Rs. 1800 in PB1. along with the benefit of 3% increment in each stage of up-gradation. Covered by the clarification already issued by the Department of personnel (See their website)

7. Item No. 5 and 23. Counting of 50% of service rendered by a casual labourer with temporary status for reckoning the 10, 20 and 30 years of service for the purpose of MACP. They will examine the court ruling in this regard according which the entire casual service should count for the purpose of MACP.

8. Item No. 6. Supervised staff placed in higher grade pay than their supervisor. The item has been transferred to the National Anomaly Committee for discussion.

9. Item No.11 and 47. In the Railways and some other departments, promotion continues to be given in the merged pay scales, since these have not been functionally merged. It was demanded that in such promotion increment at the rate of 3% may be granted. The Official side has agreed to consider such cases, if taken up by the respective departments.

10. Item No. 15, 22, 39 and 51. These would be considered in the Anomaly Committee of Railways.

11. Item No. 12, 30 and 49. Those selected under LDCE/GBCE schemes may be treated as directly recruited personnel as was done in the case of old ACP scheme. The Official side agreed to look into it.

12. Item Nos. 13, 16, 24 , 50 and 58. It was pointed out that under old ACP scheme in case of an employee who were reverted from higher post to lower post at this request (to enable him to get transfer to another recruiting unit) the service rendered by him in the higher post was counted for the benefit of ACP. This should be extended to the MACP as well. The Official side agreed to issue necessary clarification in this regard.

13. Item No.14. A departmental employee who has been appointed to a higher grade by virtue of his being selected in a Direct Recruitment Examination the ten, twenty and thirty years of service for the purpose of MACP to be reckoned from the date of such appointment. Necessary clarificatory order has been issued by the DOPT. (Please see their website)

14. Item No. 16. The service rendered by an employee who had resigned may be counted if he is given re-employment for the purpose of MACP. The Official side wanted this item to be processed separately.

15. Item No. 17. The service rendered prior to removal or dismissal should count if he is reinstated on appeal or by Courts. The Official side stated that the past service will be considered if so ordered by the Court or the Appellate Authorities.

16. Item No. 36. The service rendered in a State Government/Statutory body /PSU before appointment in the Central Govt. to be counted for MACP. Not agreed to.

17. Item No. 37 and 38. Counting the probation period for the purpose of MACP. This is counted as per the scheme

18. Item No. 42. Application of MACP to a surplus hand redeployed to lower post. This is covered under the scheme.

19. Item No. 18 and 54. A person de-categorised on medical grounds to be treated as a fresh appointee. It was not agreed to .

20. Item No. 41. The service rendered in higher grade who have been redeployed in the lower post on medical de-categorised on medical grounds may be counted under the MACP. The official side agreed to reiterate Railway Board's order issued in the year 2005.

21. Item No. 19, 33 and 53. Stepping up benefit to seniors when the juniors get higher pay on account of financial up-gradation. The Supreme Court has given such an order. The Official side will

examine this issue and the copy of the Supreme Court's order may be furnished to them.

22. Item No.20. The Account Assistants in the Railways when appointed on qualifying the Appendix II Examination may be treated as a fresh appointee and his past service in the lower post be ignored. The Railway Board to process this case separately.

23. Item No. 21.27 and 28. The Bench mark of good for entitlement to MACP benefit in cases where promotion to the higher posts is on the basis of seniority cum fitness may be done away with. Agreed to examine and issue necessary clarification.

24. Item No. 24, 40 and 45. Counting of Training period. The induction training period would be counted.

25. Item No. 25. The incentive may be given as applicable to the grade pay granted under MACP. This may be considered by the Railways.

26. Item No.31. Extension of MACP to Staff Car Drivers and other Drivers etc. The orders have been issued separately.

27. Item No.34. Pay fixation on promotion subsequent to the grant of MACP with an increment. This was not accepted.

28. Item No. 35. Notional classification for Central Government employees Insurance scheme for those with Grade Pay of Rs. 4200 to be treated as Group B and covered by the scheme for Group B. Not accepted.

29. Item No.43. There are several illustrations given relating to Railway employees. These were not discussed and each case was asked to be processed separately.

30. Item No. 55. There are no provisions for grant of certain privileges/incentive on grant of MACP as was there in the old ACP scheme. The Item may be considered by the Railway administration

POSTAL BILL RE-DRAFTED — PROPOSAL FOR TRAI-LIKE BODY TO FIX POSTAL TARIFFS

The government has comprehensively re-drafted an earlier Bill on postal regulation with a view to bringing the entire communication industry under a regulatory regime similar to the one for the telecoms sector.

As per the re-drafted Bill—the Post Office and Courier Services Bill, 2010—which was reviewed by FE, the courier firms would need to register themselves with the regulator—Postal Regulatory Authority of India (PRAI)—and adhere to a set of guidelines for quality of services framed by it.

The firms will also have to contribute to a Universal Service Obligation Fund (USOF) to enable delivery of postal services to financially unviable areas at affordable rates. However, the government has dropped the controversial provision in the original (2006) draft of the Bill which sought to bar private courier firms from carrying packets weighing below 500 gm. Also, in a departure from the original draft, which specified the fee structure for the players, the new Bill has left such matters for the regulator to decide.

The size of the Indian courier industry is over Rs 4,000 crore with major players being DHL, FedEx India

and DTDC. As per the latest proposal, PRAI will have functions similar to that of telecom regulator Trai. It can suo motu recommend to the government policy measures on the entire gamut of the postal sector. On its part, the government can seek its recommendations on issues of importance. Once PRAI is constituted, all existing courier firms would have to register themselves with it for a 10-year period on payment of a fee.

The registration, of course, can be renewed once it expires. The regulator would set eligibility criteria for those wanting to enter the sector in the new regulated regime.

It would have powers to recommend to the government revocation of licenses of any firm which fails to meet the criteria set out by it. The government (read the department of post and a reinforced Postal Board) would retain the powers to make policies and provide licences.

A Postal Dispute Settlement and Appellate Tribunal would be set up to arbitrate on disputes between the industry and the regulator, the regulator and the government, industry and the government; and between industry players.

RRR CANDIDATE – APEX COURT JUDGEMENT

ITEM NO.53 (PH) COURT NO.9
SECTION XII
SUPREME COURT OF INDIA
RECORD OF PROCEEDINGS
CIVIL APPEAL NO(s). 7773 OF 2009
Civil Appeal NO. 7779 of 2009
(With appln.(s) for C/delay in filing SLP)
Civil Appeal NO. 5131 of 2005
Date: 30/07/2010

These Appeals were called on for hearing today.

UPON being mentioned, the Court made the following

ORDER

Civil Appeal No.5131 of 2005 arising out of SLP(C) No.19587 of 2003 is delinked from other matters.

The remaining appeals are disposed of in terms of the signed order.

(Sukhbir Paul Kaur) **(J.P. Sharma)**
Court Master Court Master

(Signed Order is placed on the file)
IN THE SUPREME COURT OF INDIA

CIVIL APPELLATE JURISDICTION
CIVIL APPEAL NO. 7773 OF 2009
UNION OF INDIA & ANR.

...APPELLANTS VERSUS
M. NALLAVAN
...RESPONDENT

WITH
ORDER

We have heard learned counsel for the parties. During the course of hearing of this batch of appeals, the appellants represented by the Director (Staff), Ministry of Communication & I.T., Department of Posts filed an additional affidavit which may put an end to the controversy between the parties. In fact, the said additional affidavit has been filed pursuant to certain observations made by this Court while hearing the appeals.

It is evident from the affidavit that the entire matter was reconsidered by the Department and upon such reexamination based on humanitarian considerations, found that out of 204 respondents in all 202

respondents working in the Department against short term leave vacancies can be accommodated against compassionate appointment vacancies for the years 2000-01 to 2009 as per the departmental guidelines. However, in the case of Postal Assistants (PA) and Sorting Assistants (SA) cadre, according to the Ministry, the number of vacancies is not enough to accommodate all of them in the cadre. It is stated that the number of vacancies earmarked for this period is only 113 whereas the number of respondents claiming the relief is 152. However, it is stated that as a one time measure, the Department is willing to accommodate them against residual vacancies of the Department. The statement made in the affidavit is made part of the record directing the respondents to act upon the same.

In the circumstances, the appellants are directed to regularize the services of all the 202 respondents who are working in the Department against short term/leave vacancies with effect from their date of appointment.

However, the respondents shall not be entitled for payment of any arrears on account of such regularization. But their pay and pensionary benefits are protected.

In view of this order, it is made clear that the findings recorded by the Tribunal and as well as the High Court with regard to the interpretation of office memorandums and circulars of the Department are set aside and those findings and observations shall not be treated as precedent for the purpose of any other case or cases that may be pending. The questions of law, if any, are left open.

The appeals are accordingly disposed of without any order as to costs. The interlocutory applications are accordingly allowed.

.....
J.(B. SUDERSHAN REDDY)

NEWDELHI,
July 30, 2010

.....
J. (SURINDER SINGH NIJJAR)

CADRE RE-STRUCTURING IN RMS & MMS

- | | |
|--|---|
| <p>1.1 Two concept papers were circulated to the Federations in Aug. 1994. The then Director-General had outlined a scheme for restructuring post offices, field formation and postal functions.</p> <p>1.2 Due to resistance of both the Federations, it was stopped.</p> <p>1.3 At the same time our Federation re-affirmed our concurrence to purposeful re-organisation of the postal and RMS services which basically would keep the integrated Postal system and RMS intact.</p> <p>1.4 Our Federation reiterates the concept which was proposed by my predecessor former Secretary-General, Sri K. Ramamurthy.</p> <p>1.5 In the last 15 years, in the Railways three cadre restructuring have taken place. The Staff Side demanded fourth cadre restructuring.</p> <p>1.6 The Telecom underwent massive cadre restructuring in 1992 for which a committee was formed under the Chairmanship of Sri M.B. Athreya in 1992.</p> <p>1.7 For Both Railways and Telecom a committee was formed under the Chairmanship of eminent officers and some public representatives including staff side members.</p> <p>1.8 In regard to re-structuring of cadres in our Dept, the preliminary meeting on the subject was taken place on 16-9-2008. In the meeting, my Federation demanded a proposal on cadre review from the Dept.</p> <p>1.9 On 13-1-2009 a meeting was convened by the Chairperson, Postal Services Board. My Federation pleaded that the concept paper on the subject may be supplied to the service unions so as to discuss the issue purposefully.</p> <p>1.10 Till date the proposal of the Dept. was not made known to the Federations/unions.</p> | <p>2.1 Promotional Avenues to P.As/S.As
Based on the Fourth Pay Commission Recommendations, cadre re-structuring took place in the Postal Accounts in the year 1987 on the ratio of 20:80 (Feeder and promotional cadre).</p> <p>2.2. When the above was done, the Railways and Income Tax Dept. followed suit.</p> <p>2.3 In 1983 the Dept. introduced Time-Bound one promotion scheme to the employees after the reduction of 15% supervisory posts and 5% operative posts.</p> <p>2.4 The Dept. introduced second promotion with effect from 1-11-1991 after making reduction of 5% supervisory posts and 1% operative posts.</p> <p>2.5 Before this, in 1974 during the Railway strike, an agreement was reached in the JCM Dept. council to create 20% SCOLSG Posts (supervisory cum operative posts)</p> <p>2.6 On 19-11-1984 the promotion of SCOLSG was withdrawn with the view that it became infructuous after introduction TBOP scheme.</p> <p>2.7 In between 1985 and 1991, the Directorate issued five orders reiterating that TBOP scheme is equivalent to LSG.</p> <p>2.8 Between 1992 and 1998 the Directorate reiterated that BCR promotion is equivalent to HSG II .</p> <p>2.9 No DPC was conducted in connection with promotion of HSG II after introduction of BCR scheme since all norm-based posts were to be filled up from among the senior BCR officials as per the DG's order.</p> <p>2.10 The Fifth Pay Commission recommended ACP-1 and ACP-2 for the Central Govt. employees without reducing single post in any Establishment by terming it as financial upgradation.</p> <p>2.11 In our Dept. we had already surrendered 20% Supervisors posts and 6% operative</p> |
|--|---|

posts at the time of introduction of two promotion scheme (viz., TBOP/BCR).

- 2.12 In the year 1999, the Dept. announced that TBOP and BCR promotions are not promotional posts but it is only financial upgradation.
- 2.13 The VI Pay Commission did not recommend separate pay scale for LSG and HSG II promotional posts.

Justification for cadre review

- 3.1 24th May 2007 the Directorate issued orders for fifth cadre review of Indian Postal Services Group 'A' officers. But it was not extended to Group 'C' and Group 'D' cadre.
- 3.2 The above review was conducted in the year 2007 with the prime aim of restructuring the cadre to meet the challenges to the Dept. and especially to cater to marketing and business development.
- 3.3 Business process restructuring is underway for (i) savings Bank & Insurance (ii) Mail Operations (iii) E-enabled services and BD activities including logistics posts (iv) Human resources and Establishment and (v) Accounting Finance & Audit.
- 3.4 Plans are on avail for setting-up of an exclusive Rural Division to cater to the populace of Rural areas.
- 3.4 Restructuring through technology.
- 3.5 Operationalisation of Postal Life Insurance Fund and Rural Postal Life Insurance Fund.
- 3.6 Further at present the Dept. faces twin challenges by the private couriers industry and continuing advances in communication technology especially mobile telephony and world-wide web.
- 3.7 To face the above challenges, cadre restructuring is required for the Group 'C' cadres Postmen, Mail Guard, MMS Staff and Group 'D' cadres in order to boost the morale of the employees.
- 3.8 Keeping in view the forthcoming changes in the Dept., both the Federations suggested to enhance the minimum qualification as

Graduation for Group 'C' cadre. But it was not acceded by the VI CPC.

- 3.9 For the Staff working in Post offices and RMS offices, their duties and responsibilities are comparatively higher than the staff of other Central Govt. Departments.
- 3.10 Therefore Cadre Restructuring with enhanced scales of pay for P.As/S.As, Postmen/Mail Guard, MMS Drivers/Workshop staff, Staff of administrative offices and Group 'D' staff is required.

Justification for RMS

- 4.1 According to Book of Information, we have 6599 S.As, 554 TBOP and 3331 BCR roughly 350 Accountants, a good number of marketing executives and a considerable number of system administrators.
- 4.2 As on date, we have 69 RMS Divisions, 489 RMS/Stg. offices, 404 RMS Record offices and roughly 150 CRCs.
- 4.3 At present, we have two AMPCs one in Chennai and the other in Mumbai.
- 4.4 The Dept. has proposed to establish two more AMPCs - one in Delhi and the other in Kolkata based on XI Plan project.
- 4.5 The Dept. has planned to instal APMCs in all Metro Cities such as Hyderabad, Bangalore, Ahmedabad, Pune and so on.
- 4.5 The Dept. has also planned to introduce scanner in all the CRCs.
- 4.6 The Speed Post Centres are already functioning with day-to-day technologies in all Circles.
- 4.10 Business Mail Centres are functioning to cater to the need of Bulk customers.
- 4.11 Apart from the traditional parcels, the EPP Parcel Centres are functioning in all the major cities and towns.
- 4.12 The projects for computerisation of Head Record offices and Transit Mail offices are underway.
- 4.13 New software for bag numbering system is underway.

- 4.14 Apart from these, traditional Letter Mails and Parcel Mails are functioning in every RMS Division.
- 4.15 The Dept. has also entered into Logistics service for the past few years.
- 4.16 Therefore there is a full justification in cadre structuring in the RMS.

Our Suggestions

- 5.1 After the process of re-structuring, the continuing the present scales of pay is infructuous. Hence, the following pay scales and change of designation are suggested.

Sl. No.	Name of the Existing cadre	New Designation proposed	Existing Scale	Scale of pay suggested
1.	Sorting Assistant	Executive Asst	5200-20200+Rs. 2400 (GP)	5200-20200 =2800 (GP)
2.	Supervisor (LSG)	Senior Executive	5200-20200+Rs. 2800 (GP)	9300-34800 =4200 (GP)
3.	HSG II	Chief Executive	9300-34800+4200 (GP)	9300-34800+4600 (GP)
4.	HSG I	Assistant Manager	9300-34800+4600 (GP)	9300-34800+4800 (GP)
5.	Gazetted HSG	Manager	Presently No Scale exists	9300-34800 +5400 (GP)

The above promotions may be accorded after duration of every five years of service in a particular cadre.

- 5.2 P.O. & RMS Accounts should be treated as promotional cadre taking into view their duties and responsibilities and their pay scales should be enhanced.
- 5.3 The scales of pay of present Marketing Executives and system Administrators should be upgraded.
- 5.4 In the absence of proposal of the Dept. in the case of Re-structuring of cadres in RMS, my union suggest the points made in the above paras for consideration as early as possible.
- 5.5 We had surrendered 20% Supervisory posts and 6% operative posts while implementing TBOP and BCR schemes. Further there has been almost no recruitment in S.A. cadre for the last 10 years. Therefore no reduction of staff is required while re-structuring of cadres in RMS.
- 6.2 Full-fledged workshop facility for major repairs and maintenance are available at 17 stations.
- 6.3 During 2006-2007 the MMS vehicles have covered 29 million kilometres for conveyance of mails.
- 6.4 MMS drivers should not be brought under common cadres. Because in the other Dept. the nature of work of the drivers is entirely different from that of MMS drivers.
- 6.5 An MMS driver is driving the vehicle on an average 100 kilometres per day carrying heavy load of mails in the busy traffic throughout the working hours.
- 6.6 The drivers of the other Depts. drive the vehicles only for two hours or so, while the MMS drivers have to drive the vehicles almost 7½ hours per day.
- 6.7 In major towns and cities, drivers have to complete their schedule by driving 10 to 11 hours.

Justification for MMS

Drivers

- 6.1 We have 1223 Mail Motor Vehicles and 486 Staff cars in 98 stations.

Artisans

- 6.8 Artisans in MMS are having heavy vehicle licences with ITI Certificate with minimum qualification of 10th pass.

- 6.9 The duties and responsibilities of Artisans are as follows:
- i) engine over-hauling
 - ii) General box over-hauling
 - iii) F.I. Pump repairing
 - iv) differential over-hauling
 - v) break over-hauling
 - vi) day-to-day attending break down vehicle
 - vii) performing driving duty by taking vehicles to RTO for passing fitness Certificate
 - viii) Speed Governor fitting
- 6.10 There is no promotional avenue for the Artisans.
- 6.11 The avenues of promotion available to the MMS drivers should be extended to Artisans.
- 6.12 **Despatch Riders** : These staff are available only in MMS Nagpur and MMS Delhi.
- 6.13 The above posts may be merged with the drivers.
- 6.14 **Charge-hand** : Charge-hands should be placed in PB-2 with grade pay of Rs. 4200/- At present they are placed in PBI with grade pay of Rs. 2800/-.
- 6.15 The nature of work of the charge-hand is supervisory one in MMS workshop.
- 6.16 **Asst. Manager MMS** : 50% posts of Asst. Manager should be filled up from among the Technical staff as recommended by Dutta Committee.
- PMA/TPA** There are only less than 50 PMA/TPAs available in entire country. These posts can be merged with P.As and posted them in the major post offices. The avenues of promotion applicable to P.As may be made available to PMA/TPA. Because all PMAs are Diploma holders. After passing 10th stand or Matriculation, they undertake 3 years course in Polytechnic to obtain Diploma.
- 6.17 Following pay scales are suggested to MMS cadre.

Sl.	Name of the Posts	Upward Scales of Pay suggested	
1.	Cleaner	Entry Grade	5200-20200+1900 (GP)
2.	Cleaner	Grade II	5200-20200+2000 (GP)
3.	Cleaner	Grade I	5200-20200+2400 (GP)
4.	Senior Cleaner		5200-20200+2800 (GP)
5.	Cleaner (Special Grade)		9300-34800+4200 (GP)
6.	Artisan/Driver	Entry Grade	5200-20200+2000 (GP)
7.	Artisan/Driver	Grade II	5200-20200+2400 (GP)
8.	Artisan/Driver	Grade I	5200-20200+2800 (GP)
9.	Artisan/Driver	(Senior)	9300+34800+4200 (GP)
10.	Artisan/Driver	Special Grade	9300+34800+4600 (GP)

N.B. : The above promotion may be accorded after duration of every five years of service in particular cadre.

PAPER SUBMITTED AFTER COMMITTEE FORMATION

The Member (P), Postal Services Board convened a meeting on 16-9-2008. One of items for discussion in the meeting was Cadre Re-structuring. At that time, the FNPO demanded that a committee should be constituted for cadre Re-structuring. Further, the FNPO wanted a paper on Cadre Re-structuring from the Department. It was not agreed to by the Department.

After this the FNPO circulated a paper among the FWC Members and CHQ Office-bearers of NUR 'C' on cadre Re-structuring.

In regard to cadre Re-structuring in RMS and MMS, our broad views were published in the November 2008 RMS Sentinel as editorial. Subsequently a detailed note was sent to the Directorate for information.

One of the web-sites posted in their news that FNPO has not submitted their proposal and hence cadre Re-structuring is pending.

Immediately we gave a fitting reply intimating the date of detailed letter on cadre Re-structuring sent by us to the Directorate. After, that, the detailed letter sent to the Directorate was published in the March 2009 RMS SENTINEL.

Now the Department has constituted a committee. It is not out of place to mention here that similar committee was already constituted in the year 2006 under a different name vide DG Posts letter No. 6-3/2006-SR dated 8-6-2006 in regard to reducing the periodicity of TBOP/BCR and grade of 3rd upgradation of pay scale on completion of 25th year of service. This committee consisted of 4 staff side members.

Based on this, the FNPO demanded that the present committee should be represented by four members from staff side. It was not agreed to by the Department.

OUR PROPOSALS ON RMS

According to the information, roughly we have 18000 S.As. Among these, roughly 4000 S.As have already got 3rd MACP with Grad Pay of Rs. 4600. About 3000 S.As have already got 2nd MACP with Grade Pay of Rs. 4200.

About 2000 to 2500 S.As have got first ACP with GP Rs. 2800/-. Remaining S.As are under GP of Rs. 2400/-.

We are aware that there is no separate scale of pay or Grade pay or Special pay for LSG/HSG II/HSG I which are the supervisory Cadres.

At present, we cannot demand raising of basic pay for SAs who are placed in PB 1 with Grade pay of Rs. 2400/-. Because it will affect the recommendations of the Pay Commission. At the same time, it is our bounden duty to ensure that our S.As get Group 'B' scale of pay at least at the time of retirement. Therefore our suggestions are as follows.

LSG : Now we have 1053 LSG Posts (Norm based). The number of Posts should be increased three times. That is it should be raised to 3150 with the Grade of pay of Rs. 4800/- in PB 2.

HSG II : Now we have 415 posts. This number should be increased three times. That is 1245 posts with the Grade of Pay Rs. 5400/- in PB 2.

HSG I : Now we have 415 posts. It should be increased by three times, that is, 1245 posts with the grade pay of Rs. 6600/- in PB 3.

After this, we have only four Group 'B' officers in RMS. At least the number of Group 'B' officers should be raised to 15 times. 60 Posts of Group 'B' officers should be created in RMS.

All the above promotion should be made based on seniority-cum-fitness.

CADRE RE-STRUCTURING FOR MMS

- * Cadre Re-structuring for MMS is not new.
- * It was discussed with the Dutta Committee constituted after strike in the year 2000. (Cadre Review).
- * Third and fourth Pay Commissions granted LDC scale of pay to the Drivers and Artisans viz., 260-6-400; 950-20-1500).
- * In the V Pay Commission, the scale of pay for Drivers and Artisan was fixed on par with Postmen (Viz., 3050-75-3950-80-4590).
- * In the VI Pay Commission, the Scale of Pay for Drivers and Artisans has been reduced much (viz., 5200-20200 with Grade pay of Rs. 1900).

The subject was discussed seriously in the Anomaly Committee. Our union vehemently advocated that the pay scale for Drivers and Artisans should be revised upward. The Chairman of the Anomaly Committee agreed with us and assured that strong recommendation would be made to enhance the scale of pay for Drivers. The Anomaly Committee also agreed to recommend higher grade pay for charge hand.

- * Meanwhile, MACP Scheme has been introduced. Our Federation/ Union have written letters to the

Department that MACP and existing promotion in MMS should run concurrently. Seeing our stand, the other Federation also followed suit. But the Department did not agree with us.

- * In the meantime, the Department of Personnel issued orders that MACP and existing promotion will run concurrently in respect of staff Car drivers. Simultaneously this was extended to MMS drivers also. Our proposals on Cadre Re-structuring.

DRIVERS

We have about 1200 drivers in whole of India. Our suggestion is as follows.

- i) 6% as Special Grade Drivers with grade pay of Rs. 4800/-
- ii) Another 6% as Grade I driver with Grade pay of Rs. 4600/-
- iii) 15% as Grade II driver in PB 2 with Grade pay of Rs. 4200/-

Further we suggest that post of Despatch Riders may be merged with Drivers.

Moreover post of Traffic supervisor may be created in MMS wherever we have 25 vehicles and more. For every 25 vehicles, one post of Traffic Supervisor may be created. The Traffic Supervisors are responsible for supervising the drivers, preparing, duty chart for drivers, attending accident, investigations and all connected duties relating to drivers. This post is also

to be made as promotional post. These posts should be filled in from among the drivers. The mode of selection will be discussed later.

The scale pay may be fixed on par with Group 'B' officers.

ARTISANS

The staff strength of Artisans approximately is 500.

Our Suggestion for them is as follows:-

- i) 6% as special Grade Artisan with Grade Pay of Rs. 4800/-
- ii) 6% as Grade I Artisan with Grade pay of Rs. 4600/-
- iii) 15% as Grade II Artisan with Grade Pay of Rs. 4200/-

FOREMAN

One post of Foreman should be created for every 25 vehicles.

DEPUTY MANAGER (TECHNICAL)

One post of Deputy Manager (Technical) should be created for 50 vehicles.

STORE OFFICER

One post of Store officer may be created in all the MMS unit.

The above three cadres which are to be created should be filled in from among the senior Artisans. The above posts exclude charge hand which is existing.

OFFICE ASSISTANTS IN MMS

At present, the office Assistants are offered promotion only under MACP scheme. The posts of HSG II and HSG I do not exist in MMS unlike RMS and Post offices. This is a great anomaly on the promotional aspects of O.A. MMS. Therefore we suggest.

- i) 10% posts may be upgraded as Lower selection grade O.A. with Grade Pay of Rs. 4800/-
- ii) 5% may be upgraded as Higher Selection grade II O.A. with Grade Pay of Rs. 5400/-
- iii) 5% may be upgraded as Higher selection Grade I O.A. with grade pay of Rs. 6600/-

The above are our suggestions. It may be modified after receipt of field level opinion from the cadres.

