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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

No. 1

JANUARY 2010

MORE CHALLENGES IN 2010

FNPO wishes its members a happy New Year.

THE YEAR THAT ENDED : Implementation of mere recommendation of the Pay Commission, and GDS Committee reports payment of II instalment of areas were good developments. The raising of ceiling limit for Bonus Payment was a magnificent achievement.

PRICE RISE : The Govt. could not control the prices. The employees are suffering.

SERVICES : The Department introduced several schemes only to cause delay to mails. Closure of offices, restructuring etc. are moves against the interests of services. When we complained about the abnormal delay to mails including speed post the department denied. Recently in a communication, the Department expressed deep concern over the delay. In a recent conference of top officers it was decided to launch more attack on the services. The result will be beneficial to couriers.

AGITATION :

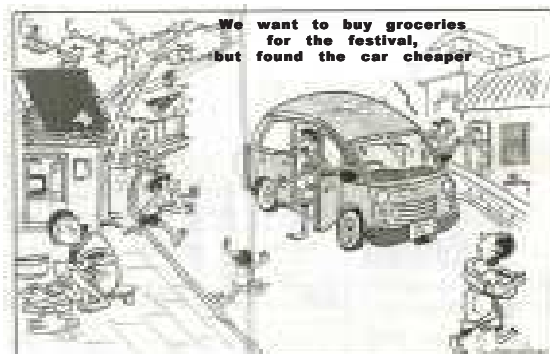
We proposed to go on strike. The Department gave assurances to stop closure etc. As usual, agreement was flouted and new measures in the name of 'Project Arrow' have started. It is an Arrow shot in the chest of workers. We have to seriously consider whether we can believe the assurances of the Department in future.

OUR TASKS : We have to set priorities for the year.

1. The defects in Pay commission recommendations should be rectified through Anomaly committee and cadre restructuring.
2. Court cases should be settled for recognition of Federation and unions.
3. Negotiation for Departmental council and periodical meetings should be restored, terminating the 'holiday' enjoyed by the officers.
4. Public opinion should be mobilised against price rise.
5. Post office should concentrate on Postal activity instead of converting it to a "Super Market".

Let us pray that good senses prevail on the concerned.

Let us dedicate to work hard and protect the services.



CARTOON Courtesy : The Hindu

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LIST OF OFFICE BEARERS OF FNPO

	S/Sri		
President	T.N. Rahate	Postman	Tank Road, Mumbai - 400 033.
Working President		Rajat S Das	Supervisor HSGII Foreign Post Kolkata
Vice President	1. Shakeel Ahmed Burney	Sub Postmaster	Krishna Nagar PO, Bulandsher
	2. G.P. Muthukrishnan	BCR PA	Anna Road H.O., Chennai - 22.
	3. Subhash Chaudhry	Stamp Vendor	Indra Prashtha H.O., New Delhi - 110 002
Secy-General	4. K. Gunasekaran D. Theagarajan	Postman BCR SA	Royapettah P.O. Chennai - 14. Chennai Sorting Division, Chennai - 600 003.
Deputy Secy. General	B.S. Kashid	SPM	Court Road P.O., Beed 431 122, Maharashtra
Asst. Secy. Gen. I	1. C.P. Nayi	Mail Overseer	Naurangpura H.O. Ahmedabad
	2. B. Shivkumar	P.A.	Basavangudi P.O. Bangalore 560 004
	3. Sekhar Mukherjee	Postman	Salkia H.O. Howrah, West Bengal
	4. G. Shankar Goud	SPM	Echoda P.O., Adilabad, A.P.
	5. D. Rajendran	Mail Guard	Chennai Sorting Division Chennai - 600 003.
Secy. (Finance)	Brij Mohan	Treasurer	District Court P.O., Delhi - 54.
Asst. Secy. (Fin)	Sham Singh	P.A.	New Delhi H.O.

LIST OF GENERAL SECRETARIES

1. D. Kishen Rao	General Secy. NUPE-C	10-D, Delhi Administrative Officers Flats, Vikas Puri, New Delhi - 110 018.
2. T.N. Rahate	General Secy. NUPE-PM & Gr.D	Tank Road, Mumbai - 400 033.
3. D. Theagarajan	General Secy. NUR-C	Chennai - 600 044.
4. Abdul Haffiz Siddiq	General Secy. NUR MG & Gr. D	Razananzil, Himanganj, Lucknow - 226 004.
5. P.U. Muralidharan	General Secretary NUGDS	Downhill P.O., Malappuram - 676519 (Kerala)
6. O.P. Khanna	General Secy. AIPAOA	PA, O/o. CPMG, Delhi Circle, New Delhi - 1.
7. H.L. Ramteke	General Secy. AIPAOA	UDC, O/o. D.O.P. A/Cs, Nagpur - 440 001.
8. Partha Pratim Ghri	General Secy. Civil	Village Taipur, Post Ragpur Dist Hooghly, 712 415, West Bengal
9. S.P. Kulkarni	General Secretary IPSCO Staff Assn.	1444-A ward, Rajghat Road, Shivaji Peth, Kolhapur-416 012

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JYOTI BASU IS NO MORE

The Vetern trade union leader and long time
Chief Minister of West Bengal died. FNPO mourns his death

COMMUNICATIONS FROM FNPO JANUARY 2009 TO DECEMBER 2009

JANUARY 2009

1. Additional duties