Note : The Department may not agree to grant PB 3 to Group 'C' cadres. In the event of Department not agreeing, our demand will be

For LSG – Rs. 4600 Grade Pay

For HSG II – Rs. 4800 Grade Pay all in PB2

For HSG I – Rs. 5400 Grade Pay

OUR LETTER TO SECRETARY ON INTRODUCTION OF FREIGHTER AIRCRAFT

**Sub : Introduction of Freighter Aircraft -
Regarding.**

**Ref : The Directorate letter No. 8-13/2009-D
dated 22-7-2008.**

This is in continuation of my telegram dt. 4-8-2009. Two new Freighter Aircrafts have since been operated from 27-7-2009.

After introduction of the above Aircrafts, the mails are badly delayed in the Metro cities. It is mentioned here that previous mail transmission was cost roughly Rs. 60 lakhs per day. Now the cost of operation is Rs. one crore. The irony is that by giving Rs. 40 lakhs extra, the mails are delayed.

The following short-comings are brought to your notice for redressal:-

- i) There is no advantage to the mails leave alone cost factor involved.
- ii) A mail posted in any part of the city will be lying in the bag in the same place more than 12 hours For instance, a Speed post letter booked at Chennai at 10 a.m. will be despatched through night Air Service at 2200 hrs on the same day. Thus the mail will remain lying in Chennai for more than 12 hours. The letter will be moving towards destination via Nagpur and finally it would reach Delhi next day. It will then be processed at New Delhi Speed Post concentration centre and it would be delivered on the following day (Third day D+3).]
- iii) In the old system, mails will be forwarded by evening flights around 1900 hrs and it will be processed in Delhi in the night itself and the delivery is ensured on the next day.
- iv) Minimum delivery time for Speed Post article is D+2 in the present arrangement for the Metro cities. The Secretary can imagine how long it will take to reach villages (it may take D+4 or D+5 as per present arrangement). This would spoil the Speed Post Business which is well-established a premium product. The higher charges for Freight and other arrangements are huge as per information available.
- v) All the south bound mails are received at Chennai point (Kochi, Coimbatore, Tiruchi). These mails are further transmitted by surface. This causes further delay.
- vi) Ordinary mails to the villages are badly delayed in the present arrangement, as it takes longer transit time and thereby the

Department norms for delivering the mails as per the schedule is becoming a mockery. This invites public criticism. Further it will directly help the private mails comers to grow leaps and bounds.

- vii) Furthermore, there is no Aircraft service on Sundays and P.O. Holidays.
- viii) Weight provision to Delhi, Kolkata and Mumbai is low compared to the actual weight available. Hence the bags have to be detained for one more day, whereas the Bangalore is provided with huge weight which is not required.
- ix) There is no DB as per the bags. Therefore it takes long time to clear the bags.
- x) Metro cities usually get huge mails. Most of the bags are not related to the Centre. Hence the huge man-power is needed which is chronically a problem in our Department.

The above points merit considerations by the Department and go to prove that officers are not well-acquainted with mail movement and they act as catalyst to spoil the reputation the Department.

In view of the above, my Federation submits following suggestion, if any major mail arrangement is planned in future.

1. Two officers who are good in the respective field have to be nominated before embarking on the changes. They should interact with the staff and send their view points before implementing.
2. Confidence of the operative staff is a must for success in any field when the changes are effected.
3. Old system of A orders and B orders have to be issued by Circles/Divisions in advance before effecting proposed changes.
4. The views of service unions may be taken into consideration without any bias.

In view of the above, it is requested that necessary modification aiming at speedy delivery of mails may be incorporated in the mail arrangement. Otherwise even if the present mail arrangement works properly it will definitely delay the public mails by 24 hours in Metro cities and 48 hours for other areas. When P.O. Holidays and Sundays intervene, it may take delay further by 72 hours and 96 hours.

Yours Sincerely,
(D. THEAGARAJAN)

LETTER ADDRESSED TO THE SECRETARY POSTS BY FNPO

Sub : Attack on RMS

It is noticed that of late RMS and MMS have been singled out for onslaught. In some cases, adverse orders have already been issued. Some more are in offing.

Closure of Record office : Unilateral decision was taken to abolish R.Os. To avoid transfer, it is reported that staff will be retained in the station. What are the advantages to the Department are not clear. Substantial rent is not paid for R.O. Premises. Reduction of one or two hands is not going to benefit the Department. In R.O. 'C' dn. and 'P' Dn. Howrah cases, transfer back to the old station has not been settled, even after a year. During abolition of RO 'C' and 'P'Dn., the Chief PMG Bihar Circle informed the Directorate that abolition of above two R.O.s will save two crores to the Govt. Exchequer. Kindly call for the report from the Chief PMG, Bihar Circle whether he has saved two crores rupees by these abolition?

Merger of RMS offices : The unions have agreed to merge RMS offices which deal with less than 10000 mails. Officers in the Circle offices/Regions are collecting the statistics only on the lean days and due to shortage of mere 4 letters, RMS offices were merged with nearby RMS offices. Best example us Motihari RMS in

Bihar Circle. During negotiation, we were assured by the Directorate that offices which function with delivery advantage will not be merged even if it receives lesser mails. But no Heads of Circles kept up this promise.

Merger of CRCs : Wherever more than one CRC is in a city, it is merged to a single CRC. There is a proposal wherever there are two or more sets in CRC, they have to be merged into a single set. The implication, staff problem arising there from delay to mails need no elaboration. Urgent remedial measures are urged.

Merger of sets in RMS : The long tested schemes of different sets are given a go-by.

Delay to Mails : Additional work-load at delivery point appears to be ignored. Space for staff sorting mails, inadequacy of sorting racks will be additional woes. The scheme merits immediate withdrawal.

Abolition of Night Sets : Night sets were introduced taking into the account arrival and Departure of mail carrying trains. Night sets are taking care of local TD mails and mail distance for places where Mail carrying train and morning flights reached. The above scheme tantamounts to gifting our mails to couriers.

Merger of RMS Divisions : Orders are being issued to merge two Divisions into one. Orders were issued to merge 'P' Dn. with 'PT' Dn. Sri S.B. Valenkar, a doyen of our Department believed smaller in Division efficiency will be more. Even he went to the extent of creating sub-standard Division in relaxation of norms. Present RMS Divisions are effectively functioning. Therefore for merging Division is only a step towards liquidation of RMS, it is apprehended.

Abolition of Sections : In the first operation, sorting work was withdrawn from sections. Now "Operation Abolition" scheme has started to finish RMS sections which run 250 kilometres within circle. Even closed bags should not be touched by RMS Staff is a decision with vengeance. RMS staff do not deserve this punishment.

Privatisation : This scheme has raised his head again. Private vehicles are to be utilized for section mails. We cannot allow this.

Abolition of SROs : We cannot agree to the proposal. The arguments for non-abolition of ROs discussed earlier hold good. We cannot allow dual control over RMS staff. The experiment tried earlier in Rajasthan Circle proved a failure.

MMS : Recruitment of drivers has been stopped. Casual drivers are recruited indiscriminately. No doubt the Department wants to gift the MMS to the private. This

is a serious matter, though you may deny now.

Speed Post Norms : Orders were issued on adhoc basis to follow 1000 norms in Speed Post Centres.

This is highly impracticable. My union already submitted detailed notes to the Directorate on this.

My Federation and my RMS unions (R III & R IV) have resolved to resist the new schemes mentioned above and restore the status quo on items mentioned above which have done enough damage to the staff. Finally, my Federation resolves to protect the service and save our mails from going to couriers.

I hope and trust that the Chairman Postal Services Board will give serious attention to this letter.

Yours faithfully,
[D.Theagarajan],
Secretary General, FNPO

POSTAL JOINT COUNCIL OF ACTION**National Federation of Postal Employees**

1st Floor, North Avenue Post Office Building, New Delhi - 110001

Federation of National Postal Organisations

T-24, Atul Grove Road, New Delhi - 110001

JCA/2009

Dated 20th November 2009

To
 Shri.A.Raja
 Honourable Minister of Communications & IT
 Government of India
 New Delhi

Sir,

**'Efficiency In Postal Mail Service' - Few
 Absolute Facts.**

OBJECTIVE OF THIS MEMORANDUM

This is NOT a memorandum demanding ANY FINANCIAL ADVANTAGE for the employees of the Postal Department. We - the two recognized Federations of Postal Employees of the Department - have got a responsibility to share views on IMPROVEMENT OF POSTAL SERVICES extended to the members of public with MORE EFFICIENCY. Hence, THIS MEMORANDUM, about 'efficiency in postal service' revealing a few absolute facts.

Efficiency Factor

Mails emanate from individual senders and are deliverable to individual addressees and Bulk mails emanate from Institutions and deliverable to individuals/Business Organisations. HOW FAST THIS WORK IS DONE IS THE 'DECIDING FACTOR' OF THE EFFICIENCY OF THE POSTAL SERVICES. When 'speed' i.e. 'Time taken' from the time of posting to the time of delivery of a letter - is the 'deciding factor', naturally 'time' plays an absolute role in the efficiency. No human effort or any amount of money can produce extra time for anybody. Individual or institution either Postal or Private Courier - have got only 24 hours a day, not a minute more or less. Hence, the efficiency depends upon how an individual or institution utilize the 'time' to his/its advantage. In respect of Postal Department, for the purpose of delivery of mail, the

efficiency depends upon how, the time, available from the time of posting of a letter to the time of delivery, is utilized without any wastage. Only such a fast service could SATISFY THE INDIAN PUBLIC, who have moved from Postal Services, to Private Couriers. The question now is how to bring back the mails that were 'taken away' by our competitors - Private Couriers. This can be done only by improving our efficiency of processing / transporting/ effecting delivery than our competitors. The quantum of 'Revenue Loss' caused to the Department due to such a shift of customers to our competitors can be wiped out only by bringing them back and not through any other gimmicks. Gimmicks may result in more expenditure and not revenue.

What is to be done ?

We must, first, find out what is the disease? Only correct diagnosis will result in successful treatment.

All kinds of letters are posted in various Street Letter Boxes and Post Offices. Mostly members of public and institutions post their letters only in the late evening. This is because they attend to the mails received in the forenoon, process them, make the reply ready and then post them in the evening. Hence, we cannot ask the people to post their letters in the forenoon itself. Therefore, the processing work after clearance, defacing, transportation to a central point (RMS), detailed processing at this point -- is carried out, connected to trains/flights to reach various destinations for effecting forenoon delivery next day or afternoon depending upon the distance and transportation time factor. The local mails are then processed in the central point (RMS) for effecting delivery next day morning. IF AT ANY PARTICULAR POINT, DURING THIS INTERVAL, THERE IS INEFFICIENCY IN THE PROCESSING, THE DELAY IN DELIVERY OCCURS.

How the 'inefficiency' can crop up?

Naturally not utilizing the available TIME for efficient processing and transportation - aiming at early delivery - will result in 'inefficiency'.

The above 'mail processing' work consists of two types -

1. Administrative
2. Technical

The administrative part consists of executive actions in arranging for the transport by public carriers and if not available by private agencies, or human labour, the provision of equipment such as accommodation, provision of personnel etc.

The technical part consists in taking care of the mail from the time the public place their mail in the custody of the Post Office till the time the Post Office delivers it to the addressee. (Operative arrangements).

Now, it seems the private couriers are able to very efficiently carry out both the above items of work, resulting in 'more efficient delivery'.

Why we are not able to achieve the maximum efficiency?

We feel that the 'Administration' is absolutely ignoring the 'technical part' of the processing and to some extent even administrative part. How?

As already explained 'efficient time-utilization' is the factor which would result in our CORE COMPETENCE OF EFFICIENT DELIVERY. This factor is absolutely neglected .

Mails use the same transport as persons. Hence, mail should travel as persons do. Different passengers with different individual destinations are found in the same plane, train, ship or bus. The same applies to mails and it is the most important controlling factor in deciding on processing mails and transportation towards various destinations. It means, if a man could reach a destination - within a timeframe - , it must be absolutely possible for a 'mail' also to reach that destination within that timeframe and that is what is called CORE EFFICIENCY. All other acts are compromises, which may not satisfy our members of public.

This efficiency can be achieved ONLY if 'time factor' in between the time of posting to the time of delivery is utilized VERY EFFICIENTLY. AT NO POINT OF TIME, MAIL SHOULD BE KEPT IDLE WAITING FOR PROCESSING.

Since 'mails' are posted by members of the public only in the evening, naturally they are available for processing late in the evening and night. Time for processing is required depending upon the volume available - which may be till midnight or throughout night. Unless, processing is done during this period, it may not be possible to connect to late night trains/flights and early morning flights for connecting delivery in the forenoon next day.

Before 1980s, even the remote corner of the Nation was getting the earliest delivery through efficient postal system. What happened after that?

1. In 1980s, the core-principle of 'utilising the time available from the time of posting to the time of delivery' was made a casualty by an Administrative Order for abolition of 'sorting work' in the running trains. Before that, both sorting work and transportation of mails happened simultaneously - utilizing the same hours - resulting in absolute efficiency in delivery of mails. After abolition of sorting work in running trains, the Department needed 'time' separately for sorting and transportation. Thus, these orders resulted in 'inefficiency'. ONLY AFTER THIS, THE PRIVATE COURIERS ENTERED THE SCENE OF ACCEPTING AND DELIVERING MAILS IN INDIA. It means the inefficiency of an Administrative Order of the Department of Posts, paved way for private couriers.

2. In 1990s further deterioration started. The 'central processing units' (RMS) were till then functioning in the 'junctions' resulting in fast moving of mails through efficient transportations readily available in those rail/bus junctions. But, again Administrative Orders were issued for establishing 'District Sorting Pattern' and establishing 'Mail Offices' in District Head Quarters, instead of processing at the 'junction' points. These orders resulted in further delay to mails. So, more volume of mails found its way to Private Couriers.

Further, Automatic Mail Processing Machines were brought in. The reason for induction of such machines, as told by the administration, was 'efficient service to the members of public'. But, unfortunately, just for the purpose of feeding the machines , mails were accumulated at AMPC ,

culling machineable mails took further time and then processed through machines leisurely and then connected to transportations available very late. Thus, in the name of efficiency, inefficiency percolated further into the system. Private-courier- business started growing indicating 'these inefficiencies of the Department'.

Most importantly and alarmingly again one-more-order 'ignoring' the efficiency of utilizing the 'time' available at the origin points is under issue.

THIS IS HERE, WE REQUEST THE INTERVENTION OF HONOURABLE MINISTER OF STATE FOR COMMUNICATIONS & IT, TO PREVENT DEVELOPING FURTHER INEFFICIENCY in processing mails. If these orders are issued, the last nail will be laid to the mail delivery efficiency. The department will be losing the entire revenue of 'mail business' to the private couriers.

Since 'mails' are posted by members of the public only in the evening, naturally they are available for processing late in the evening and night. Time for processing is required depending upon the volume available - which may be till midnight or throughout night. Unless, processing is done during this period, it may not be possible to connect to late night trains/flights and early morning flights for connecting delivery in the forenoon next day.

This 'operational reality' requires CENTRAL POINTS of processing. Since 'postings' by members of public are made in the late evening, processing cannot be done in Post Offices, which are functioning from the morning till only up to 05-00 p.m. Therefore, the CENTRAL POINTS of processing (RMS) which are at the rail-heads or air-heads,(functioning late in the evening and night) are absolutely needed to EFFICIENTLY UTILISE THE 'TIME FACTOR' available to achieve the EFFICIENCY OF FAST DELIVERY to mails.

Unfortunately, this core efficiency factor has been IGNORED by the present Postal Administration, by proposing to abolish all CENTRAL PROCESSING POINTS (RMS), which would definitely cause MORE DELAYS IN DELIVERY OF MAILS. In fact the Department of Posts had already merged more than 90 RMS Mail Offices with less than 10,000 mail volume per day as

agreed to by the Staff Side on pressure by the Administration to close down more offices. Now, in the name of Second Phase of Mail Consolidation etc all Central Processing Points [RMS] are being merged or abolished. More Transit Sections are being abolished. Sub Record Offices are being targeted also. RMS Divisions are being merged causing weakness in supervision. The decisions of Postal Administration will definitely help only PRIVATE COURIERS in garnering our mail business utilizing the further weaknesses caused by our new measurers. It is beyond our comprehension as to why the 'Postal Administration' is so interested in helping private couriers instead of improving our efficiency?

To focus attention on all such retrograde moves of the Postal Administration, the Postal Joint Council of Action comprising of all Unions of our two Federations has undertaken an all India Programme of Action and the Department of Posts had also been intimated of our Programmes. The Postal Joint Council of Action has also decided to go on strike from 15th December 2009 if the Department of Posts is not causing any reversal of these orders and moves that are aimed at the total destruction of RMS & MMS services and thereby destroying the efficiency of the whole Postal Department.

We request the Honorable Minister of State for Communications & IT to kindly intervene and prevent all these retrograde steps under way and under contemplation of the Postal Administration in order to save the existing EFFICIENCY LEVEL of Mail Processing and Mail Conveyance at least before collapse. We would also request the Honorable Minister of Communications & IT to cause necessary orders for keeping all the retrograde measurers under abeyance and initiate meaningful discussions with our Federations and All India Unions to arrive at collective decisions on improving the mail processing and other activities without destroying the edifice itself.

Thanking you Sir,

Yours faithfully,



[D.Theagarajan]
Secretary General
FNPO



[K.Ragavendran]
Secretary General
NFPE

Minutes of the meeting taken by Member (Operations) and Secretary (Posts) with the staff side on 27-11-2009, 28-11-09 and 30-11-09 to discuss Charter of Demands submitted by Postal Joint Council of Action alongwith notice dated 29-10-2009 for Agitational Programme - circulation thereof.

Government of India

Ministry of Communications & IT,
Department of Posts, Dak Bhawan,
Sansad Marg, New Delhi - 110 001.

No. 8-11/2009-SR 1st Dec. 2009

To
All Heads of Circles

Sir/Madam,

Please find enclosed a copy of minutes of the meeting taken by Member (Operations) and Secretary (Posts) with the Staff Side on 27-11-2009, 28-11-09 and 30-11-09 to discuss Charter of demands submitted by Postal Joint Council of Action alongwith notice dated 29-10-2009 for Agitational Programme.

2. Minutes are issued with the approval of Member (Operations) and Secretary (Posts).

SUBHASH CHANDER,
Director (SR & Legal)

Minutes of the meeting taken by Member (Operations) and Secretary (Posts) with the staff side on 27-11-2009, 28-11-09 and 30-11-2009 to discuss charter of Demands submitted by Postal Joint Council of Action alongwith notice dated 29-10-2009 for Agitational Programme.

The meeting was attended by the following :

OFFICIAL SIDE	STAFF SIDE
1. CGM (Mails Business)	1. Shri K. Raga vendran, Secretary, General NFPE

2. DDG (Estt.)

**2. Shri
D. Theagarajan,
Secretary General
FNPO**

3. DDG (P)

**3. Shri
K.V. Sridharan,
General Secretary
P-III, NFPE**

4. Director (Staff)

**4. Shri Giriraj
Singh, General
Secretary, R III,
NFPE.**

**5. Director (SR &
Legal)**

**5. Shri P. Suresh,
General Secretary,
R IV, NFPE.**

**6. Shri
A.H. Siddique,
General Secretary,
R IV, FNPO.**

The Special meeting of the Postal Joint Council of Action was called for under the Chairpersonship of Member (Operations) on 27-11-2009 to discuss the Charter of Demands submitted alongwith notice dated 29-10-09 for Agitational programme. Before item-wise discussion could be taken up, the staff side raised the issue of merger of certain RMS offices having 10000 or more mails, stating it to be in violation of agreement between the Department and the staff side. Referring to the D.O. letter of Secretary (Posts) to the Heads of Circles regarding review of establishment, the staff side expressed on apprehension that it was a direction to the Heads of Circles for closure of mail offices/ Section sets etc. without consulting the staff side against the agreement between the Department and staff side, as referred to above. In spite of Member (Operations),

as Chairperson in the meeting, assuring the staff side to review specific cases of merger against the spirit of the understanding, the staff side was not convinced in the meeting of 27-11-09 and thus the meeting ended only with a decision to continue dialogue on 28-11-09 (Saturday).

2. On 28-11-09 the discussion again start with merger of RMS offices and it was agreed upon between the official and the staff side that the agreement reached with the staff side will be followed in principle, with the stipulation to review the cases of Gaya and N.K. Ganj RMS offices. On the request of the staff side Member (O) agreed to depute CGM (Mail Business) to Bihar to review the functioning of RMS offices especially, in the context of quantum of mails and the mail being deposited as referred to by the staff side. No further progress could take place in regard to other items and it was decided to continue discussion on 30-11-2009 under the Chairpersonship of Secretary (Post).

3. On 30-11-09, the meeting started at 1100 hrs. under the Chairpersonship of Secretary (P). At the outset Secy. (P) made it very clear to the staff side that the Govt. has sanctioned Rs. 4000 crores to the Department for its transformation. The Chairperson also made it known to the staff side that all along there was a feeling that Department of Posts has been very badly neglected and it needs technological developments. Further, all the technological developments would be meaningful if there is adequate volume of mails. The Chairperson informed the staff side about the integration of the Post Offices as a result of which the entire back post offices work will be taken away from the Post Offices. The Chairperson further stated that the entire structural re-organisation is being planned with the ultimate objective of making Department of Posts as one of the best postal Administrations in the world, for which the staff side has to extend their cooperation with an open mind. In the matter of RMS the staff side was informed of the engagement of a consultant with an assurance to the staff side that one of their

representatives would also be on board in discussions with Mail Consultant and would be able to contribute his ideas/views towards the restructuring of mail net work.

4. In the matter of merger of SROs with the Head Post Offices taken as item No. 1 in the Charter of Demands, the Chairperson stated that it is a suggestion from the Postmaster General and no action would be taken on it till such time the Mail Consultant considers the structure re-organisation of the entire system, in which as mentioned in para above the staff side will also have a representation. The Chairperson also referred to the presentations/seminars work-shops to be organized in connection with the consultant working on the functioning of the mail system.

5. Regarding merger of RMS offices having 10000 or more mails, further to the discussions held on 28-11-09, the staff side mentioned about the review of 2 RMS offices in Kolkata having more than 10000 mails namely Bandel and Barasat, which were ordered to be closed. The Chairperson made it clear that status quo as on date will be maintained. However Department would request CPMG West Bengal to have a look at the figures once again to ensure that the ceiling of less than 10000 articles is followed in spirit. This has been done on the suggestion from staff side.

6. In the matter of merger of CRCs at Chennai, it was explained that adequate infrastructure will be provided to make the merger practical. This was agreed by the staff side. As far Chennai PSO (functioning in AP building) and Tenkasi sorting is concerned, status quo will be maintained as on 30-11-2009. Due to paucity of time, other items could not be discussed in the meeting of Secretary and it was decided that these items would be discussed in a subsequent meeting to be taken up by Member (O).

7. The staff side expressed their satisfaction over the discussions and conveyed their decision not to issue a notice of strike.

8. The Meeting ended with the vote of thanks to the Chair.

WORKSHOP ON MAILS, SPEEDPOST & INTERNATIONAL MAILS ON 29TH AND 30TH, DECEMBER 2009 HELD BY THE SECRETARY (p) IN BANGALORE

Minutes of the Workshop are furnished hereunder for information of all.

A workshop chaired by Secretary (Posts) on Mails, Speed Post and International Mails was held at Bangalore on 29th and 30th December, 2009. Chief Postmasters General, Postmasters General and Directors from 15 Circles participated in the workshop. The list of Participants is at Annexure-I.

The objectives of the workshop were outlined by Secretary (Posts) as under:-

- a) Revenue from Mail segment accounts for nearly half of the revenue of the Department of Post and therefore, commensurate attention and focus ought to be given to improve mail processing, transmission and delivery throughout the country.
- b) Top 15 centers generating large volume of Mails, Speed Post and International Mails should be identified and an action plan with definite timelines should be drawn to show immediate results.
- c) International Mails has a lot of potential for revenue generation and therefore must be given full attention.
- d) All existing web applications in respect of Speed Post and International mails should be optimally utilized.
- e) Newly designated Directors (Mails & Speed Post), other Directors in-charge of Mails and Speed Post and Postmasters General attending the workshop are to make frequent visits to mails offices / Speed post Centers and Foreign Post offices and monitor mail processing, transmission and delivery on a day-to-day basis.

MAILS

Focus Areas and action points identified in the workshop

1. First class inward TD mails to be concentrated and handled from one mail office

in respect of 15 centers represented in the workshop.

(i) Some metro cities due to Logistics issues may require two such mail offices. In no case inward TD mails should be handled in more than two mail offices.

(ii) Such identified mail offices should exclusively handle inward TD mails and should not handle mails for rest of the circle.

(iii) To achieve this, all outward mail offices from 15 centers should close bags separately for inward TD in respect of other 14 centers.

2. Invitations / Greeting cards posted under 'Book Post' should be separated from second class mail e.g. Registered Newspapers / periodicals etc at the collection / sorting stage and handled as first class mail in the inward TD office

i) All outward mail offices at these 15 centers must sort invitation / greeting cards posted under 'Book Post' as first class mail and include them in the bags containing 1st class mails for dispatch to other 14 centers.

(ii) Mails Division in the Directorate to issue necessary instructions in this regard.

(iii) Mails and PO Division to examine the issue of categorizing greetings and invitation cards as first class mail with postage paid as that of first class mail.

3. In order to ensure compliance of the conditions for availing concessional postage and for smooth processing of 1st class mail, acceptance of Registered Newspapers and periodicals to be concentrated in one mail office in one city.

(i) No post office to accept registered newspapers and periodicals. These instructions to be implemented from January, 2010.

(ii) Registered newspapers and periodicals to be accepted only in PIN Code wise pre-sorted bundles at the designated mail office.

(iii) PO Division in consultation with Mails Division in the Directorate to issue necessary instructions in the regard.

(iv) Database of all registered newspaper to be put on the web by all circles by 15th February, 2010. Mails Division to co-ordinate with PTC Mysore in this regard.

(v) PO Division in consultation with Mails Division in the Directorate to consider issue of instructions to give licenses to major printers as 'Mass Mailers'.

4. Major Inward TD sets to be headed by an ASRM.

(i) This is required to ensure effective Supervision, increase in productivity to the prescribed level and reduction in missent.

5. Consolidation of delivery Post offices / setting up of delivery hubs with exclusive delivery functions.

i) The successful implementation of delivery hubs in Karnataka need to be replicated in other circles.

(ii) Karnataka circle to circulate the concept paper by 15th of January, 2010 to other participating circles under intimation to Mails Division of the Directorate.

6. Beat sorting in Mail Offices.

(i) Successful experimentation at Ghaziabad CSO and Jodhpur RMS need to be adopted elsewhere, PMG (BD & Tech) Jaipur and DPS Ghaziabad to circulate the concept papers to other participating circles under intimation to the Mails Division of the Directorate.

7. Consolidation of Mail Offices.

(i) The objective being optimum utilization of manpower and other resources, better and effective supervision, enhancing the quality of sorting and reducing the time taken for transmission of mail bags.

8. Reduction in Missent.

(i) Bulk mailers like LIC, SBI, UTI, BSNL and others to be targeted by curing their address database by correcting the PIN Codes.

(ii) HSAs / Supervisors to Sign the label of bags dispatched to post offices for delivery.

(iii) Directors / PMsG to work out a system of cross checking the quality of sorting both for bags dispatched to post offices for delivery as well as for bags dispatched to other 14 centers.

9. All India Annual Sorting competition.

(i) To be held in June 2010.

(ii) Mails Division in the Directorate to work out the time frame for holding the competition on Divisional / Circle level and all India level by 31st January 2010.

10. Directorate to issue orders to link qualifying in sorting test for the purpose of confirmation / drawl of increment in the cadre of Sorting Assistants with reference to the recruitment rules for Postal / Sorting Assistants, 2002.

11. Posting of Test letters.

(i) All Directors / PMsG / Chief PMsG to post at least one paid test letter in a month to each participating Directors / PMsG / Chief PMsG.

(ii) These test letters should be preserved and results analyzed and shared with all participating circles.

(iii) Mails Division in the Directorate to design a web page by 31st January, 2010 for posting the results of these test letters.

12. Karnataka and UP Circles to send APMG/ AD (Mails) and SAS to the Directorate for a detailed discussion on the subject.

13. Training of Sorting Assistants.

(i) All participating circles to conduct five day on-the job training for Sorting Assistants based on the module developed by the Training Division.

(ii) A new two day training module to be developed by the Training Division for training on processing of inward TD mails.

iii) All Participating circles to identify trainers and intimate names to DDG (Trg).

14. The action points, targets and timelines committed by the participating circles are placed at Annexure-II.

SPEED POST

Focus Areas and action points identified in the workshop

15. All Speed post booking and delivery outlets in respect of the cities represented in the workshop to be computerized and facility of broadband provided.

16. 100% Speed post articles are to be booked, dispatched and delivery through Speed Net.

17. End-to-end routing charts and transmission for the other 314 national Speed post Centers to be prepared, published and supplied to the booking outlets and also put in the public domain.

(i) GM (Speed Post) to get a web page designed by 31st January, 2010 for facilitating circles in preparation of route charts.

18. Sorting diagram of all the sorting sets of the NSPCs to be prepared and put to use as discussed in the workshop.

19. 100% delivery of local Speed Post articles in D+1 norm.

20. 100% delivery of Speed post articles booked at other 314 NSPCs within D+3 norms.

21. DDG (Trg), GM (Speed Post) and Director PTC Mysore to organize training for Speed Post managers on SpeedNet and Sorting of speed Post on the proposed revised sorting diagram by 31st January, 2010.

22. Outsourced manpower at NSPCs to be requisitioned on the basis of a tender process from registered agencies and payment made on the basis of per article handled /per transaction completed as the case may be.

23. BD&M Directorate in consultation with PTC Mysore to examine the feasibility of designating outsourced agents as BNPL customers so as to enable them to upload Speed Post data from their premises by 31st January, 2010.

24. BD&M Directorate to take up with MEA to make it compulsory to obtain PIN Code information from passport applicants by 31st January, 2010. (Point raised by CPMG Kerala)

25. Tamil Nadu circle to submit statistics for the last 3 month in respect of such Speed Post articles which qualified for volumetric weight calculation by 31st January, 2010.

26. The action points, targets and timelines committed by the participating circles are placed at Annexure-III.

INTERNATIONAL MAILS

27. IR Division to get IPS Web Client Operational by 15th January 2010.

(i) PTC Mysore to provide a public URL to allow access through the open internet.

(ii) User names and passwords to be created and circulated by IR Division to all Circles.

(iii) Operational procedure for use of Web Client to be circulated.

28. OE's to start monitoring Essential scan updates.

(i) C, D, E, F events to be 100%.

(ii) H/I to be monitored and followed up with Circles responsible by e-mail.

(iii) Access to local IPS servers to view reports by PMsG and Directors responsible for the OE to be done immediately.

(iv) Rugby/cricket monitoring to be done in a similar manner as above to ensure replies are sent in time.

29. Directors responsible for Mails in the Circles to ensure.

(i) Delivery information of international accountable articles is updated on IPS Web Client.

(ii) That all inquiries from OE's are answered promptly.

30. IR Division to issue circular on relevant issues by 15th January 2010.

ANNEXURE 1

List of Officers for the workshop on International Mails, Parcels and Speed Post at Bangalore - (29th and 30th December, 2009)

S. NO	NAME OF THE OFFICER	DESIGNATION
1.	Ms. Radhika Doraiswamy	Secretary (P)
2.	Ms. Indira Krishna Kumar	Member (HRD)
3.	Ms. Manjula Prasher	Member (O)
4.	Shri M.P. Rajan,	CPMG, Karnataka
5.	Ms. Suneeta Trivedi	CGM (BD&M)
6.	Ms. Rameshwari Handa	CPMG, West Bengal
7.	Ms. Karuna Pillai	CPMG, Gujarat
8.	Ms. Shanthi Nair	CPMG, M.P.
9.	Ms. Kalpana Tewari	CGM (MB)
10	Shri S.K.Chakrabarti	CPMG, Tamil Nadu
11	Ms. Shoba Koshy	CPMG, Kerala
12	Ms. Hilda Abraham	PMG Calicut
13	Shri P.T.S. Kumar	DDG (IR&GB)
14	Ms. Aruna Jain	DDG (Training.)
15	Shri Vasumitra	PMG (BD&Tech), Bangalore
16	Shri Alok Sharma	GM (Speed Post)
17	Shri Ramanujam	PMG, CCR, Chennai
18	Shri Charles Lobo	PMG (MM), Mumbai
19	Shri G. Bhuyan	PMG (BD&Tech), Rajasthan
20	Ms. Sandhya Rani	PMG, SK Region, Bangalore
21	Ms. Alka Jha	PMG, Foreign Post, Delhi
22	Shri Ajay Kumar Roy	EA to Secretary (P)
23	Shri Vinod Kumar	DPS (Mails, Speed Post), Mumbai
24	Shri Harpeet Singh	DPS (Mails & Speed Post), Kolkata
25	Shri K. Prakash	Director (Mails & S Post), Bangalore
26	Ms. Amrit Raj,	AGM, BD Dte.
27	Ms. Amarpreet Duggal	Director (Mails & Speed Post), Delhi
28	Shri Sachin Kishore	DPS, Lucknow
29	Shri Brajesh Kumar	DPS, Bhopal
30	Shri B. Sarangi	DPS, Ahmedabad
31	Ms. T. Mariamma	DPS, Kochi
32	Shri Suvendu Swain	DPS (BD & Tech), Bhubaneswar
33	Ms. Radhika Chakrabarty	DPS (Mails & S. Post), Hyderabad
34	Shri S. Rajendra Kumar	Jt. Director, PTC, Mysore
35	Shri R. Anand	Director (Mail Business)
36	Shri Anil Kumar	Director, Kolkata GPO
37	Shri Sushil Kumar,	DPS, Gurgaon
38	Shri Rajesh Singh	DPS, Ghaziabad
39	Shri R.K. Jayabhaye	DPS, Pune
40	Shri Parimal Sinha	DPS, Mails & S Post, Chennai
41	Shri Jagannathan	ADG (IM)
42		APMG (Mails), Bangalore
43		Manager (Speed Post), Bangalore

NATIONAL FEDERATION OF POSTAL EMPLOYEES FEDERATION OF NATIONAL POSTAL ORGANISATIONS

Ref : Mails/17/2010

Date : 20-1-2010

To

Ms. Radhika Doraiswamy

The Secretary, Dept. of Posts

Dak Bhavan, New Delhi - 110 001.

Madam,

Sub: Workshop on Mails Speed Post and International Mails.

A workshop was held in Bangalore on the above subject on 29 and 30-12-2009. It is learnt that Chief Postmasters - General, Postmasters-General and Directors from 15 circles participated in the workshop.

The objective of the workshop is good and we have no second-opinion on this. We have no objection on focus area also. But the action points identified in the workshop are not worthwhile. Federation of National Postal Organisation share the views on the action points of the work-shop.

Before discussing the focus areas and action point my Federation want to submit actual truth to the Department.

i) According to the business statistics, there were 20000 crores of business which are now lying with couriers.

ii) The couriers are targetting about 250 centres in India. They are not covering other areas. We have 314 National Speed Post Centres across the country. It includes 250 centres which are dominated by the Couriers.

iii) 15 Centres, the area discussed in the meeting are dealing with 30 to 35% volume of mails. If the Dept. is interested to bring 30% to 35% volume of mails from the couriers, it will definitely bring some good revenues to the Dept. We are not objecting the target of the Dept. Many action points identified in the

meeting were already in vogue. But it was withdrawn by the Dept. for various reasons.

Now the Dept. desires to introduce old system in a new way. While introducing old system, we have to strengthen the delivery areas. Sorting and delivery are inseparable. Now the Dept. is targetting only mail offices. No serious attention is given to delivery area.

Unless we strengthen the delivery area, we cannot procure business from the public.

Now the mails from 15 centres (the area of which was discussed in the meeting) are now lying with couriers. Only BMC mails and traditional mails such as invitations and Regd. Newspapers and Magazines are dealt with now by our Dept. Remaining mails are captured by the couriers in the 15 Metro cities.

The Action points will not be going to help to bring any revenue or courier mail to the Department.

MAILS

Focus Areas and action points identified in the workshop and views of the my Federation

Action Point : 1. First class inward TO mails to be concentrated and handled from one mail office in respect of 15 centres represented in the workshop.

(i) Some metro cities due to Logistics issues may require two such mail offices. In no case inward TD mails should be handled in more than two mail offices.

(ii) Such identified mail offices should exclusively handle inward TD mails and should not handle mails for rest of the circle.

(iii) To achieve this, all outward mail offices from 15 centres Should close bags separately for inward TD in respect of other 14 centres.

Our Views : The idea is not new one. It existed a few years back. This formula was withdrawn by the Dept. on the following reasons:

(i) to avoid multiple bagas from Centres to Centres.

(ii) to reduce the freighter charges.

(iii) If the particular office is identified as Inward TD alone, this will not be helpful to exact maximum work from the staff. For instance, if Park Town Stg. Set/1 is identified as Inward Stg. office, the staff can sort mails upto 11.30 a.m. After the despatch of TD bags, if the office is entrusted to deal with TD mails, it will not be helpful for delivery purpose. Because next TD despatch is only on the following day. Earlier we had three deliveries from Post office. Now the delivery is confined one. Therefore the formula was withdrawn in Mail office which was identified as inward TD. Now all mail offices in Metro Citirs have been converted as TD and surface with the intention to utilise the staff after 11.30 a.m. to sort surface mails.

Action Point : 2. Invitations / Greeting cards posted under 'Book Post' should be separated from second class mail e.g. Registered Newspapers / periodicals etc at the collection / sorting stage and handled as first class mail in the inward TD office.

(i) All outward mail offices at these 15 centres must sort invitation / greeting cards posted under 'Book Post' as first class mail and include them in the bags containing 1 st class mails for despatch to other 14 centres.

(ii) Mails Division in the Directorate to issue necessary instructions in this regard.

(iii) Mails and PO Division to examine the issue of categorizing greetings and invitation cards as first class mail with postage paid as that of first class mail.

Our Views : The system was also in vogue. Even this aspect is covered under P & T

Manuals. (Treating invitation mails as first class mails but it is not followed by the administrative orders).

Action Point : 3. In order to ensure compliance of the conditions for availing concessional postage and for smooth processing of 1 st class mail, acceptance of Registered Newspapers and periodicals to be concentrated in one mail office in one city.

(i) No post office to accept registered newspapers and periodicals. These instructions to be implemented from January, 2010.

(ii) Registered newspapers and periodicals to be accepted only in PIN Code wise pre-sorted bundles at the designated mail office.

(iii) PO Division in consultation with Mails Division in the Directorate to issue necessary instructions in the regard.

Our Views : Various Post Offices were identified to accept registered newspapers and periodicals in order to reduce congestion in Mail offices. For instance, in Delhi Circle 40 Post offices are earmarked to accept regd. newspapers. Now it is reduced to one Mail office. Before implementing this system, it is not known if the Dept. has taken into consideration the accommodation point in Mail office. Further these Post Offices were identified for the convenience of the customers. If the customer goes to the court, it will unnecessary create legal disputes.

Action Point : 4. Major Inward TD sets to be headed by an ASRM.

(i) This is required to ensure effective Supervision, increase In productivity to the prescribed level and reduction in missent.

Our views Published as Editorial of this month

Action Point : 5. Consolidation of delivery Post offices / setting up of delivery hubs with exclusive delivery functions.

(i) The successful implementation of delivery hubs in Karnataka need to be replicated in other circles.

(ii) Karnataka circle to circulate the concept paper by 15th of January, 2010 to other participating circles under intimation to Mails Division of the Directorate.

Our Views : (i) According to our information delivery hubs in Karnataka Circle are total failure. Roughly 500 Postman assembled in front of the Circle office at Bangalore and pleaded for withdrawing the system. The Chief PMG agreed with them. Such being the condition, how in Dept. is going ahead with the delivery hubs as in the case of Karnataka Circle.

Moreover, the meeting directed that concept papers should be sent to other Circles before 15th Jan. 2010 and it should be implemented within 45 days. The aim of the Dept. will not bring in more business and instead it will only discourage our customers.

Action Point : 6. Beat Sorting in Mail Offices.

(i) Successful experimentation at Ghaziabad CSO and Jodhpur RMS need to be adopted else where, PMG (BD & Tech) Jaipur and DPS Ghaziabad to circulate the concept papers to other participating circles under intimation to the Mails Division of the Directorate.

Our Views : Ghaziabad CSO and Jodhpur RMS are covering only limited areas. But this method is not going to give any fruitful result in Metro cities. Because Metro cities cover vast areas. One post office covers minimum 30 beats.

The pertinent point is that the sorting Postmen in Post office is expert in doing the beat sorting without any missent.

Earlier in 1980s offices like Chennai GPO, Kolkata GPO, Ahmedabad and Mumbai GPO received more than 2 lakhs mails daily. These

mails were sorted out beat-wise by Postmen in the Post office only. Now our maximum receipt is less than 50000.

Hence it is stressed that old system may be continued.

Action Point : 7. Consolidation of Mail Offices.

(i) The objective being optimum utilization of manpower and other resources, better and effective supervision, enhancing the quality of sorting and reducing the time taken for transmission of mail bags.

Our views : The Dept. desires to merge major mail offices into one office. This is against to the agreement reached with two Federations.

It was a written agreement. There will be no merger of the office which deals with more than 10000 mails.

Action Point : 8. Reduction in Missent.

(i) Bulk mailers like LIC, SBI, UTI, BSNL and others to be targeted by curing their address data base by correcting the PIN Codes.

(ii) HSAs / Supervisors to Sign the label of bags dispatched to post offices for delivery.

(iii) Directors / PMsG to work out a system of cross checking the \ quality of sorting both for bags despatched to post offices for delivery as well as for bags dispatched to other 14 centres.

Our views : Bulk Mailers like LIC, SBI and BSNL will not give any data-base to our Dept. for maintaining their business, unless they produce data-base to us, we cannot reduce missent.

For instance, in Chennai Anna Salai (formerly Mount Road) covers 5 Post offices such as Anna Road (Chennai - 600 002), Greaves Road (Chennai - 600 006), Teynampet (Chennai - 600 018), Saidapet (Chennai - 600 015) and Guindy (Chennai - 600 032). The Dept. has

notified door-numbers in the sorting list to enable the staff to sort correctly. How the contract workers in the BMC will do correct sorting.

In regard to suggestions made in para 8(ii) and (iii) are ridiculous.

Action Point : 9. All India Annual Sorting completion.

(i) To be held in June 2010.

(ii) Mails Division in the Directorate to work out the time frame for holding the competition on Divisional / Circle level and all India level by 31st January 2010.

Our views : We welcome the suggestion.

Action Point : 10. Directorate to issue orders to link qualifying in sorting test for the purpose of confirmation / drawal of increment in the cadre of Sorting Assistants with reference to the recruitment rules for Postal/ Sorting Assistants, 2002.

Our views : In general, we are not opposing this. But in some places the suggestion will pave way for corruption.

Action Point : 11. Posting of Test letters.

(i) All Directors IPMSG IChief PMsG to post at least one paid test letter in a month to each participating Directors I PMGs I Chief PMGs.

(ii) These test letters should be preserved and results analyzed and shared with all participating circles.

(iii) Mails Division in the Directorate to design a web page by 31st January, 2010 for posting the results of these test letters.

Our views : The system is already in vogue however we welcome the suggestion.

Action Point : 12. PIN mapping of Post Offices with the parent inward mail office.

(i) Karnataka and UP Circles to send APMGI AD (Mails) and SAS to the Directorate for a detailed discussion on the subject.

Our views : Sorting of mails based on Pincode will lead to delay in some places. For example, if the Belgam mails are consigned to Guntakal, it will be delivered early instead of consigning to Bangalore.

Likewise, if Nagpur mails are consigned to Bhopal, it will be delivered earlier instead of consigning to Mumbai. Therefore the sorting pattern should be based on the geographical lines and not based on Pin mapping.

Action Point : 13. Training of Sorting Assistants.

(i) All participating circles to conduct five day on-the job training for Sorting Assistants based on the module developed by the Training Division.

(ii) A new two day training module to be developed by the Training Division for training on processing of inward TO mails.

(iii) All Participating circles to identify trainers and intimate names to DOG (Trg)

Our views We welcome this proposal.

The action points, targets and timelines committed by the participating circles are placed at Annexure-II.

SPEED POST

Focus Areas and action points identified in the workshop

Action Point : 1. All Speed post booking and delivery outlets in respect of the cities represented in the workshop to be computerized and facility of broadband provided.

Our View : We welcome the action.

Action Point : 2. 100% Speed post articles to be booked, dispatched and delivery through SpeedNet.

Our Views : a) Most of the days Central server maintained by NIC is not working. In

these days, the data exchanged between Speed Post offices and the Central Server will not take place.

b) In many offices due to lack of awareness, data exchange is not taking place in time.

Action Point : 3. End-to-end routing charts and transmission for the other 314 national Speed post Centres to be prepared, published and supplied to the booking outlets and also put in the public domain.

(i) GM (Speed Post) to get a web page designed by 31st January, 2010 for facilitating circles in preparation of route charts.

Our View : We welcome the action.

Action Point : 4. Sorting diagram of all the sorting sets of the NSPCs to be prepared and put to use as discussed in the workshop.

Our View : Sorting diagram will vary from one Speed Post concentration centre to other. It cannot be even for all the NSPCs. It is therefore suggested that sorting diagram can be prepared by the local ASPs according to their mail flow of the particular NSPC.

Action Point : 5. 100% delivery of local Speed Post articles in D+1 norm.

Our View : We welcome the action point.

Action Point : 6. 100% delivery of Speed post articles booked at other 314 NSPCs within D+3 norms.

Our View : It should be D+2 and not D+3.

Action Point

7. DDG (Trg), GM (Speed Post) and Director PTC Mysore to organize training for Speed Post managers on SpeedNet and Sorting of speed Post on the proposed revised sorting diagram by 31 st January, 2010.

Our View : No comment.

Action Point : 8. Outsourced manpower at NSPCs to be requisitioned on the basis of a tender process from registered agencies and payment made on the basis of per article handled /per transaction completed as the case may be. &

9. BD&M Directorate in consultation with PTC Mysore to examine the feasibility of designating outsourced agents as BNPL customers so as to enable them to upload Speed Post data from their premises by 31 st January, 2010.

Our View : Outsourcing is very dangerous in accountable branches. It will pave way for inefficiency and fraud.

Action Point : 10. BD&M Directorate to take up with MEA to make it compulsory to obtain PIN Code information from passport applicants by 31 st January, 2010. (Point raised by CPMG Kerala) &

11. Tamil Nadu circle to submit statistics for the last 3 month in respect of such Speed Post articles which qualified for volumetric Weight calculation by 31st January, 2010.

Our View : No comments.

The action points, targets and timelines committed by the participating circles are placed at Annexure-III.

International Mails

Action Point : Focus Areas and Action points identified in the workshop

Our View : We welcome all the proposals suggested in the meeting.

Yours Sincerely,



(K.RAGAVENDRAN)
NFPE



(D. THEAGARAJAN)
FNPO

NOTE ON STRIKE DEMAND

NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP 'C'

Ref : RMSJCA/14/10

Date : 1-2-2010

To

Smt. Manjula Parasher

The Member (O)

Postal Services Board

New Delhi - 110 001.

Madam,

Sub : A note on the charter of demands.

Kindly recall our discussion on the charter of Demands.

We have discussed only 3 items during negotiation held on 27, 28 and 30 Nov. 2009. We were promised that other items would be discussed later on.

My union submits short note on the charter of Demands for fruitful discussion in the forthcoming meeting.

Item No. 4 : Drop all moves towards privatisation/outsourcing of MMS functions.

It is reported we have purchased 80 vehicles during the year. But we have not recruited any driver even in the retirement place. 20% schedules are now run by the contract workers in many circles. Further, no DPC was conducted to select senior Managers in Metro cities. This resulted in to present incumbents taking hasty decision to run MMS in their Divisions. The incumbents are administering the MMS according to their own whims and fancies. Some Managers are recruiting outsiders as per orders of the Dept., while some Managers are recruiting more outsiders violating the instructions of the Dept.

In view of the above, it is requested to drop all moves towards privatisation/outsourcing of MMS functions.

Item No. 5 : Implementation of Arbitration Award on OTA. Revise OSA and refix ceiling for entitlement for drawal of OTA.

The last OTA rates were revised in the IV pay commission. Now two Pay commissions recommendations were implemented. But the OTA rates have not been revised for two decades.

In Railways, OTA rates were revised two times during this period.

Our Dept. is also operative Dept. like Railways. Moreover the present rates prevailing Rs. 15.85 is very meagre. If an employee performs OT Duty per day (6 hours), he will get only Rs. 94/- which is not enough for a good meal in a hotel. It is not out of place to mention here that the Dept. is paying Rs. 40/- for SDS the Dept. does not take any steps to revise OT rates. On the other hand the officials who have refused to perform OT duty occasionally, they are penalised by the Dept. in a cruel manner.

My union requests the Dept. to take necessary steps to revise the OT rates at the earliest.

In regard to OSA, whenever TA/DA are changed after implementation of Pay Commission the OSA has to be revised. But the Dept. has not taken any steps to revise the OSA even after implementation of VI Pay Commission the OSA has to be revised. But the Dept. has not taken any steps to revise the OSA even after implementation of VI Pay Commission recommendation vide para No. 4.2.81 of the report of the VI CPC.

As regards removing the ceiling limit for drawal of OTA, ceiling limit of Rs. 6800/- as basic pay was fixed in the pre-revised scale after implementation of IV Pay Commission. Over these period, two pay commission's Reports were implemented. But the ceiling limit of Rs. 6800/- was fixed after implementing

recommendation of IV CPC. Still this ceiling has not yet been revised. This has created many problems in all most all circles. Hence it is requested that necessary steps may be initiated to revise the ceiling

Item No. 6 : Recruitment of required Drivers and workshop Staff

MMS Workshops are functioning in 23 MMS stations across the country. All the 23 work-shops are functioning with the shortage of Artisans. In the last ten years, absolutely there was no recruitment of work-shop staff. Hence, necessary steps may be taken to recruit artisans for MMS work-shops.

Item No. 7 : Filling up the vacant posts of Asst. Managers in MMS, Mail Guards and MSE Staff in RMS

IMM cadre was merged with Asst. Manager cadre. After merger, no fresh recruitment rules have so far been framed. This resulted in Asst. Manager posts are being filled up by the Circles by applying IMM Recruitment Rules which are defunct now. My union has already taken up the case with the Directorate for issue new recruitment rules. In the Directorate, Establishment Branch is accusing Staff Branch and Staff Branch is blaming Est. Branch. The file is tossed here and there.

It is requested that necessary instructions may be issued both to staff Branch and Est. Branch of the Directorate to settle the issue so as to release the new recruitment rules.

MAIL GUARDS AND MSE IN RMS

No post of Mail Guards was filled up for the last ten years in all most all Circles. Though the Dept. informed the union that there is no ban to fill up the Group 'D' posts, practically no post (Mail Guard & MSE) was filled up for the last 15 years in the Dept. Necessary steps may be taken to fill up the posts.

SHORTAGE OF STAFF IN SA/MSE CADRE

Circle	San ctioned	Working	Short age
Assam	SA 693	466	227
	MSE 538	424	114
Delhi	SA 1728	1269	459
	MSE 1138	903	235
Jharkhand	SA 160	106	54
Tamilnadu	SA 2868	2191	677
	MSE 1648	1268	380
W.B. Circle	SA 2630	2102	528
	MSE 1660	1320	340

It is only a tip of an ice-berg. According to our information, in 68 RMS Divisions are functioning with 30 to 40% shortage of staff.

Item No. 8 : Abolish on GDS MM Post in RMS and regularise the existing GDS MM as MSEs.

Less than 1000 GDS are working in RMS in all the 68 Divisions. Most of the GDS are working in Chennai and Kolkata TMOs. They are working for more than 20 to 25 years in Metro cities. In accordance with the Savor Committee recommendations, orders were issued by the Dept. to absorb all the GDS as Mailmen in large Railway platforms vide letter No. 6-52/87-PE II (il) dated 11-12-1987 from the Directorate. But it was not implemented in Kolkata and Chennai. But in the same place, officials who have been recruited as Mazdoors now conferred as temporary status of employees are drawing salary on par with Group 'D' employees.

That is, officials who have completed 25 to 27 years in the Dept. are drawing less salary, while officials completed 15 years are drawing Group 'D' salary. This is illogical one. Hence it is requested that necessary steps may be taken to abolish all GDS posts and promote them as MSE as one time measure.

Item No. 9 : Grant of Temporary status to eligible Casual Labourers.

Many Casual Labourers are working in RMS Divisions for the last 15 to 20 years without any temporary status due to the various reasons.

For instance, in A.P. Circle, the Directorate orders were not implemented to the Casual Labourers saying that case is pending in the court. Subsequently the Court directed to approach the administration for redressal. But the administration has not granted Temporary status to the Casual Labourers saying the reason one of the other.

My Federation has already sent a detailed letter to the Member (P). In the month of Dec. 2009 and Jan. 2010 with bio date of the officials.

Necessary steps may be taken to grant temp-status to the Casual Labourers.

CPC wages to RRR Candidates, casual labours and contingent staff.

Kindly refer to my Federation letter in this regard.

Necessary steps may be taken to revise the wages for RRR candidates, Casual Labourers and Contingent staff.

Item No. 10 : Revise unscientific work norm in Speed Post and CRC

Study Committee recommended 800 RLs for RSA. But the Dept. issued orders for 900 articles per day for one RSA.

10% co-efficient was not accepted by the Dept. as recommended by study committee report. Further 6% work load was increased for promotion of TBOP and BCR.

Non-accepting 10% co-efficient by the Dept. is not logical one. Further now TBOP/BCR

promotions were withdrawn by the Dept. Hence it is requested to fix 800 RLs for RSA as recommended by the study committee report.

SPEED POST

Now the Dept. fixed 1000 articles per day for SA in Speed Post concentration centre on adhoc basis. In this connection my union reproduced our letter dt. 28-10-2009.

Reasons for opposing the norms fixed as 1000 for Speed Post Centre

PROBLEMS IN RECEIPT SIDE

1. Speed Post Centre is receiving more than 500 bags per set.
2. We have 314 National Speed Post Centres and 32 to 40 State Speed Post Centres in every Circle.
3. All the bags are received in scattered manner through various schedules and not in lump.
4. If there is any delay in receipt, the Speed Post Centre cannot reach the target.
5. For each and every bag in Speed Net System we have to use receipt of bag screen and opening screen. There is no multiple screen facility in the system.
6. No proper accounting system is maintained between the Mail Branch and opening Branch.

PROBLEMS IN SORTING BRANCH

1. We have 314 National Speed Post Centres and 32 to 40 State Speed Post Centres. But we do not have 400 pigeon holes rack in any Speed Post Centre. For instance, in A.P. Circle we have 21 state Centres. Firstly a S.A. has to sort the articles state-wise and he will have

to group the articles as per centre in the particular state. In addition, he has to group the articles. 30 to 40 state centres. In short, there is no space and provision for many number of pigeon holes in the sorting rack. A sorter has to sort articles for more than three times sometime.

2. Speed Post articles of various sizes are received from the public.
3. Bar codes are not affixed on the fixed places on the articles.
4. Nearly 40% of the articles are of big sizes weighing between 1 kg. to 25 kg.

PROBLEMS IN BAR CODING AREA

1. Postal Circles are not using standard quality of Bar code stickers.
2. Each circle is following different quality of Bar code sticker. Some of the Bar codes are not properly captured by the Bar code scanners.
3. The Department purchases lower rate Bar code scanner and this becomes useless within a couple of months.

PROBLEMS ON THE INFRASTRUCTURE

Most of the Speed Post Centres are functioning without proper UPS generator facilities. The power failure is quite common in every centre. If the data is not stored before the failure of the power, the same data has to be re-captured.

PROBLEM IN VIRTUAL SCANNING

Virtual scanning facility is available in the Speed Net Software. But it is not working properly in all the Speed Post Centres for the various reasons.

VITAL REASONS

1. Most of the day, Central Server maintained by NIC is not working. In these days, data exchanged between Speed Post offices and Central Server will not take place.
2. In many offices, due to lack of awareness, data exchange is not taking place in time.

In view of the above, it is not possible to observe 1000 norms for Speed Post Centre.

PROBLEMS IN OPENING AREA

1. In many Speed Post Centres, bags are not opened individually in the system.
2. Small bags and PCs are opened manually and articles are taken into account by giving wrong office of origin in the system, or else if we go by rules, the opening itself will take much time.

SUGGESTION

My union requests CGM Mail Business to kindly depute Directors to the Speed Post Centres before fixing the adhoc norm. If the Department issues orders arbitrarily, it will be only on the paper and the orders cannot be materialised. Further it will affect the industrial unrest between staff side and official side.

My union hopes and trusts that the Department will withdraw the unrealistic norm at the earliest.

Thanking you,

Yours Sincerely,
(D. THEAGARAJAN)
General Secretary

Section - 5**TERMS OF REFERENCE****PART I****OBJECTIVE AND SCOPE OF WORK****1. BACKGROUND**

1.1 The mail network (collection, processing, transmission and delivery) of India Post consists of 412 sorting offices spread across the length and breadth of the country. Complemented by transit mail offices and record offices, these mail offices are administered by 69 administrative divisions (which, in turn, are part of the Circle/Regional Administration). Speed Post and Express Parcel Post (EPP) are processed at 290 national and about 1000 odd state centres. Business Post Centres cater to the pre-mailing needs of corporate customers. Transmission of various categories of mail is carried out through a combination of air, rail and road network. 146483 post offices provide the last mile delivery link reaching out to the customers at their doorsteps.

1.2 The existing mail network of the Department, which is the largest in the world and has evolved over more than a century and a half, was primarily designed keeping into account availability of rail connectivity across the country. Since rail transmission remained the dominant mode of conveyance of mail, sorting centres were accordingly established along rail routes. However, as the mail profile has undergone a sea change today, new cities and suburbs (e.g., Noida, Gurgaon and Navi Mumbai) generate significantly higher volumes of mail, but mail offices at such places are hardly equipped to handle such massive surge. On the other hand, at a number of places, mail offices are functioning at the suboptimal level due to change in the mail mix (in particular, more business-to-business or business-to-consumer mail than in the past). Therefore, it has become necessary to revisit the locational rationale of sorting offices and design a new mail grid consisting of new hubs and links based upon new mail profile, transmission links and delivery advantages.

1.3 Transmission of mail through trains for a majority of mail volumes has outlived its utility to a great extent. Earlier, air connectivity was limited, road infrastructure was poor and sorting of mail was carried out in the moving trains. However, growing disconnects between train schedules and mail transmission requirements, and the need for speedier transmission of mail has made transmission of mail through trains unviable to a great extent. With increased air links, mail transmission was speeded up, which helped premium products like Speed Post carve a niche in the express segment. However, dependence on passenger/noncargo airlines (which was even more restricted before opening up of the skies) and the mismatch between requirements and capacity has not been able to eliminate uncertainties and delays in air transmission of mail. Availability of cargo air services has eased the situation, but only partially. To address these problems, India Post inducted a freighter aircraft for mail transmission in the North East region in 2007, and has plans to induct more freighters in near future.

1.4 India Post has its own fleet of motor vehicles (1200 plus) for road transmission of mail, which is largely used for intra-city carriage. In addition, hired transport and State road transport buses are also used for intra-city and inter-city transmission of mail. However, the cost of operating its own fleet is going up on account of sub-optimal utilization and large overheads on the one hand, and hired state transport have proved to be unreliable and erratic. Therefore, the transmission uncertainties and the resultant impact on the quality of service call for creating a robust air-cum-road line haul system based on a new consolidation/routing logic, which should eliminate network redundancies and bring in efficiency and reliability in mail transmission.

1.5 The processes involved in mail sorting, transmission and delivery have evolved from the design and logic of a network, which has not kept pace with the constantly evolving mail

profile and customer demands. Process re-engineering in tune with changed requirements of mail market is overdue. As a result, end-to-end standards for the mail handling pipeline have been difficult to develop, and putting in place a measurement system to measure these standards is even harder to come by. Therefore, the existing processes must evolve to a new pattern through a fresh blueprint and performance management system. Mail processing in the existing network is largely manual. The current design and structure of the mail network and lack of process standardization makes technology induction further difficult.

1.6 The problems and limitations of the existing mail network, have had serious implications for the quality of service and hamper the ability of the organization to deliver the expected outcome. It is imperative, therefore, to improve core mail operations through a fundamental re-design of the existing mail network.

1.7 Under this backdrop, India Post has set an objective to double its mail volume and the corresponding revenue by the financial year 2014-15 (taking 2006-07 mail volume as the base figures) beginning 2009-10. Accordingly, the following key mail business projects have been conceptualized taking into account the significance of improving end-to-end quality of the mail handling pipeline:

- (a) Setting up of Automatic Mail Processing Centres at 14 cities in the country to mechanise mail processing and enhance capacity to handle large volumes;
- (b) Induction of 2 more freighter aircraft for carriage of mail between major cities to usher in a speedier and reliable transmission network;
- (c) Establish 230 Mail Business Centres through restructuring of existing mail offices and network optimization;
- (d) Introduction of RFID for developing an end-to-end mail monitoring system.
- (e) Creation of a National Address Database Management System

- (f) Standardization of mail and popularization of PIN codes

2. PROJECT OBJECTIVES :

2.1 Looking at the challenges mentioned in the foregoing paragraphs, and considering the ambitious growth and profit targets set by India Post for the near future, it is clear that a fundamental redesign of the current mail network and operating procedures is required. The network structure shall be optimized, esp. the number of location of processing centers and the flow between the centers (based on current and future expected mail volume and flows), the underlying processes would be redesigned (based on current and future expected customer requirements) and appropriate supporting technologies would be identified, evaluated, and implemented. Core mail operations would be streamlined both from a cost and quality perspective. Finally, the required organizational adjustments as well as the appropriate performance management systems shall be put in place.

2.2 The network re-design exercise should enable India Post improve quality which will be a key enabler for attracting more mail volume and reverting the mail volume decline. This will come from both regaining market share (from competition) as well as extending the current market size. Growing volume will in turn improve productivity and bring down unit costs due to scale economies (the mail business is mainly a fixed-cost business). Overall, financial performance must improve. Mail business largely being “economy of scale” driven; only higher volumes can improve the financial health of the organization on a sustainable basis.

2.3 India Post intends to establish 230 Mail Business Centres (MBCs) across the country through a fundamental re-design of the existing mail network. Most of the existing mail offices would undergo a structural transformation to evolve into integrated mail business hubs (or semi-hubs) offering a complete range of mail services. However, physical targets in terms of number of MBCs might vary depending upon network planning through an extensive review of existing set up and processes.

3. SCOPE OF WORK:

3.1 This project seeks a structural, operational and technical improvement of the entire mail handling chain. India Post intends to work with a Consultant having adequate experience in assisting postal administrations in network optimization and migration to a new set up. The consultant would be required to assist India Post in attaining its mail business objectives through a strategic road map in terms of short-term, medium-term and long-term milestones. Primarily, the network optimization objectives would include the following:

DEFINING THE NEW STRUCTURE

- Analysis of the current network structure, products and performance (includes defining required data set and data collection)
- Scenario planning through setting optimization objectives, review of customer requirements, and evaluating and prioritizing design options
- Developing a model, determine cost and quality implications and identification of an optimal scenario

PREPARING A BUSINESS PLAN

- Implementation planning in the shape of a definite time line, definition of key milestones, responsibilities and project structure, and developing key performance indicators and monitoring system

TECHNOLOGY INDUCTION

- Identifying appropriate technology, identification and evaluation of available alternatives, and selection of preferred option
- Costing exercise for the preferred technology option
- Help select the appropriate service provider in accordance with the procedure laid down by the Government of India
- Migration planning (sequencing of new network implementation, laying down the schedule of equipment development, mapping of interim phases)

PROCESS AND CAPACITY BUILDING

- Process specification and blueprint through defining the standard operating procedure, description of tasks and standards and developing a fresh process manual
- Defining key performance indicators and measurement systems, targets and monitoring processes
- Development of a blueprint (including description of roles and responsibilities) for the mail business set up of India Post
- Development of training modules (identification of training needs of officials associated with mail business, development of appropriate training tools and methods)
- Migration planning (sequencing of implementation of defined processes, systems and structures, definition of milestones allocation of responsibilities)

3. PROJECT MANAGEMENT ARRANGEMENTS

The Project will be carried out under the supervision of a Consultant Monitoring Committee (CMC) headed by the Sr. DOG & Chief General Manager (Mail Business Projects). A project management structure would be developed for day to-day monitoring after discussions with the Consultant hired for the project.

4. EXPECTED OUTPUTS AND DELIVERABLES

The expected deliverables from the Network Optimization efforts are shown in the graphics below :

- Finalization of the new mail network design (e.g. number and location of sorting facilities, transportation on modes, allocation of pickup and delivery areas)
- Line haul/transmission schedule (timing, capacity, consolidation/ routing logic)
- Business Plan with expected costs/benefits as well as investment needs
- Implementation plan for migration to the new network

- Assessment of available technologies for various mail processes
- Specification of requirements
- Cost implications
- Strategy for selection of appropriate technology
- Selection of technology service provider
- Concrete plan for sequencing of technology migration, including implementation of interim processes
- Process manual with descriptions of processes including time lines, description of tasks, end products, and supporting tools & methodologies
- Description of Key Performance indicator system for various monitoring levels
- Finalization of the new Mail Business Managerial and Operation at set up
- Training module for official involved in mail operations/ management

- Experience with Public Sector entities in India
- Experience with postal administrations/ organizations in the areas of mail operations, net work and technical design
- Availability of senior experts in local leadership team
- Availability of appropriate tools and methods to conduct such a study.

6. TIME SCHEDULE

It is expected that the development of the net work concept, including the process redesign, technology selection, and definition of appropriate performance management systems can be realized within one year. After this period, the implementation and migration to the new network will take place. The full implementation of the structural changes and process will be carried out in the next two years. While constant engagement of the selected Consultant is envisaged for the first two years, the hand holding would continue in the third and last year. If necessary, the Employer may decide to go for the pilot runs during interim phases. To this end, the following milestones are envisioned:

5. EXPERTISE REQUIREMENTS

5.1 Critical Success Factors for Consultants:

- Size of the company and years of operations in India

Sl. No.	Description of Deliverables Month No.	Completion Target
1.	Completion of the analysis of current network structure, products and performance, review of customer requirements	0-3
2.	Finalization of the optimal scenario, optimization objectives, evaluation and prioritization of design options and definition of the target network, implementation planning	0-6
3.	Identification of appropriate technology, costing exercise for the preferred technology options, assistance in selection of technology service provider, migration planning	3-9
4.	Finalization of process specification and blue print, definition of Key Performance Indicators (KPIs) and measurement systems, description of roles and responsibilities along the mail business managerial set up, development of training modules, sequencing of implementation of defined processes, systems and structures	0-12
5.	Roll out / implementation, pilots	12-18
6.	Full implementation	18-36

7. REPORTING

The Consultant will report to and work under the supervision of the CMC headed by Sr. DDG & Chief General Manager (Mail Business), Department of Posts. Director (Mail Business Projects), Department of Posts, would be the key resource person for the project.

RESTRUCTURING OF SPEED POST OPERATION - INTRODUCTION OF SPEED POST SORTING HUBS

You all know that the Department has recently re-structured the Speed Post network. In this connection, our union wrote two letters to the Department to dispense with the revised restructuring. One letter was published in December 2010 journal as editorial. The other letter is published as below.

In continuation of our union letter No. SPC/89/2010 Dt. 22-11-2010, the system regarding introduction of speed post sorting hub has been analyzed in depth.

The observation of our union is that any restructuring of mail arrangement of speed post should result in advantage to mails in delivery and at the same time it should result in saving, whereas the restructuring of speed post hub would incur an additional expenditure of Rs.04 crores. Moreover, the system causes delay in delivery of speed post mails.

The new arrangements would result in incurring of additional expenditure as discussed below:

“CHENNAI IS TAKEN FOR STUDY”

As per the present system only parent sorting hub are to close bag for local TSOs. Previously direct station bags for important delivery officers in Chennai were being closed by Big Mail offices according to justification. Also important “BAD” offices (Booking and delivery offices) were also closing bags for important TSOs in Chennai. Due to introduction of new system all these direct station bags have been discontinued. This has resulted in additional receipt of 3000 articles (approx) at SPCC, Chennai. For effective disposal of these mails, 3 sorting Assistant are to be engaged. Similar position would prevail at all circle Head Quarters.

The approximate expenditure that are likely to be incurred is :

S. No.	Description	No. of SA	Total No. of SAs
i.	Metro city	7 Nos. 3 (3 x 7)	21
ii.	Major circles	8 Nos. 2 (2 x 8)	16
iii.	Minor circles	6 Nos. 1 (1 x 6)	6
	Total	21 Nos.	43

Cost of ISA = 2,40,000 per year (20000 per month)

43 SA 2,40,000 X 43 1,03,20,000

Say 1 Crore

At TMOs (Metro City - Delhi, Mumbai, Calcutta & Chennai)

The present arrangement envisages closing of bags for 89 offices by each 89 offices daily. The total number of bags closed by speed post sorting hub per day is 7832.

25% of 7832 bag would be transmitted by surface since these bags are meant for neighbouring circles. Rest of 6000 bags would be transmitted by Air. The receipt (6000 bags) and dispatch of 6000 bags are to be handled by these 4 TMOs situated at Metro city. Therefore each TMO has to handle 3000 bags in addition to the normal work. Minimum of 4 to 5 Sorting Assistant would be required for Mail Agency Branch. This sort of additional work also create congestion at TMOs. Assuming 4 Mail Agents per day per TMO i.e. $4 \times 4 = 16$ Mail agents per day are to be engaged extra.

Cost for 16 Mail Agents

= 2,40,000 x 16 = 38,40,000

Minimum 1 Mail agent for other circle

40,80,000

1 x 17 = 17

Cost of 17 Sorting Assistant @ Rs. 2,40,000

Total 79,20,000

Say 79 lakhs

COST FOR PROCESSING OF MAILS AT SPEED POST SORTING HUBS

By and large the sorting cases till 50 PH are being used for sorting speed post articles. The very purpose of introduction of NODAL Officers for Speed Post in Metro City is to reduce the number of selection to maintain speedy disposal of articles.

In the new set up 89 selections are required for sorting speed post. Initially mail for 50 offices are sorted and mails for 39 officers are set apart for re-handling in the same office. Re-handling of such mails for 39 offices would involve considerable time. Also additional man power are to be engaged.

Leave alone the smaller sorting hubs. At major circles, minimum of 2 sorting Assistants are required for this additional work.

2 per circle $2 \times 16 = 32$ Sorting Assistant per day. Cost of 32 Sorting Assistant is Rs, 2,40,000. Therefore cost of 32 Sorting Assistant is Rs. 92,00,000/-.

Air Freight charges likely to be incurred additionally :

Daily 12000 bags are required to be Air lifted. Bags for circle SPCC., Regional SPCC, are justified for closing by these 88 Speed sorting hubs. In respect of minor Speed Sorting Hubs only one or two articles would required to be transmitted. In such cases the weight of the Blue Drill Bags are much more than the weight of the articles.

The approx. weight of Blue Drill Bags is 1/2 K.G. In case if 1 or 2 articles weighing 100 gms. is enclosed in the Blue Bag, 400 gms. of dead weight are to be transmitted and the department has to pay freight charges for these 400 gms. dead weight.

Barring bags for neighbouring circles, nearly 6000 bags are to be sent by Air. 60 bgas per day are closed by speed post sorting hubs daily. Of these only 30 bags are justified by standards. The remaining 30 bgas would contain only one or two articles. Therefore the

dead weight of 30 bags of one speed post sorting hub is $1/2 \text{ kg.} \times 30 = 15 \text{ kgs.}$ For 60 speed post sorting hub the dead weight is $60 \times 15 = 900 \text{ kgs. per day.}$

The expenditure would be worked out based on actual calculation. However approximately one crore is taken for study.

INCURRING OF HEAVY EXPENDITURE FOR PURCHASE OF BLUE DRILL BAGS

On an average 6000 Blue Drill bags are required per day for closing of Air Bags by 89 speed post sorting hubs. Minimum of 10 days requirements are to be kept in stock for maintaining smooth mail movement.

$6000 \times 10 = 60000$ bags.

Average previous requirement is only 20000 bags. The additional requirement of 40000 bags is

Cost per day 100/-

Cost of 40000 bags = $100 \times 40000/- = \text{Rs. } 40,00,000/-$

The life of the Blue Drill bag is maximum one year. Therefore the expenditure of Rs, 40,00,000/- for purchase of Blue bags is recurring one.

ADDITIONAL EXPENDITURE

Sl.No.	Description	Amount
1.	At circle speed post sorting hubs	1,00,00,000
2.	Double handling	92,00,000
3.	At Metro PMOs	79,00,000
4.	Air Freight charges	1,00,00,000
5.	Cost of Blue Drill bgs	40,000
Total		4,11,00,000

The other expenditure like stationery, cost of sorting racks and transport of mails have not been taken into account. If these are taken into account, there will be a colossal expenditure on account of the revised restructuring.

Will the Department rethink it?

Annexure - XI-A

71. Removal of eligibility Ceiling of Pay of Rs. 6800 (Pre-revised) for performing OT Duty.

Operative staff in RMS / Pos whose basic pay was below Rs. 6800/- (pre-revised) only is made eligible to perform OT Duty and this ceiling is causing serious operational difficulties as there is heavy shortage of staff. In certain Units staff is not available with less pay range to perform OTA. In this situation mails subjected to detention for more than 24 hours. The Staff Side urges for removing such ceiling and bring all operative PA/SA officials, irrespective of their pay range, to be engaged for performing Over Time Duty to meet the operational requirements.

Brief : This item was considered in the meeting of 12-7-2010. Has been taken out of the agenda for this meeting.

72. Waival of Recovery of paid OTA.

In Circles like Gujarat, UP, Maharashtra & Chhattisgarh, OT Duty was ordered and OTA also was paid for some officials in pay level exceeding pre-revised pay Rs. 6800/-. As directed vide DOP letter No. 10-6/2004-PE-II dated 31-5-2005, the responsibility was fixed on officers who ordered OTA to the officials in the above cases. This direction of Directorate has been grossly mis-interpreted and even the clerks prepared the OTA bills and or verified the bills etc. at HRO/SRO are also held responsible and thus sheltering the SSRM who sanctioned the bills on his signature.

- i. The Department is not a loss as officials drawing even higher pay have not been allowed any higher rate.
- ii. Even granting of compensatory off would have cost more.
- iii. Majority of officials and officers have retired.
- iv. A huge sum of OTA paid, if recovered from concerned clerk is not justified.

In view of above the staff Side urges that the above recovery be totally waived or else the recovery be ordered from the Officer who sanctioned the bills against the rules.

A proposal for waival of recovery of excess paid OTA has been taken up with internal

Finance Division and they have sought for some more information. The Circles have been requested to furnish the particulars of amounts recovered and the excess paid amount still outstanding to be adjusted and action taken for their adjustment, if any. Replies from Bihar and Chhattisgarh Circle are still awaited. The case will be taken up with IFW for waival on receipt of the replies.

File No. 43-18/2010-PE II (Updated/20-8-10)

73. Removal of victimization inflicted for refusal of OT Duty.

Officials are compelled to perform over time duties in RMS/MMS. They find it difficult to continuously perform over time duty. Further on some occasions due to health reasons they are forced to decline to perform OT Duty. All such cases are construed as deliberate refusal to perform OT duty and action is taken and heavy penalty is being imposed. Human approach to the problem is called for. Necessary instructions may be issued to undo all sorts of victimizations in this regard.

Brief : Instructions already issued on the subject have been reiterated to all concerned. – SR Section.

74. Norms in CRC, SPC, EPP & Logistics :

Norms in CRC, SPC, EPP & Logistics are still not fixed. In Circles/Divisions the authorities are harassing the staff for Norms of 1000 articles in a day sets. It is not uniformly practicable to perform 1000 articles in 8 hrs duty. Authorities are of the view that the norms of 1000 in CRC/SPCs, EPP & logistics is fixed by the Directorate. So far no decision has been taken in consultation with the Staff Side in this regard. It was reported that Circle authorities have ordered reduction in staff strength in CRCs taking 1000 articles norms. Harassment to the staff by ordering Diesnon, issuing charge sheets and transfer of officials are reported from various Circles. Urgent steps may be taken to fix the norms in CRCs, SPSs, EPP & logistics on scientific basis in consultation with the Staff Side.

Brief :Regarding Norms of CRC a meeting was held with staff side, where it was decided to continue the status quo till introduction of new

software (copy enclosed). The issue will be examined afresh under the Mail Network Optimization Project.

Norms in CRC : F.No. 28-5/2010-D

This was also one of the items taken up for discussion in the meeting of 12-7-2011. Has been dropped from the agenda for this meeting.

Brief from Work Study Unit.

Name of the Study Status of Study

CRC New proposal from Mail Division not received so far.

SPCC The proposed work study for handling speed post articles in SPCC was received from Mail Division on 14-10-2009. The tour programme for preparation of job list was put up subsequently. The study could not be initiated due to non availability of funds under TE head. However the work of preparation of job list will be started as soon as possible.

Logistic Post The proposed for study was received from BD & M Directorate on 2-2-2010. On examination it was found that the approval for carrying out study has not been taken from JS & FA by the sponsoring Division for which CGM BD Dte. Has been addressed on 8-2-2010. Reply is still awaited.

EPP The proposal for study was received from BD & M Directorate. On 22-2-2010. The study has not been approved from JS & FA for which sponsoring Division has been addressed on 24-2-2010. Reply is still awaited.

F. No. 19-01/07-WS-II

Further Brief by BD Directorate after M(P)'s meeting dated 2-8-10.

Fill containing approval of JS & FA for carrying the study in respect of Logistics Post has

been sent to WS Section on 30-3-2010. A copy of the concerned note sheet was kept by WS Section in the File No. 9-01/2010 WS-1 and file returned to BD & Marketing Directorate. (Copy of the note sheet containing approval of JS & FA is enclosed).

In case of Express Parcel Post, file containing approval of JS & FA to conduct work study was sent to WS Section on 12-3-2010 which was returned to the BD & M Directorate after keeping a copy of the same. (Copy of the note sheet containing approval of JS & FA is enclosed).

All the information and approval as desired by WS Section to facilitate the study has already been provided.

No. 13-03/2010-BD & MD/updated/3-8-10

75. Long Distance Schedules of MMS :

India post in recent past engaged private vehicles for conveying Mails/Parcels etc. to long distance places instead of utilizing MMS vehicles. Out MMS vehicles are not utilized for effective dispatch of mails to the long destinations. It would certainly improve efficiency for mail delivery if our System of Transport Services are utilized for long distance Schedules. Effective steps may be taken for engaging MMS Schedules for conveying mails/parcels/logistics to long distance places instead of Private Vehicles.

Brief Instruction have already been issued vide No. 4-1/2006-MV (Pt.) dated 25-11-08 to all Heads of Circles to utilize MMS vehicle for long distance schedules for conveyance of mails/parcels/logistic etc. to increase utilization of the MMS vehicles and controlled expenditure.

During the last five years the Department has replaced 529 MMS vehicles and also purchased 76 new vehicles meant for MMS as well as 51 three wheelers and 130 motor cycles after obtaining approval from the Ministry of Finance in relaxation of ban for procurement of new vehicles. Also, the Directorate has permitted to outsource the vehicles where it has been felt absolutely necessary. Owing to price rising particularly in steel, spare parts, petroleum products etc., it has been felt necessary to increase the

vehicle utilization up to the maximum level and to control the operational cost. It has been observed from the information reports of the vehicles submitted from time to time by various MMS Units that there is a scope to increase the utilization of vehicles by extending existing schedules and introduction of new long distance schedules. Introduction of such long distance schedules particularly during night time will help in reducing delivery time of mail by minimizing multiple handling and direct door delivery. This will help particularly in those areas where expenditure is incurred on as luggage charges to other road transport units. This will help in expansion of our premium services to other areas and also increase productivity and in turn reduce the expenditure. We have issued above instructions to all HOCs on 15-6-2010 and requested them to make all out efforts to increase the utilization of DMMS vehicles and inform accordingly. Feed back from Circles is awaited.

F. No. 15-2/2010-MV(updated/2-8-2010)

76. Division of MMS Vehicles :

It is often reported that the vehicles allotted to MMS for operational purposes are diverted as inspection vehicles for SSPOs, and Circle/Regional offices. This adversely affects the efficiency of the Mail delivery. Effective steps may be taken to guard against the misuse/diversion of MMS Vehicles which are allotted for operational purpose.

Brief : Instructions have already been issued to all Heads of Circle from time to time vide No. 15-2/2003-MV dated 30th July, 2003, dated 16th May, 2006 and dated 29-8-2006.

No. 15-2/2010-MV

77. Holding of Examination for filling up the posts of AMM in MMS :-

IMM & AMM grades in MMS were merged into AMM w.e.f. 1-1-1996 since then no examination for the posts of AMM has been held. Examination for the promotion to the pre-merged cadre was being held every year along with the examination for promotion to IPI/IRM. This is the only channel of promotion for the clerical staff of MMS. Most of the posts in AMM cadre are lying vacant. Examination for

promotion to AMM cadre may be held at an early date.

Brief : According to the previous recruitment rules, the posts of Inspector of Mail Motor (IMM) were filled through the Departmental examination and the posts of Asstt. Manager, Mail Motor (AMM) were filled by promotion of IMM. The cadres of IMM & AMM in MMS were merged with the nomenclature of Assistant Manager, Mail Motor Service in the year 2005. In view of the above and recommendation of 6th Pay Commission, recruitment rules for the said cadre has been prepared and submitted to DOPT for their approval. After obtaining their approval, the case will be sent to UPSC for their vetting and thereafter the recruitment rules will be notified. After finalization of the said rules, departmental examination for the Assistant Manager will be held.

F.No. 137-12/2020-SPB.II

78. Holding of DPC for filling up the posts of Deputy Manager MMS :-

There are four posts of Deputy Manager of MMS. DPC for promotion to the cadre has not been held since long. Officials who are eligible for promotion are retiring without getting promotion. DPC for Deputy Manager MMS may be held at early date.

Srutiny of ACRs in respect of officials in the zone of consideration it has been revealed that some of them have not attained the prescribed bench mark. The case will be processed for holding DPC in the matter after complying the DOPT's instructions contained in OM No. 21011/1/2010-Estt/(a) dated 13-4-2010. The concerned authorities are being requested that below bench mark gradings in ACRs prior to the reporting period 2008-09 to be communicated to the concerned employees for their representation, if any, within 15 days of such communication and furnish a certificate to this effect at the earliest for holding DPC.

No. 6-2/2009-SPG

79. Posting of outsiders in the Accountable branches.

Outsiders should not be posted in the accountable branches as it would be difficult to

fix the responsibility in the case of loss of any accountable article.

Brief : As per the instructions issued, the Short Duty Staff are not to be posted in the work in the accountable branches.

37-12/2010-SPB-II(20-8-10)

80. On appointment to the grade of Supdt. Stg. In RMS.

There are 4 posts of Supdt. Stg. (Gazetted Group 'B') in RMS to be filled by General line officials of RMS on All India basis. But since years together these posts are being manned by ASP cadre (in officiating capacity as Gazetted Group 'B') or by regular Gazetted Group 'B' officials promoted from ASP cadre or through exam. This is irregular and snatches away even the most minimum promotional avenue available to the General Line Officials of RMS. The Staff Side urges for issuing necessary instructions against utilization of non-General Line officials against such employment of Group B vacancies earmarked for us.

Incidentally the feeder cadre of supdt. Stg. Is HSG-I (non-gazetted Group 'B') with Pay Band + Grade Pay of 9300-34800+4600. The same Pay scale has been shown for Supdt. Stg. Vide DG Posts No. 4-4/2008/PCC dated 23-4-2009. It needs to be rectified and shown as 9300-34800+4800 & 5400 (after 4 years) as in the case of Postal Supdt. Similar treatment may also e given to AD ®.

Employees in Group B Cadre three posts are kept vacant for years together. The Staff Side urges for immediate filling up of these posts.

Brief : Scrutiny of ACRs in respect of officials in the zone of consideration has revealed that some of them have not attained the prescribed bench mark. The case will be processed for holding DPC in the matter after complying with DOPT's instructions contained in OM No. 21011/1/2010-Estt.(A) dated 13-4-2010. The concerned authorities have been requested that below bench mark gradings in ACRs prior to the reporting period 2008-09 to be communicated to the concerned employees for their representation, if any, within 15 days of such communication and furnish a certificate to this effect at the earliest for holding DPC.

No. 8-1/2008-SPG

81. Framing of new Recruitment Rules for the cadre of HSG-I

- i. The Dte. Vide its no. 137-4/2006-SPB-II dtd. 30-5-2006 has already amended the Recruitment Rules for both LSG and HSG-II posts in Post Offices and RMS offices for filling up the posts by 100% promotion vide which 10 years service in PA/SA cadre will be the eligibility for LSG and 3 years service in LSG will be the eligibility for HSG-II.
- ii. But till date no new Recruitment Rules have been framed for HSG-I Posts in Post Offices and RMS Offices. Though this is always stated that the same is being done as written in every order of continuation of adhoc promotions made in the cadre of HSG-I (from 1st orders of 20-11-2006 till latest orders of 1-5-2009).
- iii. As per Dte. No. 137-10/96-SPB-II dtd. 11-2-2002 regarding FTS, the eligibility for LSG through selection-cum-seniority (through DPC) was 16 years service in PA/SA cadre but through Departmental merit examination it was 10 years. Similarly for HSG-II, it was 10 years service in LSG for promotion through selection-cum-seniority (through DPC) and 8 years service in LSG for selection through Aptitude Test. But now as seen in para (i) above these have been reduced to 10 years from 16 years for LSG and to 3 years from 10 years for HSG-II.
- iv. This will e quite appropriate that the new Recruitments Rules for HSG-I cadre, for both Post Offices and RMS Offices, may be framed in such a way, so as to reduce the present eligibility condition of 3 years regular service in HSG-II to 1 year, which is quite logical as done in the case of LSG and HSG-II as shown in para (iii) above.
- v. As of to-day almost all the HSG-I posts are lying vacant. The above amendment can help to fill up these posts to some extent. Therefore, it is requested that new Recruitment Rules for HSG-I as suggested in para (iv) above may be framed and issued at the earliest.

Brief : Due to implementation of 6th Pay commission's recommendations, all the Recruitment rules are being revised/amended in the light of the guidelines issued by the DOPT. The issue in question will also be taken into consideration while finalizing the Recruitment Rules of HSG I. as per the Govt. of India's instructions on the subject.

F.No. 137-12/2010-SPB.II

82. Regarding regularization of adhoc promotions made in the cadre of HSG-I

- i. Due to non-availability of eligible candidates for promotion to HSG-I cadre, efforts were made by the Dte. To relax the norms of eligibility of regular service of 3 years in HSG-II, first by giving notional promotions then reducing 3 years to 2 years and subsequently to 1 year and lastly with a condition that one should be in HSG-II (without prescription of any length of service) As such on each occasion some posts were filled but soon became vacant due to early retirements etc.
- ii. To reduce this problem, the Dte. Started giving adhoc promotions by its No. 4-16.2002-SPB-II dtd. 20-11-2006 till latest orders of even No. dtd. 1-5-2009. But due to these adhoc promotions HSG-II posts from which these are made, can not be treated as vacant. At the same time all the HSG-I posts against which adhoc promotions are made can only be termed as vacant.
- iii. Therefore, it is suggested that till the new Recruitment Rules for HSG-I are framed, present adhoc promotes to the cadre of HSG-I who has completed say 1 year of adhoc promotion may be absorbed in the cadre of HSG-I on regular basis by regularizing their adhoc promotion from the date they joined HSG-I cadre on adhoc basis. This will help to fill up HSG-I vacancies to some extent and at the same time do away with issuing of extension orders at regular intervals. At the same time more HSG-II vacant posts will become available for LSG cadre.

- iv. Further the ICIR and Audit objected the pensionary benefits to the Adhoc promotees in HSG-I and their last pay drawn was not taken into account for computation of their pension and other benefits. This is highly irregular.

Brief : This item was considered in the meeting of 12-7-2010. Necessary follow up will be taken by Staff/Estt. Divisions. Has been taken out of the agenda for this meeting.

83. Regarding acute shortage of 'C' bags:-

An acute shortage of 'C' bags is being faced in RMS/Post Offices due to short supply of 'C' bags. Only low-quality polythene bags are being supplied having very short span of life. This hampers the work. Moreover sometimes NSPCs need bigger bags than C-1 size for its business which are not available. Therefore it is required that this problem of acute shortage of 'C' bags as well as availability of big size 'C' bags needs to be solved at the earliest.

Brief : The supply of jute unproofed Canvas Air Mail bags for the year 2007-08 has already been completed. The procurement of these bags was kept in abeyance for the year 2008-09 since the Department had introduced Mail Trays. Later on, on the request of some Circles it was decided to procure reduced quantity of jute Unproofed Canvas Bags. Hence indents have been placed on DGS & D, Kolkata for procurement of these bags for the years 2008-09 and 2009-10.

DGS & D, Kolkata had informed that the order for procurement of these bags for the year 2008-09 has been placed on five firms. However, it was informed by DGS & D, Kolkata that Jute mills were on strike from 14-12-2009 to 14-2-2010. The supply of these bags to the consignees may be delayed due to late production of jute bags, as a result of strike. The indent for the year 2009-10 is also being processed by DGS & D. The matter is being pursued regularly for causing early supply.

As regards the availability of big size bags, it is stated that this Department has specified three sizes viz C-I, C-II and C-V of Jute Unproofed Canvas bags, which are being procured through DGS & D. The C-1 size is

the biggest size being procured. It may not be possible to supply bigger size than C-1 size to National Speed Post Centres. However the Circles are at liberty to procure polypropylene bags of other than prescribed sizes, wherever required.

F.No. 2-3/2007-UPE

84. Promotion of Lower Grade Officials to the cadre of PA/SA under the incentive scheme.

The incentive scheme for promotion of clerks (PA/SAs) in accordance with Directorate letters No. 60/11/62-SPB-I dt. 30-5-1963 and 62/24/63-SPB-I dtd. 9-4-1964 is not being implemented for the last 8 years and was last implemented in the year 1999. Due to non-implementation of the scheme many eligible officials are losing their chances of promotion. The staff Side urges for necessary instructions to all concerned to take necessary action in this regard for facilitating early promotion under this Rule to eligible officials.

Brief : No such provision exists in the existing Recruitment Rules. Thus the earlier orders stand superceded.

37/12/2010-SPB-II (20-8-10)

85. Change of nomenclature of cleaners in MMS.

The officials who are in the pay band 4860-20200 in the Mail Motor Service and who assist the Motor Mechanisers in maintenance of vehicle are now being called cleaners/motor vehicle cleaners. In the background of changing social environment and improving economic conditions the nomenclature "cleaner/motor vehicle cleaner" given to them looks rather out of date and requires a change. Our union requests kindly to examine the issue and change their nomenclature as Assistant Mechanic/Helper.

Brief : Cleaners in MMS are entrusted the duty and responsibility to assist the mechanics/tradesman/artisan staff while carrying out repair/maintenance/servicing of vehicles. There is no objection to change in the nomenclature of cleaner to Assistant artisan as they are already assisting to mechanics/artisan. However their duties will remain unchanged.

F.No. 15-2/2010-MV (updated/2-8-10)

86. Payment of interest accrued after 31-3-2004 on the delayed Refund of GPF contribution to temporary status casual labourers.

No payment of interest accrued after 31-3-2004 on the GPF Contribution quantum was made to the temporary status casual labourers in the Delhi and Uttar Pradesh circles even though the GPF Contributions were refunded to them much after 31-3-2004 on introduction of New pension scheme. The Staff Side urges for early orders for payment of interest for the period from 31-3-2004 to the date of actual payment.

Brief : No such case has been received in the PA Wing and the action, if any, will be initiated on receipt of the same.

F.No. 202901)/2010/PA-ADMN.II/787

87. Change of Recruitment Rules ensuring parity in recruitment to the posts of Postmen and Mailguards in the Department of Posts.

The prevalent discrimination in the matter of recruitment to the cadre of Postmen from among the GDS officials of the postal wing and to the posts Mailguards from among the GDS officials of RMS wing the desire that the same will be ended at the earliest. It is know that the cadre of postman and mailguard is identical. However there exists a discrimination between Postal and RMS wing in the matter of recruitment to the above posts from amongst the GDS staff while the posts of postmen are reserved to the extent of 50% to the GDS officials in the Postal Side (25% seniority cum fitness 25% with examination) while 50% of Postmen vacancies only are reserved and allotted to Group 'D' staff in postal side, the 75% vacancies are allotted RMS Group 'D' and GDS 25% (only with examinations). This discrimination is causing discontentment among the GDS staff in RMS who found themselves stagnated for years without any real chance of absorption in the cadre of Mailguards. Our union request for early removal of this existing discrimination in order to ensure parity between the GDS officials of Postal and RMS wings.

Brief : The exercise to revise the Recruitment Rules is in progress.

37-12/2010-SPB-II(20-8-10)

88. Non-filling up of GDS MM vacancies in RMS.

The GDS MM vacancies in all circles are not being filled for the last ten years even though some instructions from Directorate for filling up GDS MM vacancies in RMS. The GDS MM vacancies which are available in good numbers in RMS all circles are not being filled up. In this case the eligible paid substitutes/casual labourers are deprived of the chance of regularization, this situation is not only causing a heart-burn in the prospective beneficiaries but also unjustly keeping them away from accumulating much valuable service benefit our union request kindly to instruct the concerned to fill the vacancies without any further loss of time.

Brief : The competent authority has ordered to conduct a work study for evolving norms for Group 'D' nature duties in mail offices and transit mail offices. It was further ordered not to fill up existing GDS MM vacancies in RMS units and also resultant vacancies falling vacant due to discharge / absorption / death. Instruction to this effect have been issued to all Circles vide letter No. 6-24/2010-PE.II.

PC Cell / 28-7-10.

89. Revision of OSA (Out Station Allowance) to RMS sectional staff.

The 6th CPC recommended for doubling of all Allowances in all Department/Ministry/Organisation in specific vide para No. 4.2.81 of its Report. Outstation Allowance to RMS Section staff is a Postal Department specific Allowance but till date no orders for enhancing the quantum of this Allowance is issued. The Staff Side urges for early issue of orders.

Brief : This item was considered in the meeting of 12-7-2010. Necessary follow up action is being taken by CGM, MB & O. Has been deleted from the agenda.

90. Revision of OTA Rates.

Postal Department is an operative Department like Railways. It is known that the employees of Railways are having their own unique OTA Rates for the OT Duty performed by its staff and they are not bracketed with the rest of the Government Employees. Therefore the non-increase of rate viz., Rs. 15.85 per hour has

no adverse effect on the employees of Railways. The staff side urges for computation of a separate OT Rate as applicable to Postal Employees which is also an operative department like Railways.

Brief : However, the item stands referred by the Nodal Ministry to the Committee of Secretaries. No more action on this item.

91. Supply of Government Orders from all sections to Recognized service unions.

Despite the Staff Side taking up several times and the Official Side responding to issue instructions in this regard, again and again it is found that several important orders are not reaching the recognized Federations and Unions. It is requested that the mailing list of latest addresses of all Federations and Unions be updated suitably for ensuring correct posting of letters. The Staff Side also requests for consideration of sending copy of all orders through electronic mails to the E-mail IDs of Federations and Unions as an added measure to ensure quick receipt of all orders by the Service Unions/Associations.

Brief : On the request of the Staff Side, mailing list of the latest names and addresses of the Federations/Service Associations with a request to supply them general, unclassified circulars etc., effecting the interest of number of employees has been issued to all concerned vide letter No. 10/12/2005-SR dated 9-2-2010 (copy enclosed). The Department has also agreed to in sending copies of orders through electronic mails. Once the said copies are sent electronically, the hard copies will be dispensed with.

F.No.10-12/2005-SR

92. Non-Conduction of examination for filling up of vacant Mailguard Posts in several circles.

It is known that the Mailguards posts will be filled by conducting an examination at Divisional level. The 50% vacancies would be earmarked for DP quota meant for Meant for Mailmen and the remaining 50% vacancies would be earmarked for the promotion of GDS employees which comes under DR. Due to delay in release of ADR since 2006 to 2008 the DR vacancies could not be filled up. There

is no objection to fill up the vacancies earmarked for DP quota among Mail Man. Several Circles complained to the CHQ that the examinations for filling up of vacant Mailguard posts (earmarked for DP quota) since 2006 havenot been conducted which is creating unrest among the Mail Man.

Now the Screening Committee had also cleared ADR for 2006 to 2008. Therefore it is requested to issue instructions to all Circles for conduction of examinations for filling up of vacant Mailguard Posts without further delay.

Brief : Hereafter all the examination will e listed in the calendar to be issued by the DE Branch.

37-12/2010-SPB-II (20-8-10)

93. Recruitment in the cadre of erstwhile Group D upgraded as Multi Skilled Employee in the Department of posts

The Posts of Group D are used to be filled up form amongst the GDS and temporary Status and Casual Labourers with a 75%, 25% ratio. The upgradation of posts of Group D into Group C shall not in any way to stop the process of recruitment from amongst the GDS and Temporary Status Casual Labourers. As otherwise the Temporary Status Casual Labourers Scheme implemented by the Government will lose its purpose and meaning and hundreds of TS Casual Labourers placed in the pay scale with 1800/- Grade Pay will have to retire without absorption and without any retirement benefits. Similarly there are more than 3 lakhs GDS whose absorption chances will be drastically reduced if recruitment do not continue to the upgraded posts of Group D from amongst them.

The continued recruitment to the post of upgraded Group C (MSE) is fully justified because of the fact that already the posts of Postmen which are already in Group C and bearing a higher scale of pay than the upgraded Group C (MSE) are being filled up from amongst the eligible GDS through seniority-cum-fitness and through competitive examination on 50:50 basis. Therefore when already Group C posts are being filled up from amongst the GDS in the Department of Posts for so many years, the recently upgraded

posts of Group D into Multi-Skilled Employees shall also continue to be filled p. If necessary the same training offered tonon-matriculate Group D before upgradation can be imparted to the GDS also who are non-matriculantes before absorption. The Staff Side therefore urges to cause orders for the continued recruitment against the vacancies of Multi Skilled Employees from amongst the GDS and Temporary Status Casual Labourers as before.

Brief : The draft Recruitment Rules have been referred to DOPT. Action to fill up the post will be taken as soon as the Recruitment Rules are notified.

37-12/2010-SPB-II (20-8-10)

94. Request for exemption of Group 'D' posts from the purview of Screening Committee while filling up of the posts from 2000-2008.

All posts in different cadres will have D.R. and D.P. quota for filling up of posts except in the cadre of Group 'D' for which all the posts are being filled p from among the GDS and Casual Labourers in the ratio of 75% and 25% respectively by treating them as outsiders (D.R.) A refernce to the Action Taken Report circulated by the Department of Posts in the high level meeting held by the Secretary (P) with the Staff Side on 13-1-2009 mentions categorically that Group D posts are not covered under Screening Committee. However it can be seen that while filling up of Group 'D' during the period from 2000 to 2008, invariably 2/3rd posts were abolished and either 1/3rd vacancies alone were filed up or even that were not filled up on many years. In fact the vacancies of Group 'D' are filled without examination as per seniority cum fitness through DPCs and hence they come under promotional quota (D.P.) only. A reference to the judgment of Honourable High Couert of Kerala No. 3618 & 4956 of 2006 (S) DT. 22-3-2007; OA 33162 of 2009 (S) dated 23-12-2009 as well as the decision of the Honourable Ernakulam CAT No. 346/2005 dt. 2-11-2007 would highlight this aspect. The Staff Side therefore urges for release of all the vacancies wrongly abolished during the years 2000-2008 for filling up from amongst the GDS and TS Casual Labourers.

Brief : Optimization Scheme has since ceased to exist w.e.f. 1-4-2009. It is not possible to reopen the past ADRPs which have already been finalized.

37-12/2010-SPB-II (20-8-10)

95. Sorting further attempt of decentralization of Claim Cases relating to PLI/RPLI and give due importance to the role of C.O.s., R.O.s and office of the DPLI, Kolkata.

All the initiatives were taken for decentralization of PLI/RPLI through Postal Directorate's order of 9-5-2003, the same was rolled back due the lack of manpower, Hardware and with the apprehension of deterioration of "After sale service" and the said order was issued on 20-9-2006. Even then attempt is being made to decentralize the PLI/RPLI works including claim settlement without taking the experience of the past.

Since the introduction of PLI on 12th February, 1884, the Insurance fund is being managed most efficiently through the Centralized system of functioning of C.O.s and R.Os and through the Central accounting system of the office of the DPLI, Kolkata. Within the span of almost 126 years of Insurance Business, the business increased many fold. In 1992-93 PLI had 19,00,580 Policies with an aggregate sum assured value of Rs. 3,621.33 crores and now according to latest information, number of Active Policies force as on 31-3-2008, stands at 3550084 with an aggregate sum assured on Rs. 314690052164 i.e. more than 31000/- crores of Rupees. Another insurance product, Rural Postal Like Insurance which was introduced only in March 1995, without augmentation of Staff and without any infrastructural development, is now having an aggregate sum assured value of Rupees 33865,65,73000 i.e. nearly Rs. 34000 crores. Premium Income in PLI during the last year was Rs. 268 crores (1-4-2007 to 31-3-2008). And for RPLI was more than Rs. 64 crores during the same period.

Thus, huge increase in business was possible through the "Check valves" of Centralized structure of C.O.s and R.O.s and through the Central Accounting System of DPLI office

Kolkata but now through overlapping of certain items of works, the role of "Check Valves" like C.O.s, R.O.s and DPLI are being ignored. But the reason is not known and to combat with shortage of staff, Department's and insurant's interests cannot be compromised.

In the wake of technological developments and to face the competitive environment in these days of alarmingly increasing scams and frauds, the check valves like COs, R.O.s and the office of the DPLI should be strengthened at all costs. When many new schemes like "Micro Insurance" etc. are launched the role of Circle offices, Regional Offices and the DPLI should not be lightened so that the existing glory of huge increase in business and interests of the Insurants are fully protected ensuring brighter future for the Department of Posts.

Brief : The item was considered in the meeting of 12-7-2010. Necessary follow up action is being taken by PLI Dte. Has been deleted from this agenda.

96. Liberalization of syllabus for the LGO Examination for PACO Cadre in Circle Administrative Office including the O/o. the DPLI Kolkata.

Syllabus reflecting workable knowledge soothing to the needs of Circle Administration Offices require prompt attention and implementation as Question Papers of LGO Examination for Circle Administrative Office in some Circle are often becoming of higher standard. An uniform pattern of question through a centralized system may be effective. PLI matters should be included in the syllabus.

Brief L It has been found possible to agree with the proposal.

37-12/2010-SPB-II (20-8-10)

97. Creation of more LSG/HSG-II/HSG-I Posts for Circle Administrative Offices including DPLI.

Circle Administrative Office have not been properly provided with sufficient number of LSG/HSG-II and HSG-I Posts. As a result while many officials are being deprived in COs/ROs and DPLI, their counterparts in Postal & RMS operative offices are getting promotion

much earlier causing the feelings of discrimination.

Brief : Issue will be considered by the Committee on cadre restructuring. – PC Cell/ 28-7-10

98. Huge shortage of Staff in Circle Administrative Office in PACO Cadre

There was no employment in Circle Administrative Offices since long. Implementation of TBOP/BCR for Circle Administrative Office w.e.f 26-6-93 at the cost of 10% of reduction of staff, started gradual implementation only w.e.f. 2000 & in the mean time the concept of Screening Committee was imposed creating a lot of difficulties. During the last 10-12 yrs, staff strength in Circle administrative offices has drastically been reduced. Many new schemes including “Project Arrow” are being implemented. PLI/RPLI business is also increasing many fold, but huge shortage of staff in Circle Administrative Office is not being properly felt.

While the concept of reduction of volume of Mails cannot be treated as true for the operative offices, as although letter Mails are decreasing, Business Mails are increasing, the work of Circle Administrative offices does not at all depend on the Volume of Mails. Vast areas of Postal Operations with so many new premium products including successful implementation of project arrow, service conditions of the Postal staff of a Circle as a whole, Disciplinary proceedings, specialized knowledge of Control and functioning of Savings Bank affairs and roaring growth of PLI/RPLI business require more and more staff for Circle Administrative Offices and reduction in Mail Volume and Lesser traffic, have no bearing with staff requirement of Circle administrative Offices. But this basic truth is not being recognized by the Postal Directorate. While the order of re-introduction of short duty staff scheme has been issued on 14-8-2008 “to cope with they acute shortage in Post offices and RMS Offices, the aspect of shortage staff of Circle Administrative Office has not been considered whereas the situation deserves so.

Brief : The item was considered in the meeting of 12-7-2010. Has been deleted from this agenda.

90. Future of Director PLI office Kolkata

Since long past the staff of Director PLI office Kolkata have been used to listen that the office would be computerized which have not been proved true up to this date. In recent past it was informed by CGM, PLI Dte. New Delhi through the meetings held on 14-3-2008 and 28-8-2009 that the role of the said office will be reworked and this office can work as a back up office for PLI. Even on one meeting with the local authority and staff side Member (PLI) also remarked as above though neither clear picture nor any information has come to light so far. So the staff side is very much eager to know about the aim of the Department of Posts regarding Director PLI Office, Kolkata.

Brief : CGM (PLI) had expressed his view in the meeting held with AIPAOE-Union Group ‘C’ & ‘D’ on 28th August, 2009 that O/o. DPLI will play more important role in the changed environment. The role will be reworked & the staff may be utilized for back office activities also.

F.No. 30-1/2010-LI

100. Providing additional hand to single handed offices due to decentralization of RD Work etc.

Based on the sub committee constituted under the scheme of JCM and compulsory arbitration to deal with the items, it was approved to take action immediately. The Secretary (P) and chairperson vide note No. 6-2/2006-SR dt. 23-7-06 ordered to frame norms for all items of work handled in the smaller offices so that proper redevelopment of staff can be made to needy offices. But even after 3 ½ years no action has been initiated. Immediate action is requested.

Brief : As per existing norms, additional hand can be provided when there is additional workload of 2 hours and 30 minutes, over and above staff hours. There is continued ban on creation of Posts. Additional hands can be provided by either redeployment or on matching saving basis. Further, there is a proposal for computerization of single handed offices, and due to this, there will be likelihood of reduction in work load.

- Updated/24-8-2010

101. Implementation of recommendations of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asstt. Treasurers in post offices.

In the last departmental council meeting vide item No. 27 in file No. 6-1/2002-PAP it was agreed to take up with the sixth CPC and the item was closed with the reply that the matter stands referred to Ministry of Finance. Immediate action is requested.

Brief : The proposal sent to Ministry of Finance for payment of Special Allowance to the Treasurers working in the Pos on par with Cashiers in Administrative Offices was received back with a request for resubmitting with detailed justification and concurrence of Integrated Finance Wing. The proposal is now submitted to IFW for their examination and scrutiny. On their concurrence the file will be once again sent to Department of Expenditure for their approval.

- Updated/28-7-10

102. Withdrawal of orders fixing responsibility on DDOs and APM Accounts and Accountants for the overpayment of Pay and allowances to Postmen on account of fixation under Revised pay rules after 5th CPC.

As per the FR and SR there are distinct rules to recover the overpayments made to the officials while paying the arrears. But misinterpreting the CAT orders the drawing officials are humiliated leaving the entire hierarchy. Therefore, it is urged to withdraw this order immediately.

Brief : Government of India, Ministry of Finance, Department of Expenditure vide Notification dated 30-09-1997 notified the pay scale of Postman/Mail Guards as Rs/ 2750-4400 (with two advance increments) with effect from 1-1-1996 on acceptance of the recommendations of 5th CPTC. The benefit of two advance increments @ Rs. 70 was to be given only at the initial stage raising their basis pay from Rs. 2750 to Ts. 2890. With effect from 10-10-1997, the pay scale recommended by the 5th CPC for Postman and Mail Guards was modified to Rs. 3050-75-3950-4590.

The pre-check of pay fixation having been dispensed with on the payment of arrears on

account of implementation of the 5th CPC. There were chances of overpayments, therefore, MOF vide OM No. 50(2)97-IC-I dated 14-7-1997 prescribed an undertaking to be obtained from all the officials in case of overpayments it will be refunded by them. Orders enclosing the details of undertaking were issued/circulated to all Head of Circles vide Directorate Letter No. 23-8/PE-I (PCC) Part I dated 15-10-1997.

Two advance increments with Pay scale of 2750-4400 were to be taken into account at the initial stage for fixation of pay in the revised pay scale but Circles erroneously took them into account at every stage in the pay scale of Rs. 2750-4400 and 3050-4590 which resulted in overpayments.

When orders for recovery were issued by Circles, All India Postman & Group D employees Union filed OA 283/03 before Principal Bench, demanding the relief of stoppage of recovery of overpayments.

Hon'ble Tribunal passed the following final order on OA No. 283/03 on 13-9-2004- "...respondents would be within their rights to affect recovery from the applicants in case they had submitted their undertakings in terms of OM dated 14-10-1997, if so, they could be entitled to effect recoveries of excess payments. If not, respondents would not be entitled to affect any recovery and in case they make any recoveries so far, they same shall be refunded to the applicants. It is further directed that the requisite action may be taken by the respondents as per above directions expeditiously within a period of two months from the date of communication of these orders. No Costs."

In compliance to the Hon'ble CAT directions, the recovery of overpayments was to be refunded to the officials who had not given the undertakings. Department has refunded about Rs. 56.31 Lakhs. As responsibility to obtain the undertakings was with DDO, therefore, DDOs were held responsible for not obtaining the undertakings and Directorate vide its Order dated 25-11-2004 directed the Heads of Circles to recover the loss to the Department from the DDOs who failed to obtain the undertakings and perform their duty.

Officials of Pune HO filed OA No. 176/2007 and All India Postal Employees union Class III-C and Others filed OA No. 707/2007 before CAT Mumbai Bench Mumbai against the recovery from the officials who failed to obtain the undertakings. Outcome of the OAs is still awaited.

- PC Cell/28-7-10

103. Relaxing minimum qualifying service of 3 years for HSG-II promotions

Consequent on promotion of HSG-II officials to HSG-I as one time measure, in many Circles the posts of HSG-II are vacant as there are no LSG officials available have 3 years of service. The relaxation may be extended to LSG officials also as one time measure so as to enable to fill up the chain vacancies.

Brief : This item was considered in the meeting of 12-7-2010. Necessary follow up will be taken by staff/Estt. Divisions. Has been taken out of the agenda for this meeting.

104. Allotment of separate code to all officials including GDS for procuring RPLI business and payment of incentive on the spot.

As there is no code to the officials the incentive is paid to some other officials. To improve the business separate codes may be allotted to each individual official.

Brief : Separate code for entire RPLI sales force including GDS employees have now been created in the s/w by NIC as per advice of PLI Directorate.

F.No. 30-1/2010-LI

105. Removal of ceiling of 60 hours for engaging pensioners as SDPAs.

Now the pensioners are allowed to engage as SDPA only for 60 hours in a month due to acute shortage of staff and as a stop gap arrangement. The ceiling may be removed so as to engage the pensioners for full month.

Brief : We have called for the comments from all the Circles about the existing scheme. As soon as the same is received from all the Circles, the matter would be reviewed.

37-12/2010-SPB-II(20-8-10)

106. Third party risk covers insurance for MMS vehicles.

The issue was discussed in the last Departmental Council Meeting. The then Chairman agreed with staff side to re examine the issue in consultation with nodal ministries. Several reminders on the issue were sent to the Directorate. But no action has been taken in this regard.

Brief : As per rules, Government vehicles are exempted from Insurance. In case of accident of the DMMS vehicles, the Department bears the cost of compensations and damages involved. Therefore, DMMS vehicles need not be insured.

F.No. 15-2/2010-MV

107. Payment of OSA and other benefits to MMS Staff on par with RMS Staff :

Of late, MMS has introduced long distance schedules in c/w Logistics Service. The drivers are denied OSA and other benefits as in this case of RMS Staff. It is requested to grant of OSA to MMS Drivers who work in the Logistics Service.

Brief : This item was considered in the meeting of 12-7-2010. Necessary follow up action is being taken by CGM, MB & O. Has been deleted from the agenda.

108. Providing adequate man power in all RMS units.

68 RMS Divisions in the Country are functioning with 40% to 60% shortage of Staff. This has resulted in poor quality of sorting and lack supervision in Mail offices. Step may be taken by the Department to fill up all the vacancies.

Brief : The recruitment for the earlier years (upto 2008) has already been done. The action for direct recruitment against the vacancies pertaining to the years 2009 and 2010 has already been initiated.

37-12/2010-SPB-II(20-8-10)

109. Regularization of RTP Services and ending the discrimination between APS RTP and Other RTPs

- i. As per the Directorate letter dated 19-4-96, the implementation of the Ernakulam CAT Judgment granting the past RTP service as regular service for all purpose was restricted only to the applicants of

the O.A. This is against to the decisions of the various judicial pronouncements that the benefits should be extended to the similarly situated persons.

- ii. During 1970 to 1974, even the pre training services of certain officials engaged as postal clerk were regularized. The RTPs were trained and utilized full time in the clerical posts to manage all the works of the post office.
- iii. The CAT, Chennai held that the services rendered by the ex RTPs at APS shall be counted as qualifying services for all purposes for all purposes. The Chennai High Court, on appeal by the department has upheld the decision of the CAT in WP No. 37117 to 37119 of 2002 and directed the department to extend the benefits. Based on this the service rendered by RTP was regularized for several APS RTPs.
- iv. In another case, the Apex court under Civil Appeal No. 5739 of 2005 filed by Sri M. Mathivanan, Postal Asst., Cuddalore division upheld the decision of extending the benefits and dismissed the appeal filed by the department with costs. Several SPS RTPS were regularized based on this also.
- v. The Directorate has directed the Circle Heads to collect, compile and furnish details of ex-RTPs deputed to APS to consider for extending the benefits to all similarly situated persons. There after there is no action in this regard.
- vi. The RTPs working in APS could thus get their period of RTP Service regularized. The same yardstick is denied to those RTPS who were employed in Post Offices and RMS all over India. This causes a grave discrimination between the RTPs employed in one place to another. The Staff Side requests for ending this discrimination by ordering regularization of RTP service for all.

This demand is pending over decades and there should not be any discrimination between

two equals. It is requested to consider the case and cause appropriate orders for counting the past services of the RTP for all benefits.

Brief : The individual cases where RTP had been appointed on adhoc basis would be considered as and when received.

37-12/2010-SPB-II(20-8-10)

110. Allot 19% Goup B vacancies for General line and permit all Group C officials in Postal, RMS, Admn and Postal A/Cs with minimum 20 years of service to appear the exam. By dispensing with present reservation of posts to RMS & Admn. Staff.

The Staff Side had submitted its proposal as far back as in February 2008 referring the pending item in the Postal Departmental Council JCM and communicating the opinions of the internal staff side discussions.

In 1993, the staff side was asked to surrender 1/3rd of IPO vacancies for direct recruitment to facilitate higher scales of pay to IPO/APSOs and during the course of discussions it was indicated that in lieu of this the share the General Line in Group B might be improved. Though the share of PA/SA cadre in IPO was reduced by 1/3rd as stated above, the re-apportionment of Group B did not take place.

a) Our proposal is that 62% of Group B vacancies on seniority-cum-fitness and 19% on merit exam. Basis amongst the IPO line;

b) Remaining 19% of Group B should be for General Line (Postal, RMS, Admn. And Postal A/Cs) on competitive examination basis for the officials with 20 years of service. Since it is tough competitive examination there need not be any restriction that only only from LSG and above would be permitted. This condition require to be reconsidered for liberalization for the following reasons also.

After the fifth commission, the department, unmindful of the amendment of the recruitment rules by due notification with the approval of nodal ministries, has plunged into action to the controversial decision in permitting only those officials holding standard LSG post on regular basis, blocking out all TBOP/BCR officials. Earlier bunch of TBOP, BCR officials passed the Group B examination. As such a sudden

switch over to standard LSG criteria has caused a concern.

It is therefore requested to permit all the officials having 20 years of clerical service irrespective of the fact whether they are LSG or TBOP to write the Group B exam.

Justification for including Postal A/Cs in the Group B examination by increasing the percentage to 19% is that the JAO examination meant for Accounts wing had been opened to all officials in the DOP. At present, from JAO to JTS/STS cadres more than 70% posts are enjoyed by DOP officials belonging to other wings (including IPOs/ ASPs), than Postal Account and thus the promotional avenue/opportunity of PAO officials has considerably shrunk. Under these circumstances, keeping the PSS Group B examination limited to Postal Assistants and IPOs is highly unjustified and must be opened to all officials of DOP, also reallocation and redistribution of PSS Group B posts to IPOs/ ASPs on one hand and to others from DOP on the other hand must be done so that brighter elements shall have better opportunity for the well being of the Department also.

Brief : As per existing Recruitment Rules of PS Group B officers dated 29-6-1994 in the case of promotion by examination:

- i. 19% of the total posts shall be filled on the basis of a departmental competitive examination from amongst Inspectors of Post Offices and Inspectors of Railway Mail Service with 5 years regular service in the grade.
- ii. 6% of the total posts shall be filled on the basis of the same departmental examination from amongst clerical line officials working in Post Offices/Divisional offices with 5 years regular service in the lower selection grade and above.

No. 19-15/2008-SPG

111. ACP Scheme to wireman and electrical staff.

The Staff Side contention is that there is no justification whatsoever to leave out the categories of wireman and electrical staff from the purview of ACP, since they are not covered under any other scheme of financial upgradation. As in the case of non-test

category Group D for whom the TBOP/BCR was not applicable, the Department extended the scheme of ACP earlier. Similarly these categories also should have been covered under ACP Scheme and non-grant of ACP is an anomaly that has to be settled. The Staff Side urges at least apply the MACP Scheme to these sections of employees.

Further the discrimination between the workmen and wireman in pay band should be removed since both of them are performing the similar type of duties in posts offices.

Brief : Department of Posts notified implementation of ACP Scheme of Aug. 99 (formulated by DOPT) under No. 22-2/99-PE I dated 4-1-2000. The order specified clearly that the cadres/posts, which are not covered by Time Bound Promotion Scheme i.e. TBOP/ BCR, are covered by ACP Scheme. This order does not find a mention of exclusion of the categories of Wireman/Electrical Staff.

In the field, the cadre of Wireman (total 121 posts) is being allowed Pay Band Rs. 5200-20200 (PB-1) with GP Rs. 1800 corresponding to pre-revised scale of pay of Rs. 2650-4000 as also GP Rs. 1900 corresponding to pre-revised scale of pay of Rs. 3050-4590.

The issue of applicability of entry scale of wireman i.e. Rs. 3050-4590 (pre-revised) based on decision of Supreme Court dated 1-3-2002 is under examination and the applicable scale under ACP I or ACP II or under MACPS will be decided only on finalization of the issue of entry scale.

Files No. 2-14/2010-PAP & No. 22-2/2000-PE.I

112. Streamlining the work of Cash Certificates and causing uniform work procedure.

Expediting the work Study in r/o cash Certificate and fixing reasonable out-turn for various works in computer has become a necessity in the DAP offices. More over causing uniform procedure to be followed in all PAOs in r/o these works so that the habit of issuing oral instructions at various levels can be avoided and PAO officials can be safeguarded from penalty. The Staff Side also urges to stop moves of outsourcing of C.C. works in PAOs and fixing of Supervisory

responsibility to PAO officials for those works already outsourced.

Brief : An uniform adhoc norms have already been fixed in respect of issue posting work as well as discharge posting work in CC section of all the Postal Accounts Offices. The existing norms which are followed by DEOs are 1050 entries for issue Posting work and 875 items for Discharge Posting Work.

However, the fixation of norms in respect of Issue and Discharge posting work for the DEO of PAOs is under process.

No. 202(01)/2010/PA-ADMN. II/787

113. Instructions to stop irregular Rule – 37 Transfers.

Many Officers in different circles wrongly award Rule-37 Transfer to some officials by way of disciplinary action. More over the application of Rule-37 has been clearly defined under the said Rules. Rule-37 cannot be used for reasons beyond that are specified in the Rule-37. The Staff Side urges for issue of suitable general instructions to all concerned to be cautious in this matter to avoid violations.

Brief : Rule 37 provides for transfer of officials in the interest of the public service. The provisions of the Rule 37 were also discussed by the Hon'ble Supreme Court in SLP No. 1010-1011 of 2004 and the Hon'ble Court by its orders dated 13-2-2004 has accepted the principles of Rule 37 transfer and has upheld the right of the Government to transfer an employee anywhere in public interest or exigencies of administration to enforce decorum and ensure probity.

F.No. 137-12/2010-SPB.II

114. Cause full-fledged functioning of newly opened PAOs.

The three newly formed PAOs of Raipur (from Bhopal) Ranchi (from Patna) and Dehra Dun (from Lucknow) which were notified 5 years back have became full functional. Therefore the Staff Side urges for settling the issue of sending man power as in the following order of preference and not to send anybody against his will to avoid unrest:

1. Volunteers from parent PAO,
2. Volunteers from other PAOs,

3. Volunteers from other wings of the Dept. of Posts, and further:
4. Transfer vacant posts to newly formed PAOs and recruit through SSC, and
5. Until such time officials from parent office be sent on Deputation for 180 days.

Ensure fully functional the erstwhile formed PAOs, like Jammu, Guwahati, Shllong, Sundar Nagar etc. with their full sanctioned strength, giving preference to volunteers if any or with Direct Recruitment.

Brief : PAO Ranchi and Dehradun have yet to be started to function for want of accommodation in the respective circles. Regarding PAO Raipur instructions have already been issued to call for the volunteers to fill up the vacancies from parent and other PAOs.

As per instructions contained in DOP & T O.M. No. 2/8/2001-PIC dated 9-4-09, it has been decided not to extend the validity of optimization scheme beyond 31-3-2009. Accordingly all the PAOs have already been instructed to initiate the process of filling up of vacancies.

No. 202(01)/2010/PA-ADMN.II/787

115. Extending/expanding modernization in PAOs.

Extending/expending the modernization and allowing due share of structural betterment/face-lift to PAOs on a/c of Project Arrow is proposed by the Staff Side.

Brief : Status in respect of modernization of PAOs is as under:

1. Implementation of Account current System (PACS) software in 5 pilot PAOs. i.e. Hyderabad, Bhopal, Ahmedabad, Jaipur and Delhi on trial run basis apart from main pilot project implemented at PAO Bangalore.
2. All PAOs had been supplied CD containing COMPACT (PAO-2000) software along with all its related back up files for installation in all PAOs. The software has been installed in most of the PAOs. Training has also been provided on Compact (PAO-2000)

software to officers of all Zonal Training Centres to further trained the officers and staff other PAOs on Compact. The PAOs has been instructed to feed the date in Compct (PAO-2000) software with effect from 1-4-2010. The software will start full pledge functioning in all PAO very shortly.

3. Implementation of Pension Accounts Information System (PATS) software in 6 pilot PAOs i.e. Cuttack, Jaipur, Trivandrum, Patna, Ahmedabad, Jaipur and Kolkata on trial run basis. The PAIS software has been tested successfully in all pilot PAOs and the case is under submission for deciding to roll our PAIS software in all the PAOs.
4. The suggestions received from PAOs regarding problems/difficulties being faced by PAOs in operation of GASP software have been compiled and matter has been taken with the NIC, Dak Bhawan, New Delhi and a meeting was held on 19-8-2009 with DDG (NIC) and DDG (PAF) to modify the software and conducted a workshop in this regard. However, it has been decided that the NIC Dak Bhawan may be requested to fix a meeting to decide the final course of action regarding modifications of GPF software as suggested by various PAOs. Sr. Technical Director, NIC, Dak Bhawan has already been requested to fix a meeting vide letter-dated 24-6-2010 and reminder dated 8-7-2010.
5. PAOs are facing difficulties in operation of e-MO software. Various suggestions received in this regard from PAOs in its operation have been complied and matter has been taken with DDG (FS) for modification in the software. Now DDG (FS) has agreed to modify the software in consultation with PTC Mysore and they will provide a training on e-MO to all officers and staff of PAOs as well as Postal Directorate for which nomination of officers has already been sent vide letter dated 8-7-2010 to DDG (FS) and DDG (Training) for arranging training programme.

-PAF/24-8-10

116. Implement Pay protection under FR15-A (Rule 38 transfer)

Implement Pay protection under FR-15-A (Rule 38 transfer) as decided in the National JCM and consequential orders issued by DO P & T. Rectify the erroneous interpretation and safeguard the spirit of the order.

Brief : FR-15(a) is the power vested with President for transfer of any official and it does not deal with protection of pay. Further, under Rule-38, the official transferred lose seniority and it does not affect his pay. The staff side may give specific details.

-Updated/24-8-2010

117. Relax minimum-Qualifying Service for HSG II promotion

- i. It was assured during the talks held on 19-4-07 to relax minimum qualifying service for HSG II promotion in order to fill up the HSG II posts in the absence of eligible LSG officials.
- ii. Further DOPT vide its OM No. 28036/01/2007-Estt.(D) Dt. 14-11-08 delegated the power of relaxation to concerned Ministries/Department in respect of Group C & D posts. Hence this may please be considered.

Brief : This item was considered in the meeting of 12-7-2010. Necessary follow up will be taken by Staff/Estt. Divisions. Has been taken out of the agenda for this meeting.

118. Irregular Application of Bench mark of current period for Notional promotions.

The instructions of DOPT dt. 16-6-2000, that only CRS for the year immediately preceding the years of vacancy/Panel should be considered if DPC are held later then the schedule prescribed in model calendar" has not been taken note in many circles and current bench marks were applied wrongly for the notional promotions. A clarificatory orders may be issued to rectify the mistakes. Further in some circles, the bench mark was applied for TBOP/BCR promotion, despite the existence for clear cut orders from the Directorate that Bench mark should not be applied for BCR promotions. Moreover, it is requested to waive the application of Bench marks up to 2008

since the seriousness was not felt in the dept. and the CRS were written by the divisional heads in a casual manner.

Brief : Necessary instructions are being issued to all the Circles to ensure that ACRs of the relevant period are taken in to consideration and that the 'bench mark' may be applied for the vacancies which became available after the bench mark was prescribed by the DOPT. As regards the proposal of the Service Union to waive the application of Bench Mark upto the year 2008, the same would be contrary to the DOPT instructions on the subject. Therefore, it is not possible to accept the suggestion of the Service Union.

F.No. 137-12/2010-SPB-II

119. Grant of Modification of LSG as one time measure for those aggrieved due to Dearth of LSG vacancies/Rule 38 Transfers

- i. Since the LSG notional promotion was granted on notional basis, in some divisions due to more number of LSG posts in existence, the juniors got their LSG promotions. In other divisions due to dearth of LSG posts, the seniors are deprived of notional promotion.
- ii. Similarly, Rule 38 transferees could not get their LSG notional promotion due to application of divisional Gradation List.

In order to mitigate the genuine grievances of the above said officials in promotional aspects, modification of LSG by granting notional promotion may be explored since the anomaly is prevailing due to various changes made in the procedure of LSG/HSG II recruitment rules.

Brief : The portal of the demand is not clear and needs elaboration.

F.No. 137-12/2010-SPB.II

120. Anomaly in the preparation of PA Gradation List Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation is unconstitutional and Discriminatory & Dropping of confirmation Examination.

In many divisions, the confirmation was not exercised for many years after the introduction of TBOP, and only Divisional Gradation list

was maintained. When a new Circle gradation list is now prepared, it should be on the basis of present ruling and since the confirmation was delinked from seniority, this should not be insisted. It is requested to reconsider the issue once again based on the Apex court judgment and the recent pronouncement of the CAT, Bangalore.

Brief : As per the DOPT's instructions dated 28-3-88, which are effective from 1-4-88, confirmation will be made only once in the service which will be in the entry grade and confirmation is delinked from the availability of permanent vacancy in the grade. Seniority will be determined on the basis of confirmation in the grade. For confirmation in the grade to which the officials were initially recruited, the appointee should satisfactorily complete the probation, which will be confirmed by the DPC and order issued to the effect.

The DOPT has revised the above instructions vide their instructions dated 4-11-92 laying down the following principles in so far as seniority is concerned:

- a) Seniority of a person regularly appointed to a post according to rule would be determined by the order of merit indicated at the time of initial appointment and not according to the date of his confirmation.
- b) This will take effect from the date of issue of the order.
- c) Seniority already determined according to the existing principles on the date of issue of the order will not be reopened even if in some cases seniority has already been challenged or is in dispute.
- d) Since the D/o Posts follows the DOPT's instructions on the subject, seniority of already confirmed officials prior to 4-11-02 will remain unaltered and they cannot be given seniority based on their date of appointment.

F.No. 137-12/2010-SPB.II

121. Clarification in respect of fixation of Pay on promotion after 1-1-2006 requested

Despite crystal clear orders in the R.P. Rules 2008 under Rule 13 (i) that if the pay in the pay band after adding the increment is less than minimum of the higher pay band to which

promotion is taking place, pay in the pay band will be stepped to such minimum, this has not been implemented in many circles in respect of promotees in Postal Assistant cadre and also in the case of HSG-I promotions. Similarly under Rule 71(ii) while detailing the fixation of initial pay in the revised structure, it was stated that if the minimum of the revised pay band/pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale. The initial fixation has not been granted in many places with the wrong notion that the initial pay is pertaining only to the direct recruitments and not for others. Suitable clarificatory orders may please be issued to rectify the mistakes in the pay fixation.

Brief : Rule 13(i) of CCS (RP) Rules, 2008 provides that – “one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of **8

10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to his pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

Rule 7(i) (A) (ii) provides that if the minimum of the revised pay band/pay scale is more than the amount arrived at as per Rule 7(1) (A) (i) i.e. multiplying the existing basis pay as on 1-1-2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10, the pay shall be fixed at the minimum of the revised pay band/pay scale.

In the light of the issue raised by the Staff Side, the relevant provisions have been reiterated to all concerned.

-PC Cell/28-7-10.

122. Irregular objections raised by ICIR in the date of increment and ordering recoveries

The ICIR party in many places had raised an objection about the grant of increment on 1-7-2006 stating that one did not completed the Qualifying service of six months in between 1-1-2006 to 30-6-2006 he is not entitled for increment on 1-7-2006 even though he had completed six months service from the date of last increment he drawn in 2005 and revised his date of next increment to 1-7-2007. This is highly irregular.

According to RP Rule 10, one period of six months should be taken from the date of his last increment to 30-6-2006 and not for the six monthly period from Jan'06 to June'06.

Suitable clarifications set aside the irregular objections being raised by the ICIR party.

Brief : As per Para 10 of CCS (RP) Rules, 2008, there will be a uniform date of annual increment viz.; 1st July of every year, Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. Ministry of Finance, Department of Expenditure vide OM No. 1/1/2008-IC dated 13th Sept. 2008 clarified that all Government servants who earned their last increment between 2-1-2005 and 1-1-2006 would get their next increment on 1-7-2006. The issue has been clarified to all concerned.

-PC Cell/28-7-10

123. Fill up All vacancies including backlog vacancies in all cadres

Ensure proportionate share of posts to PAOs in the ADR Plans 2005, 2006, 2007 & 2008 corresponding to retirements therein.

Engage Short Duty clerks (engaging retired Sr. Accountants in PAOs) until regular recruitment takes place.

Initiate compassionate appointments in PAOs.

Speed up the process of filling all the existing and anticipated vacancies through SSC (Staff Selection Commission).

Brief : This issue was discussed in the meeting of 12-7-2010 and necessary follow up action is being taken. Has been deleted from this agenda.

124. Set right Anomalies/Discriminations arising out of implementation of ACP Scheme 1999 and implementation of MACP

Scheme.

Grant benefits of I & II ACP up gradations under the scheme 1999, and I, II & III under MACP Scheme to DE passed promotee officials on par with DR officials.

Brief : ACP Scheme was effective with effect from 9th Aug. 99 MACPS is applicable to all Central Government Employees with effect from 1-9-2008. The schemes are independent of each other. Therefore, they can't be linked. However, MACP has addressed such anomalies for limited categories of staff. While the ACP Scheme of Aug 99 provided for two financial upgradations in the promotions hierarchy, MACP effective from 1-9-2008 provides for three financial upgradations in the hierarchy of grade pays notified under CCS (RP) Rules, 2008 on rendering 10.20 & 30 years of service counted from the date of entry in Government service be it promotee or direct recruit.

- PC Cell/28-7-10

125. Strengthen PA wing ensuring its Autonomy

Strengthen PA Wing ensuring its autonomy and broadening the scope of its Accounting & Internal Auditing (with up dated questionnaire) in the DOP.

Impart induction training of 3 months duration to JA/SA and AAO covering the entirety of our functions including the basics of Accrual based Accounting system.

Restore the Member (Finance) post in the Postal Services Board and integrate all accounting streams of DOP under Member (Finance).

Brief : Meetings were conducted for revision and revamping of Questionnaire of Internal Audit Inspection of Postal Field units by the party of circle Postal Accounts Office as well as inspection of PAO by Postal Accounts Wing. During the last such meeting, four subcommittees were ordered to be formed with respect to introduction of new technologies and computerization, audit procedure with reference to BD products and modification required in audition of SB functions. Reports of the two subcommittees are yet to be received.

The point has not so far been raised by the Association. Therefore, the demand cannot be considered unless a detailed proposal is received.

The matter of restoring the post of Member (Finance) in the Postal Service Board is under process.

No. 202(01)/2010/PA-ADMN.II/787

126. Provide Departmental Building to PAOs

Provide Departmental building to PAOs like Ahmedabad, provide adequate/additional area in r/o PAOs like Hyderabad, Patna and Trivandrum.

Brief : The feasibility of constructing departmental building will be examined by Gujarat circle. In AP circle, Part of DAP office is functioning from circle office and remaining part is in a rented building, which is about one Km away. The circle has not reported any shortage of accommodation for DAP office. Kerala Circle has reported that the accommodation provided to DAP is sufficient to meet the requirements of the office. Accommodation available for DAP Patna office is very slightly shorter than justified space. The circle has been asked to review justified space of other building situated in GPO compound to see whether additional space can be made available for DAP office.

F.No. 20-1/2009-BP-I

127. Ensure speedy verification of caste

Ensure speedy verification of caste at Govt. level and settle/deal it as done in other Central Govt. Depts. Situated in Nagpur/Maharashtra and not to target PAO officials belonging to or originating from Nagpure alone.

Brief : The Caste verification is being done as per the directives from Hon'ble Supreme Court as well as instructions of the DOP & T. The objectives of this exercise is not to harass the employees who have obtained employment on the strength of a genuine ST certificate but to identify and punish all those employees who have used fake/false certificates in obtaining employment and thereby depriving genuine persons belonging to ST of their right.

DOPT has issued orders that persons belonging to the Helba Kushti/Kushti Caste

who got appointments against vacancies reserved for Scheduled Tribe on the basis of ST certificate relating to State of Maharashtra and where applicants have become final on or before 28-11-2000 shall not be affected. However, they shall not get the benefit of reservation after 28-11-2000. Copy has been endorsed to CPMG Maharashtra Circle.

File No. 16-3-2010-SCT (Updated/20-8-2010)

128. Reclassify the cadres in PAO

Reclassify the cadres in PAO and enable this Association to represent all the cadres (upto AAO) included in the PB-1 and PB-2 for their representation in Departmental/National JCM.

Brief : The point has not so far been raised by the Association. Therefore, the demand cannot be considered unless a detailed proposal is received.

No. 202(01)/2010/PA-ADMN. II/787

129. Upgraded Group D and Sorter cadres

Rectify the anomaly due to promotion of Group-D officials straight to LDC cadre, in PAOs while senior Group-D promotees remain in Sorter Cadre.

Grant special pay/allowance to D.E. passed Group-D/Sorter awaiting promotion.

Allow ACP benefit in the scale of Sorter to those Group-D officials who had passed D.E. prior to the year 2000 but denied promotion.

Count T/S service for ACP benefits as in the case of their pension benefit.

Brief : The item was taken up in the meeting of 12-7-2010. It is being examined by PA Wing. Has been dropped from this agenda.

130. JA Cadre :

Restore residency period of 3 years from JA to SA retrospectively from 13-12-2006.

Brief : The service condition of 6 years prescribed for promotion of Jr. Accts. To Sr. Accts cadre was reduced to 3 years by suitably amending the RRs vide Notification dated 25-6-09 published in the Gazettee dated 26-6-09. The revised provision will always take effect from the date of publication of the notification in the official Gazette. Therefore, the demand for giving the benefit

retrospectively from 13-12-06 cannot be accepted.

No. 202(01)/2010/PA-ADMN.II/787

131. DEOs of Chennai PAO

Implement the recommendations of Restructuring Committee 1998 in r/o DEOs Chennai, PAO; Grant the same scale of pay to DEOs of Chennai PAO as in the case of DEOs working in other Departments under Central Government.

Brief : The posts of DEOs were to be treated as appointment to Ex-cadre post as the various posts in computer wing are not in normal line of promotion/appointment in the regular cadre posts in the Postal Accounts Offices. Since these being ex-cadre posts and exists only in PAO Chennai the demand for implementing the recommendations of restructuring committee/grant of same pay scale of pay to DEOs Chennai cannot be agreed to.

No. 202(01)/2010/PA-ADMN.II/787

132. Canteen Employees

Fill up all vacant posts in all the Departmental canteens in PAOs.

Allow the D.E. passed canteen employees their promotion as onetime relaxation in r/o Kolkata PAO.

Brief : The Staff side may submit the details of proposal for further examination.

133. Application of MACP conditions prospectively.

1. Past declination of any promotion to LSG or HSG-II by officials should be ignored and the condition in the MACP orders that declining promotion would delay the grant of MACP until the acceptance of the declined promotion should be applied only prospectively. This is to benefit the officials who declined their promotion for certain reasons before introduction of MACP Scheme,.
2. The benchmark 'good' stipulated for upgradation to Grade pay 4200/- and above under MACP Scheme also should be waived for the years prior to introduction of MACP Scheme. This is

so because there is a blind of giving 'average' without understanding its adverse effect on officials while writing CRs in the Department of Posts and also the absence of statutory automatic review of CRs of officials by higher authorities as in other CG Departments. Until introduction of this system of automatic revision of CRs to undo any blind CR writing, the benchmark 'good' may kindly be not insisted for grant of upgradations under MACP.

These two concessions would protect thousands of Postal Employees from deprivation of their Modified ACP upgradations in the background of switching over from TBOP/BCR Scheme to MACP Scheme.

Brief : The issue was referred to DOP & T but has not been agreed to.

No. 1-1-/2010-PCC(JCM)

134. Merger of Despatch riders with the drivers

As the Recruitment Rules for the Drivers and Despatch riders are one and the same, the benefits applicable to Drivers shall be extended to Despatch riders duly amalgamating both the cadres.

Brief : The issue of merger of dispatch riders with the cadre of Driver was taken up with Ministry of Finance but was not agreed to under MOF (Expenditure) UO No. 6(106)/99/IC Dated 21-9-2000 with the observations as under:

"It has been brought by the Department of Posts that there are differences in the (i). requisite technical qualification and in (ii). Duties and responsibilities of Dispatch Riders and Drivers. Further, Dispatch Riders are a common category and in the 55th ordinary meeting of the Departmental Council (JCM) of DOPT held on 21-1-2000 vide item No. 39.6, it was decided to record disagreement on the demand for extension of the benefits of promotion allowed to Staff Car Drivers to the Dispatch Riders. In the circumstances, it is not possible to agree to the proposal of Department of Posts to merge Dispatch Riders and Drivers."

Currently there are 24 posts of Dispatch Riders i.e. 20 in Delhi and 4 in Nagpur.

Further, Department had taken up the issue of upgradation of entry grade of Drivers equal to Postman cadre but the same was not agreed to by Ministry of Finance under UO No. 6(6)/E III-B-2010 dated 22-6-2010.

File No. 23-106/98-PE I/PCC

135. Allowance lift operators to sit the LGO Examination

The Department has written to Staff Side that the issue of allowing lift operators to sit in the LGO exam will be considered at the time of revising the recruitment rules of PA/SA cadre.

Brief : It would be reviewed while amending the Recruitment Rules of PA/SA.

37-12/2010-SPB-II(20-8-10)

COMMUNICATION FROM THE FEDERATION ON RMS ISSUES AND GENERAL ISSUES

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Indirect action to close down Guntakal RMS. 2. Irregular tenure posting in RMS 'N' Dn. (four letters) 3. Absorption of Liftman of Howrah HO and RMS Building. 4. Cadre Re-structuring on RMS. 5. Goondaism towards loyal officials on one day strike in RMS 'CB' Dn. Coimbatore. 6. Subject for National Anomaly Committee sent through Leader, Staff Side (Sri Raghaviah INTUC). 7. Subjects on ATR and further action consequent on 13-1-2009 meeting on RMS issues. 8. Strike by NFPE in West Bengal Circle. 9. Consolidation of the processing of International/C/AO mails. 10. Anomalies of RMS & MMS Group 'C' employees (through staff side Secretary) 11. Change of Head quarters of RMS section L-35 12. Revision in the rates of Family Planning Allowance to Central Govt. employees. 13. MACP Anomalies (Letter sent to Leader, Staff Side) 14. Merger of SRO with nearby Post office. 15. Non-conducting of periodical meeting/RCM meeting by the Circles. 16. Introduction of freighter aircraft. 17. Late delivery of Speed Post articles. 18. One time absorption of JAO Passed Candidates in Telecom. | <ol style="list-style-type: none"> 19. Non-grant of relaxation appointment to the dependent of deceased officials (Sri Bolendra Boro of Assam) 20. Dictatorial activities of Sri Alok Osha, SRM RMS 'G' Dn. Gorakhpur. 21. Serious allegations against the Jharkhand Circle Administration. 22. CRC Norms. 23. Modification required in MACP Scheme (Letter sent to Sri Raghaviah, INTUC) 24. Manning of Transit Sections/TMO/ Mail Agency Branch 25. Attack on RMS. 26. Granting officiating pay to BCR officials. 27. Applying of condition of MACP. 28. Non-constitution of Cadre Re-structuring committee. 29. Continuation of adhoc promotion made in HSG I. 30. Premature retirement under FR 56(j) in Delhi Circle. 31. Non-grant of promotion under MACP Scheme (CR). 32. MACP Scheme – Seeking clarification. 33. Request for effecting correction in MACP order. 34. Revenue loss to the Department (Bill Mail) (BPC) 35. Outsourcing of mail process. 36. Functioning of Mail Consultant, Mckinsey & Co 37. Open favourtism by Chief PMG, Assam Circle |
|--|--|

38. Grant of pay scale to Drivers on par with PA/SA cadre.
39. Non-implementation of Govt. of India orders on physically handicapped employees.
40. Workshop on Mails, Speed Post and Internation mails.
41. Modification of Grade pay to HSG II and HSG I officials on par with ASPOs/IPOs to maintain pre 6th CPC horizontal and vertical relativity.
42. Pre-mature retirement under FR 56 (j) – Delhi MMS.
43. Counting of RTP Service.
44. Group 'B' Posts in RMS.
45. Discounting in bag account numbering in Mail System
46. Creation of HSG I post in MMS.
47. Third party risk cover insurance for MMS vehicles.
48. Payment of OSA and other benefits to MMS staff on par with RMS Staff.
49. Removal of ceiling of Rs. 6800/- for performing OT duty by operative staff in RMS.
50. Grant adequate man power in all RMS units.
51. Implementation of Arbitration award on OTA.
52. Filling of posts of Drivers/Workshop Staff/Asst Manager.
53. Poor quality of sorting and quality of supervision in Mail office.
54. Stepping up of pay of seniors on par with juniors in the case of TBOP/ BCR Anomaly.
55. Non-conducting of PO & RMS Accountant Examination.
56. Closure of National Speed Post Centre.
57. Removal of cap while granting bonus for the year 2009-2010.
58. Non-grant of mutual transfer under Rule 38 (RMS 'JP' Dn.)
59. Goodaism in West Bengal Circle.
60. One day strike on 7-9-2010 by Trade unions.
61. Technological Development in India Post.
62. Non-participation in the one day strike on 7-9-2010 by FNPO.
63. Absorption of RRR candidates who file interlocutory petition in the apex court.
64. Absorption of RRR candidates who have not moved the court of Law.
65. Review of failed IRM Candidates belonging to SC community.
66. Setting up of question paper outside the syllabus.
67. Vengeful action on the part of SRM RMS 'RN' Dn. Ranchi.
68. Appointment of Mail Guards/ Postmen in suspicious manner in Jharkhand Circle.
69. Terms of reference on Mckinsey & co – views of FNPO.
70. Misusing of National Bill Mail Service.
71. Nodal office and linked office from Speed Post Delivery.
72. Interpretation of the orders in implementing MACP Scheme.
73. Disciplinary in wording in Paper 'B' – LGO Exam.
74. Revision of norms for CRC.
75. Grant of BCR promotion on completion of 26 years of service.
76. Filling up of residual vacancies.
77. Imparting of induction Training for PAs/SAs.
78. Increasing number of chances to appear in LGO Examination.

DRAFT RESOLUTIONS

1. Grant financial upgradation under MACP Scheme to promotee officials on par with direct recruit officials.
2. Grant a lump sum grant to the dependent of a deceased official when the Department is not in a position to offer appointment under compassionate grounds.
3. Remove the cap on bonus.
4. Revise OTA rates in accordance with the Sixth Pay Commission salary.
5. Withdraw unrealistic norms imposed on CRC/EPP/Speed Post/Logistics.
6. Count RTP Service for the purpose of promotion and pension.
7. Grant promotion to Artisans on par with the Drivers.
8. Grant OSA to the MMS Drivers on par with RMS Employees.
9. Stop closure of RMS offices.
10. Abolish bag numbering system.
11. Include staff side representative before finalizing Mail Net-work optimization project.
12. Request to introduce new medical claim policy exclusively for Postal Employees.

DRAFT POLICY AND PROGRAMME

18th All India Conference of All India RMS & MMS Employees Union, Group 'C' was held from 10-3-2011 to 13-3-2011 at Puducherry.

The AIC debated the present International and national scenario as well as Central Government employees problems in general and RMS & MMS problems in particular. The AIC also held discussion on rise in prices and the need of wage revision without waiting another pay commission.

The AIC conveys strong resentment on the closure of RMS offices and MMS units.

The AIC welcomes new changes in our Department and at the same time pleads with the government not to retrench the staff under the pretext of new changes.

The AIC deeply discussed the policy of outsourcing adopted by the Department and requests the Department to do away with the outsourcing as much as possible.

The AIC appeals to the Department to take proper steps to bring the mails to its fold from the couriers.

The AIC urges the Department to include staff side representative before finalising Mail Net-work Optimization project.

The AIC requests the Department to withdraw unrealistic norms imposed on CRC/EPP/Logistics/Speed Post.

The AIC needs enhanced scale of pay to the Drivers/Artisans.

The AIC solicits the Department to procure more vehicles for MMS operation.

The AIC demands finalization cadre Restructuring at the earliest.

To achieve the above goals, the AIC resolves to organize the programmes as deemed fit.

PROPOSED AMENDMENTS TO THE CONSTITUTION

Article 14 : The monthly subscription for membership of the union shall be Rs. 30/- per month.

Article 15 : The monthly subscription shall be allocated as under:

Branch	Rs. 5/-
Division	Rs. 7/-
Circle	Rs. 8/-
CHQ	Rs. 10/-

(Federation quota @ Re. 1/- per member will be paid proportionately based on the quota received by the CHQ)

COMMUNICATION FROM THE CHQ IN THE LAST TWO YEARS

A.P. CIRCLE

1. Abolition of V-35 RMS section.
2. Malpractice on the part of Record officer RMS 'TP' Dn. Chennai.
3. Provision of care-taker Post begumpet Speed Post Centre.
4. Discontinuance of bags from Guntakal RMS under the name of Project Arrow.
5. Anti-FNPO attitude by the Supdt. RMS 'V' Dn. Visakapatnam.
6. Problems in RMS 'TP' Dn.
7. Harassment meted out to FNPO members by PMG Kurnool Region.
8. Open favouritism by A.P. Circle Administration.
9. Non-sanction of CEA and RTF in A.P. Circle.
10. Questionable activities on the part of SRO RMS 'Z' Dn. Khazipet.
11. Non-forwarding of application by Circle office to Directorate.

ASSAM CIRCLE

1. Abolition of S-41 Section between TINSUKIA and LEDO.
2. Re-introduction of RMS Section (S-40) (Between Slichar-Lumding)
3. Non-grant of relaxation appointment to the daughter of Sri Bolendra Bora.
4. False allegation foisted by NFPE on the SSRM RMS 'GH' Dn. Guwahati.
5. Anti-FNPO attitude on the part of Circle Administration, Assam Circle.
6. Transfer of Circle Secretary
7. Unhelpful attitude of Chief PMG Assam.

BIHAR CIRCLE

1. Drastic closure/merger of RMS offices in RMS 'NB' Dn., Samastipur.
2. Irregular tenure postings of AHRO RMS 'PT' Division, Patna.
3. Drastic closure of RMS offices in Bihar Circle.
4. Merger/closure of RMS 'P' Dn. With RMS 'PT' Division.
5. Restoration of Record office in RMS 'C' Dn. Gaya and 'P' Dn. Howrah.
6. Re-transfer of S/Sri Jai karan Singh and Shasi Bhooskar.
7. Irregular transfer of HSG I post from Gaya RMS.
8. Shifting of NSPC, Motihari
9. Recovery of OT amount from RMS 'PT' Dn. Patna
10. Extension of duty hours in Speed Post Centre Patna.
11. Misusing of power by SRM RMS 'NB' Dn. Samastipur.
12. Re-opening of National Speed Post Centre, Gaya.
13. Closure of National Speed Post Centres in Bihar.
14. Re-organisation of Bhagalpur MRS.
15. Non-grant of Rule 38 transfer to officials of RMS 'C' Dn. Gaya
16. Restoration of Patna PSO.

DELHI CIRCLE

1. Non-grant of Special increment in c/w sterilization operation.
2. Non-disposal of petition submitted by an official Sri Lakhman Paul, S.A. Delhi RMS (Two Letters).

3. Case of Karan Singh (Case FR-56j)
4. Non-grant of promotion – case of Chittarsingh Delhi Air Mail Stg. Dn.
5. Deputing officials from Division to Division.
6. Non-drawal of increments – case of Sri A.K. Bhambri
7. Denial of appointment as S.A. in Delhi Air Mail Stg. Dn.

GUJARAT CIRCLE

1. Drastic action taken by SRM RMS 'AM' Division. (Ahmedabad).
2. Non – performance of OT duty.
3. Dropping of charge sheet.
4. Revision of working hours in CRC Ahmedabad.
5. Harassment meted out to members of National Union by Headsorter and ASRM of Rajkot RMS.
6. Irregular promotional order in LSG Cadre (Rajkot).
7. Non-filling up of LSG/HSG II/HSG I posts in RMS Gujarat Circle.

J & K CIRCLE

1. Non-grant of recognition to Circle union and Division union.

JHARKHAND CIRCLE

1. Non-filling up norm-based post in Jharkhand Circle.
2. Alleged irregular promotion to Sri B.K. Choudhry, RMS 'RN' Dn. Ranchi.
3. Detaining Exam. Papers at Ranchi.
4. Anti-FNPO activities of Supdt. RMS 'RN' Dn. Ranchi
5. Request for cancellation of punishment (Girivardari Prasad)

6. Proposed shifting of Divisional office and HRO RMS 'RN' Dn. Ranchi.

HARYANA CIRCLE

1. Imposing of statutory penalty for non-performance of OT duty.

KARNATAKA CIRCLE

1. Stop the proposed conversion of section to CMM Service.
2. Non-grant of HRO Post-Regarding. (P. Chenniapa Naik case)

KERALA CIRCLE

1. Alleged Goondaism by NFPE towards FNPO members. Case of RMS 'TV' Dn. Trivandrum.

MAHARASTHRA CIRCLE

1. Problems of PO & RMS Accountant.
2. Proposed closure of Parbhani RMS.
3. Non-grant of Rule 38 transfer – case of Sri A.C. Bondade.
4. Harassment to FNPO members in Nagpur MMS.
5. Vindictive attitude on the part of Manager, MMS Nagpur (A.J. Shaikh)
6. Change of Headquarters of L-35 Section.
7. Harassment meted out by SRM RMS 'F' Dn. Nagpur (3 Letters)

MADHYA PRADESH CIRCLE

1. Non-filling up of Drivers posts in MMS Bhopal.

ORISSA CIRCLE

1. Pilferage of revenue by purchasing spurious computer consumables – case of RMS 'BG' Dn. Berhampur.
2. Proposal for merger of Keonjhar garh sorting, Puri RMS and RO Howrah

with Jeypore Road RMS Khurda Road RMS.

3. Absent on the part of SRM RMS 'BG' Dn. Berhampur.

PUNJAB CIRCLE

1. Problems in Punjab Circle (acute shortage of staff and non-supply of Generator to Bhatinda RMS).
2. Harassment on the part of administration towards Circle Secretary, NUR 'C' Punjab Circle, Chandigarh.
3. Sexual Harassment on Smt. Paramjit Kaur of SRO Bhatinda (four letters)
4. Revengeful act on the part of the Circle administration.
5. Irregular retention of officer in Circle office and Divisional office, Punjab.
6. Recall of staff who are on deputation to various units in Punjab Circle.
7. Irregular retention of SRO Chandigarh beyond tenure period.
8. Shortage of staff in Chandigarh Stg.
9. Functioning of Tribune paper sorting in Chandigarh.

RAJASTHAN CIRCLE

1. Considering the petition of Sri M.S. Bhati, Circle Secretary NUR 'C'.

TAMILNADU CIRCLE

1. Non-grant of promotion to Sri V.S. Tirumalai RMS 'MA' Dn. Madurai.
2. Non-grant of promotion of LSG (Norm-based) to Smt. G. Kantha Ruby.
3. Goondaism towards loyal officials in c/w one day strike.

4. Non-conducting of DPC in time (MMS case).
5. Open favouritism by APMG (Staff) in Tamilnadu Circle.
6. Inefficiency on the part of Tamilnadu Circle Administration.
7. Dual standards adopted by the Chief PMG Tamilnadu Circle.

U.P. CIRCLE

1. Proposal for closure/merger of Hardwar RMS.
2. Construction of new building for Hardwar RMS.
3. Irregular transfer of officials by SRM RMS 'BL' Dn. Bareilly.
4. Transfer of Regional Secretary from 'A' Dn. Allahabad.
5. Reversion of PO & RMS Accountants into Stg. Asst. Cadre.
6. Maladministration on the part of SRM RMS 'G' Dn. Gorakhpur.
7. Non-grant of promotion to Dayaram, SA RMS 'BL' Dn.
8. Conversion of Mail Agent Sec into Mail Guard Sec (G-9)
9. Financial misuse and illegal activities by Sri R.S. Dubey, HRO RMS 'A' Dn. Allahabad.
10. Non-grant of promotion to Sri O.P. Gautam (Jhansi RMS).
11. Non-implementing of Directorate order in regard to tenure posting in RMS 'BL' Dn. Bareilly.
12. Irregular retention of officials in the tenure post.
13. Shifting of RMS Headquarters RMS 'SH' Dn.

14. Merger of Haridwar RMS and Deradun Stg. With SSPOs Dehradun.
15. Unmerciful act of SRM RMS 'G' Dn. Gorakhpur.

WEST BENGAL CIRCLE

1. Irregular filling of HSG II posts in RMS Divisions of West Bengal Circle.
2. Non-grant of promotion to Sri Swapan Kumar Baidya MMS Driver Kolkata.
3. Non-grant of promotion to FTP officials in West Bengal Circle.
4. Goondaism by NFPE R III Union in Kolkata Air Mail Stg. Dn.
5. Conversion/Replacement of MMS vehicles into CNG Model-Regarding.
6. Down-gradation of Air Mail Stg. Dn. Kolkata.
7. Non-grant of employment under relaxation of recruitment rules to the dependent of deceased.
8. Diverting inward mails from Asansol RMS, and Durgapur RMS to Burdwan RMS.
9. Rationalisation of Mail Arrangement in West Bengal Circle.
10. Recovery of Medical Claim from deceased MMS Driver.
11. Denial of promotion as HSG II – (case of Deepak Kumar Das)

COMMUNICATION FROM THE CHQ ON COMMON ISSUES

1. Revised norms for speed post centres
2. Abolition of Record offices.
3. Manning of Transit section/Transit Mail office.

4. CRC Norms.
5. Non-filling of Senior Manager and Manager in MMS (three letters)
6. Non-sanctioning of posts of Drivers and skilled Artisans in MMS.
7. Undue delay to public mails.
8. Meeting taken by the Secretary, Posts with FNPO and its affiliated unions held on 13-1-2009 – Discussion at DDG level on ATR on sectional charter of Demands (Only R III)
9. Replacement of sorting Assts. By mail Guards.
10. Changes in the Mail Arrangement in the name of Project Arrow.
11. Delay in delivery of Speed Post Mails.
12. Re-structuring of Speed Post operation, introduction Speed Post Stg. Hubs.
13. Cadre Restructuring in MMS.
14. Non-filling of Deputy Manager, MMS
15. Revival of competition for selection of best sorting Assts.
16. Request to withdraw new system of bag numbering in the Mail System.
17. Training to Stg. Assts.
18. Posting of ASPOs as Head of the Mail office in major inward TD office.
19. Appoint JTS as Chairman for DPC (MACP Promotion)

ITEMS FOR PERIODICAL MEETING

1. Non-filling up of post of Supdt. (Stg.) from General line.
2. Imposing statutory punishment for non-performance of OT duty.
3. Excess recruitment of LSG Supervisors under FTP scheme in Tamilnadu Circle.

ANDHRA PRADESH CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ										
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011		
		Q	D	Q	D	Q	D	Q	D	Q	D	
	'AG' Dn.	1000		2000		3000						
1.	Anantapur											
2.	Adoni											
3.	Cuddapah											
4.	Kurnool											
5.	Nandyal Stg.											
6.	Guntakal											
	'TP' Dn.			1900	1500	1900	1500	3000	200			
7.	Chittoor											
8.	Gudur											
9.	Nellore											
10.	RO 'TP' Dn. Chennai											
11.	Tirupati											
	'Z' Dn.	1000				1000				1000		
12.	Mancherial Stg.											
13.	Mehboob Nagar											
14.	Nalgonda											
15.	Nizamabad											
16.	Karim Nagar											
17.	Kazipeth											
18.	HRO 'Z' Dn. Hyd.											
	'Y' Dn.											
19.	Chirala Stg.											
20.	Tenali											
21.	Khammam											
22.	Gudur											
23.	Ongole											
24.	HRO Vijayawada											
	'V' Dn.			3000	1000	3000	1000	300				
25.	Eluru											
26.	Nidada Vole											
27.	Rajamundry											
28.	Samalkot											
29.	Srikakulam Road											
30.	Vizianagaram											
31.	HRO 'V' Dn. V. Patnam											
	Hyderabad Stg. Dn.							1280	6500	630		
32.	Hyd. Sorting											
33.	Hyd. Air Stg.											
34.	MMS Hyderabad											
35.	MMS Vijayawada											
36.	MMS Vishakhapatnam											
	TOTAL	2000	-	6900	2500	8900	2500	4580	6700	1630		

ASSAM CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'GH' Dn.			3000	-	3000	-	2000	-	5714	-
1.	Bongaigaon										
2.	North Lakhimpur										
3.	Rangia										
4.	Shillong Stg.										
5.	Tezpur										
6.	Guwahati										
	'S' Dn.			1600	200	1600	200				
7.	Agartala										
8.	Dimapur										
9.	Jorhat										
10.	Lumding Stg.										
11.	Tisukia										
12.	Silchar										
13.	MMS Guwahati										
	TOTAL			4600	200	4600	200	2000	-	5714	-

BIHAR CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'PT' Dn.										
1.	Patna RMS										
2.	Arrah			900		900					
3.	Buxar										
	HRO 'PT' Dn. Patna	2230	-	3600	2600	5830	2600	6141	10000	5000	-
	Patna CSO										
	Patna GPO Stg.										
	'P' Dn.							255			
4.	Bhagalpur	1300		455		1755		780			
5.	RO 'P' Dn. Howrah										
6.	Jamalpur										
7.	Kiul			1062		1062		445		752	
8.	Mokameh										
9.	HRO 'P' Dn. Patna			220		220					
	SRO Patna										
	'NB' Dn.										
10.	Barauni			1800	500	1800	500	1008			
11.	Darbhanga			2250	450	2250	450	576			
12.	Katihar			2050	450	2050	450	702			
13.	Mansi										
14.	Saharsa			350	200	350	200	144			
15.	Samastipur	1130		450	450	1580	450	920	7000	840	
	Khagaria										
	'U' Dn.										
16.	Chhapra			1180		1180					
17.	Motihari										
18.	Narkatiaganj			300		300					
19.	Muzaffarpur			2350	425	2350	425	500			
20.	Siwan			180		180					
21.	Hazipur			285		285					
22.	Sonepur										
	'C' Dn.										
23.	Dehri-on-sona			1725	875	1725	875	270			
24.	Gaya			3905	2500	3905	2500	2320	9000	5448	
25.	RO 'C' Dn. Howrah										
26.	Nawada										
27.	Sasaram										
	Jhanabad RMS			650		650		99		205	
	Donation (RMS Sentinal)										
28.	MMS Patna			500		500					
	TOTAL	4660		24212	8450	28872	8450	14160	26000	12245	

JHARKHAND CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'RN' Dn.										
1.	Bokaro Steel City	143		200	300	343	300				
2.	Daltanganj				1000		1000				
3.	Gomoh	600		280	700	880	700				
4.	Ranchi	475		800	400	1275	400	1000	1500		
5.	Tatanagar	940		680	500	1620	500	835		1676	
6.	Koderma										
	'DH' Dn.										
7.	Dhanbad				500		500	3595			
8.	Hazaribagh	267			200	267	200				
9.	BN Deoghar										
10.	Jasidih	304			500	304	500				
11.	Madhupur	143				143					
12.	Sahibganj Jorhat				300		300			700	
	TOTAL	2872		1960	4400	4832	4400	5430	1500	2376	

DELHI CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	Air Mail Stg. Dn.			7200		7200		12825	2750		14524
1.	S.J. Sorting										
2.	S.D. Stg.										
3.	D.I.M.C.										
4.	D/O HRO A/C Chankyapuri										
5.	Palam TMO										
	New Delhi Stg. Dn.	6300	1000	6800	5500	13100	6500	7000	500	8860	7300
6.	G.D.K. Stg.										
7.	Naraina Stg. (HRO (R))										
8.	N.D.R.S.T.M.O.										
9.	N.D.P.S.O.										
10.	HRO A/C/D/O Meghdoot										
11.	SPC										
12.	CRC										
	Delhi Stg. Dn.			2700		2700		3600	501	3600	
13.	RMS Bhawan Stg.										
14.	Delhi R.M.S.										
15.	Delhi PSO										
16.	MMS Dn. Delhi Delhi	3080		1000	2000	4080	2000	2850		5880	
	TOTAL	9380	1000	17700	7500	27080	8500	26275	3751	18340	21824

GUJARAT CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'AM' Dn.										
1.	Ahmedabad			8125	6500	8125	6500				
2.	Ahmedabad GPO Stg.										
3.	Gandhi Nagar Stg.										
4.	Himmat Nagar										
5.	Kalol										
6.	Mehsana			1345		1345					
7.	Palanpur										
8.	Virangam										
	'SR' Dn.										
9.	Ankleshwar										
10.	Bharuch										
11.	Surat										
12.	Valsad										
	'RJ' Dn.	1095		1825	1825	2920	1825	7376	8300	5544	
13.	Bhavnagar										
14.	Bhuj										
15.	Dhola										
16.	Jamnagar										
17.	Junagarh										
18.	Rajkot										
19.	Surendra Nagar										
20.	Amreli										
	'W' Dn.			11165	2700	11165	2700	4028		5098	
21.	Anand										
22.	Dabhoi										
23.	RO 'W' Dn. Ahd.										
24.	Godhra										
25.	Nadiad										
26.	Vadodara										
27.	MMS Ahmedabad										
	TOTAL	1095		22460	11025	23555	11025	11404	8300	10642	

HARYANA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ										
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011		
		Q	D	Q	D	Q	D	Q	D	Q	D	
	'HR' Dn.			4600		4600		2100				
1.	Ambala											
2.	Karnal											
3.	Kurukshetra Stg.											
4.	Panipat Stg.											
5.	Sonepat											
	'D' Dn.	2100		1350		2100	1350	4710			6336	
6.	Bhiwani Stg.											
7.	Faridabad Stg.											
8.	Gurgaon Stg.											
9.	Hissar Stg.											
10.	Rewari											
11.	Rohtak											
12.	HRO 'D' Dn. Hariyana											
	TOTAL	2100		4600	1350	6700	1350	6810			6336	

KARNATAKA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'Q' Dn.	300	501	400		700	501	750			
1.	Arsikere Stg.										
2.	HRO 'Q' Dn. Bangalore										
3.	Bangarpet Stg.										
4.	Birur Stg.										
5.	Davengere Stg.										
6.	Hassan Stg.										
7.	Mandya Stg.										
8.	Mangalore										
9.	Madakere Stg.										
10.	Mysore										
11.	Shimoga										
12.	Tumkur Stg.										
13.	Udupi Stg.										
	Court Case										
	'HB' Dn.				2000		2000	1710	2300		
14.	Bagalkot Stg.										
15.	Belgaum Stg.										
16.	Bellary Stg.										
17.	Bijapur Stg.										
18.	Dharwar Stg.										
19.	Gadag Stg.										
20.	Gulbarga Stg.										
21.	Hubli										
22.	Hospet Stg.										
23.	Raichur										
24.	RO 'HB' Dn. Sholapur										
	Bangalore Stg. Dn.			960		960		1000			
25.	RMS Bhawan Bangalore										
26.	Bangalore City										
27.	Bangalore T.D. Stg.										
28.	M.M.S. Bangalore	500		1000	1000	1500	1000		500		
	Donation (Court Case)										
	TOTAL	800	501	2360	3000	3160	3501	3460	2800		

KERALA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'EK' Dn.	500		1200	1500	1700	1500	1900	1900	1890	
1.	Alwaye										
2.	Cochin Air Stg.										
3.	Cochin I.M.C.										
4.	Ernakulam										
5.	Irinjalakuda Stg.										
6.	Kunnamkulam Stg.										
7.	Muvattupuzha Stg.										
8.	Thodupuzha Stg.										
9.	Trichur										
	'TV' Dn.	1700	400		350	1700	750	1250	1000	500	500
10.	Alleppy										
11.	Changanacherry										
12.	Kayamkulam										
13.	Kottarakara Stg.										
14.	Kottayam										
15.	Neyattinkara Stg.										
16.	Quilon										
17.	Thiruvalla										
18.	Trivandrum										
	'CT' Dn.	750		2400	850	3150	850	500			500
19.	Badagara										
20.	Kannur										
21.	Kasargod Stg.										
22.	Kuttipuram Stg.										
23.	Ottapalam Stg.										
24.	Palghat										
25.	Shoranur										
26.	Tellicherry Stg.										
27.	Tirur										
28.	M.M.S. Ernakulam									240	
29.	MMS TVM										
	TOTAL	2950	400	3600	2700	6550	3100	3650	2900	2630	1000

MAHARASHTRA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'F' Dn.			900	300	900	300	2000			
1.	Akola										
2.	Amraoti										
3.	Chandrapur										
4.	Gondia										
5.	Malkapur Stg.										
6.	Nagpur										
7.	Wardja										
8.	Yeotmal Stg.										
	'B' Dn.	885		2065	1500	2950	1500	7246		4320	
9.	Ahmednagar										
10.	Latur Stg.										
11.	Poona										
12.	Poona City										
13.	Sholapur										
	HRO 'B' Dn. Pune										
	Donation										
	'B' Dn.										
14.	Aurangabad										
15.	RO 'L' Dn. Mumbai										
16.	Bhusawal										
17.	Dhulia										
18.	Jalgaon										
19.	Manmad										
20.	Nanded										
21.	Nasik Road										
22.	Parbhani										
23.	Chalisgaon Stg.										
	'BM' Dn.			1800	750	1800	750	2100	2900		
24.	RO 'BM' Dn. Belgaum										
25.	Karad Stg.										
26.	Kolhapur										
27.	Miraj										
28.	Panaji Stg.										
29.	Ratnagiri Stg.										
30.	Satara Stg.										
31.	Kodol Stg.										
32.	AMPC Mumbai Dn.										

MAHARASHTRA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	Air Mail Stg. Dn.	855	-	860	1250	1715	1250	1964	-	1025	
33.	APSO Fgn.										
34.	APSO Inland										
35.	SPC Mumbai										
36.	North Mumbai Stg.										
	APSO Mumbai										
	Vilaparle East										
	Central Stg. Dn.				200		200				
37.	Dadar Stg.										
38.	Sion Stg.										
39.	Thana Stg.										
40.	Kalyan										
	Mumbai Stg. Dn.			35		35					
41.	Mumbai										
42.	Byculla Stg.										
43.	Byculla PSO										
44.	Panvel HO Stg.										
45.	CPSO Mumbai										
46.	DO/HRO Mumbai										
47.	CSTMO Mumbai										
48.	MMS Mumbai			4300	1650	4300	1650			8000	
49.	MMS Poona			1000		1000		105			
50.	MMS Nagpur	1200			500	1200	500		1500		
	TOTAL	2940		10960	6150	13900	6150	13415	4400	13345	

M.P. CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ										
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011		
		Q	D	Q	D	Q	D	Q	D	Q	D	
	'MP' Dn.	510		1575	375	2085	375	1650				
1.	Betul											
2.	Bina											
3.	Bhopal CSO											
4.	Gwalior											
5.	Itarsi PSO											
6.	RO 'MP' Dn. Jhansi											
7.	Bhind											
	'ID' Dn.											
8.	Burhanpur											
9.	Indore											
10.	Khandwa											
11.	Ratlam											
12.	Mandsaur											
13.	Ujjain											
14.	Neemuch											
15.	Mhow											
	TOTAL	510		1575	375	2085	375	1650				

CHATTISGARH CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-06 to 31-8-06		1-9-06 to 31-3-07		1-4-06 to 31-3-07		1-4-07 to 31-3-08		1-4-08 to 30-9-08	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'RP' Dn.			1200	1300	1200	1300	4000	6000		
1.	Raipur										
2.	Bilaspur										
3.	Chhindwara										
4.	Durg										
5.	Jagdalpur										
6.	RO 'RP' Dn. Nagpur										
7.	Raigarh										
	'JB' Dn.										
8.	Jabalpur										
9.	Katni										
10.	Sagar										
11.	Satna										
12.	Chhattarpur										
13.	Rewa										
14.	Piparia										
	TOTAL			1200	1300	1200	1300	4000	6000		

ORISSA CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'K' Dn.			1770	450	1770	450	530		60	
1.	Balangir Stg.										
2.	RO 'K' Dn. Howrah										
3.	Jharsuguda										
4.	Kesinga										
5.	Rourkela										
6.	Sambalpur										
7.	Titlagarh										
	'N' Dn.			4000		4000		2000	1500		
8.	Balasore										
9.	Bhadrak										
10.	Bhuvaneshwar										
11.	Cuttach										
12.	Dhenkanal										
13.	RO 'N' Dn. Howrah										
14.	Jaipore Road										
15.	Kendrapara Stg.										
16.	Khurda Road										
17.	Puri										
18.	Baripada										
	'BG' Dn.			4800	1000	4800	1000				
19.	Berhampur										
20.	Jeypore 'K' Stg.										
21.	Parlekhamundi Stg.										
	TOTAL			10570	1450	10570	1450	2530	1500	60	

PUNJAB CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'LD' Dn.	2400	1100	1800	700	4200	1800		3000		
1.	Bhatinda										
2.	Chandigarh Stg.										
3.	Dhuri										
4.	Ferozpur										
5.	Ludhiana										
6.	Patiala										
7.	Ropar										
	'I' Dn.	2200		1250	1850	3450	1850	3850	4200	2570	
8.	Amritsar										
9.	Batala										
10.	Hoshiarpur										
11.	Jullunder City										
12.	Pathankot										
	TOTAL	4600	1100	3050	2550	7650	3650	3850	7200	2570	

RAJASTHAN CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'J' Dn.			1020	500	1020	500	1371		780	
1.	Ajmer										
2.	Beawar										
3.	Bhilwara										
4.	Chittorgarh										
5.	Dungarpur										
6.	Falna										
7.	Marwar Jn.										
8.	Udaipur										
	'JP' Dn.			2700		2700				1152	500
9.	Phulera										
10.	Alwar										
11.	RO 'JP' Dn. Agra										
12.	Bandikui										
13.	Bharatpur										
14.	RO 'JP' Dn. Delhi										
15.	Jaipur										
16.	Jaipur CSO										
17.	Jhunjhunu										
18.	Kota Jn.										
19.	Sikar										
20.	Sawai Madhopur										
	'ST' Dn.			2000		2000				1734	
21.	Bikaner										
22.	Churu										
23.	Jodhpur										
24.	Pali										
25.	Ratangarh										
26.	Sriganganagar										
27.	MMS Jaipur										
	TOTAL			5720	500	5720	500	1371		3666	500

TAMILNADU CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'CB' Dn.			4000		4000		3500	200	5900	
1.	HRO 'CB' Dn.										
2.	Dharmapuri Stg.										
3.	Erode	500				500					
4.	Pollachi Stg.										
5.	Salem Jn.										
6.	Tirupur Stg.										
7.	Ooty										
	'M' Dn.			150		150		950		2500	
8.	Arkonam										
9.	Jollarpettai										
10.	Katpadi										
11.	HRO 'M' Dn. Chennai										
12.	Chennai Stg. Dn.	6000			6100	6000	6100	20500	15400	8400	500
13.	APSO Chennai	5000			2000	5000	2000	19200	500	5000	
	'MA' Dn.			3305		3305		4104			
14.	Kavilpatti Stg.										
15.	Karaikudi Stg.										
16.	Dindigul		30				30				
17.	Madurai										
18.	Nagercoil										
19.	Paramakudi Stg.										
20.	Tenkasi Stg.										
21.	Tirunelveli Stg.										
22.	Tuticorin Stg.										
23.	Virudhunagar										
	'T' Dn.			1000	2000	1000	2000	3546	5500	2544	1000
24.	Ariyalur Stg.										
25.	Chengalpur Stg.										
26.	Chidambaram										

TAMILNADU CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
27.	Kumbakonam										
28.	Mayaladuthurai Stg.										
29.	Pudukottai Stg.										
30.	Pattukottai Stg.										
31.	Thanjavur										
32.	Tindivanma										
33.	Tirupapaliyur										
34.	Tiruvarur										
35.	HRO 'T' Dn. Trichy										
36.	Tiruvannamalai Stg.										
37.	Villupuram										
38.	Virudhachalam										
39.	Karur Stg.										
40.	MMS Madurai							1300			
41.	MMS Coimbatore										
42.	MMS Chennai			1800	1000	1800	1000				
	TOTAL	11500	30	10255	11100	21755	11130	53100	21600	24344	1500

U.P. CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	'A' Dn.	6540		2100	2000	8640	2000	2500	5000	3000	
1.	Allahabad										
2.	Fatehpur										
3.	Mirzapur										
4.	Mughal Sarai										
5.	Pratapgarh										
6.	Rai Bareilly										
7.	Varanasi										
	'KP' Dn.			2000		2000				1000	
8.	Aligarh										
9.	Bulandshahar										
10.	Etawah										
11.	Farukhabad										
12.	Kanpur										
13.	Shikohabad										
14.	Tundla										
15.	Khurja										
16.	Hathras										
	'X' Dn.	2110				2110		600		1680	
17.	Oral										
18.	Agra										
19.	Banda										
20.	Jhansi										
21.	Mathura										
	Individual Donation										
	'G' Dn.	895		3010		3905		2965		2472	
22.	Azamgarh										
23.	Ballia										
24.	Basti										
25.	Deoria										
26.	Ghazipur										
27.	Gonda										

U.P. CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
28.	Kheri										
29.	Gorakhpur										
30.	Pilibhit										
31.	Sitapur										
	G-9 Sec										
	MAU RMS										
	Court Case Donations										
	'BL' Dn.	3005		400		3405		1050		2898	
32.	Bareilly										
33.	Moradabad										
	Shajhakanpur										
	'SH' Dn.	3495		4000	500	7495	500	6000		6000	
34.	Hapur										
35.	Dehradun Stg.										
36.	Ghaziabad										
37.	Haridwar										
38.	Meerut Cantt										
39.	Muzaffarnagar										
40.	Najibabad										
41.	Saharanpur										
	'O' Dn.	1600		1040		2640		2540			
42.	Faizabad										
43.	Bara Banki										
44.	Jaunpur										
45.	Sultanpur										
46.	Lucknow										
	KAS GANJ										
47.	MMS Varanasi										
48.	MMS Kanpur										
49.	MMS Agra										
	TOTAL	17645		12550	2500	30195	2500	15655	5000	17050	

WEST BENGAL CIRCLE

Sl. No.	Name of Branch	Quota sent to CHQ									
		1-4-2008 to 31-9-2008		1-10-2008 to 31-3-2009		1-4-2008 to 31-3-2009		1-4-2009 to 31-3-2010		1-4-2010 to 30-1-2011	
		Q	D	Q	D	Q	D	Q	D	Q	D
	W.B. Circle								20000		
	'SB' Dn.										
	Howrah RMS										
1.	Adra										
2.	Bankura										
3.	Contai Road										
4.	'SB' Dn. Howrah										
5.	Kharagpur							648	450	1100	
6.	Midnapore										
7.	Panskura										
8.	Purulia										
	'SG' Dn.										
9.	Alipurdura										
10.	Malda										
11.	Siliguri										
	'WB' Dn.										
12.	Asansol			600		600		1100		1000	
13.	Bandel										
14.	Burdwan			300		300		450		500	
15.	Durgapur			300		300		450		500	
16.	Howrah RMS			1800	2000	1800	2000	4800		4300	
17.	Serampore										
	'H' Dn.										
18.	Barasat			360		360					
19.	Berhampur									864	
20.	'H' Dn. HQ Kolkata										
21.	Krishnanagar										
22.	Ranaghat										
23.	Sainthia									1000	
	'H' Dn. Sealdaha			3600		3600				5400	
24.	Kolkata RMS Dn.	8500				8500				9010	
25.	Kolkata Air Stg. Dn.	16900				16900		9750			
	Kolkata GPO RP Stg.										
	M.M.S. Dn.			900		900		750	1000	2250	
26.	Calcutta										
27.	Siliguri										
28.	Howrah										
29.	Asansol										
30.	Kalighat										
	TOTAL	25400		7860	2000	33260	2000	17948	21450	25924	

FNPO
NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP-C
Receipts and Payment Account for the period 31st March 2009
1-4-2008 TO 31-3-2009

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
To Opening Balance	18,844	By RMS Sentinel Account	98,008.00
To Donation	72,081	” Postage	4,955.00
CIRCLEWISE DETAILS OF RECEIPTS :		” Telephone/Telegram Exp.	17,287.00
Andhra Pradesh	8,900.00	“ CHQ. Exp.	36,000.00
Assam	4,600.00	“ Xerox	1,206.00
Bihar	28,872.00	“ CHQ Licence Fee	3,450.00
Jharkand	4,832.00	“ Feliciation	3,390.00
Delhi	27,080.00	“ Stationeries	1,029.00
Gujarat	23,555.00	“ Conveyance	841.00
Haryana	6,700.00	“ EB Charges	2,150.00
Karnataka	3,160.00	“ UNI	5,000.00
Kerala	6,550.00	“ Fax	48.00
Maharastra	13,900.00	“ TA	559.00
Madhya Pradesh	2,085.00	“ Printing	11,910.00
Chattisgarh	1,200.00	“ Sumptuaries	2,348.00
Orissa	10,570.00	“ Pay Commission Reports	695.00
Punjab	7,650.00	“ Annual Report	21,020.00
Rajasthan	5,720.00	“ TA/DA to CHQ **	
Tamilnadu	21,755.00	Circle Sec to AIC	39,980.00
U.P.	30,195.00	“ Audit Fees	2,809.00
West Bengal	33,260.00	“ A/Cs Prepare Exp.	1,234.00
Bank A/c FD Receipt	50,000.00	“ Cash at Bank FD	1,00,000.00
Int. Recd. from Bank	8,583.00	“ Cash in hand	36,173.00
	3,90,092.00		3,90,092.00

R.N. SHARMA
Financial Secretary

SUBARATO CHOUDHRY
President

D. THEAGARAJAN
General Secretary

FNPO

NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP-C

Receipts and Payment Account for the period Ending 31st March 2010

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
To Opening Balance	36,173.00	By RMS Sentinal	1,08,151.00
" Donations	1,19,101.00	" Postage	14,112.00
CIRCLEWISE DETAILS OF RECEIPTS :			
Andhra Pradesh	4,580.00	" Telephone/Telegraph including internet CHQ	11,878.00
Assam	2,000.00	" Xerox	1,053.00
Bihar	14,160.00	" CHQ EXpenses	36,000.00
Jharkand	5,430.00	" CHQ Licence Fees	4,020.00
Delhi	26,275.00	" Felicitation	325.00
Gujarat	11,404.00	" Stationeries	67.00
Haryana	6,810.00	" Conveyance	16,892.00
Karnataka	3,460.00	" EB Charges	826.00
Kerala	3,650.00	" UNI	10,000.00
Maharastra	13,415.00	" Furniture	3,600.00
Madhya Pradesh	1,650.00	" Strike Exp.	9,632.00
Chattisgarh	4,000.00	" Deligate fee for Federal Congress	5,600.00
Orissa	2,530.00	" CHQ Maintenance	1,250.00
Punjab	3,850.00	" Bank A/C (FD)	1,02,224.00
Rajasthan	1,371.00	" Bank A/C (FD)	50,000.00
Tamilnadu	53,100.00	" Cash in Hand	73,156.00
Uttar Pradesh	15,655.00		
West Bengal	17,948.00		
To Cash at Bank (FD)	1,00,000.00		
Int. Recd. from Bank	2,224.00		
	4,48,786.00		4,48,786.00

R.N. SHARMA
Financial Secretary

SUBARATO CHOUDHRY
President

D. THEAGARAJAN
General Secretary

FNPO

NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP-C

Receipts and Payment Account for the period 31st January 2011

1-4-2010 TO 31-1-2011

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
To Opening Balance	73,156.00	By RMS Sentinel Account	88,644.00
To Donation	24,824.00	” Postage	5,119.00
CIRCLEWISE DETAILS OF QUOTARECEIPTS :		” Telephone including CHQ Internet	8,844.00
Andhra Pradesh	1,630.00	“ CHQ. Exp.	30,000.00
Assam	5,714.00	“ Xerox/Fax	540.00
Bihar	12,245.00	“ Felicitations	5,517.00
Jharkand	2,376.00	“ Stationeries	1,078.00
Delhi	18,340.00	“ Conveyance	350.00
Gujarat	10,642.00	“ INTUC Affiliation Fee	22,720.00
Haryana	6,336.00	“ TA	11,774.00
Karnataka	-	“ TA/DA to Sri. Deepak Mukurjee	3,310.00
Kerala	2,630.00	“ CHQ Maintenacne	5,730.00
Maharastra	13,345.00	“ AIC A/Cs Preparation Exp.	4,310.00
Madhya Pradesh	-	“ Loan to Federation	20,000.00
Chattisgarh	-	“ Cash at Bank FD	1,50,000.00
Orissa	60.00	“ Cash in hand	48,748.00
Punjab	2,570.00		
Rajasthan	3,666.00		
Tamilnadu	24,344.00		
U.P.	17,050.00		
West Bengal	25,924.00		
Bank A/c FD Receipt	1,52,224.00		
Int. Recd. from Bank	9,608.00		
	4,06,684.00		4,06,684.00

R.N. SHARMA
Financial Secretary

SUBARATO CHOUDHRY
President

D. THEAGARAJAN
General Secretary

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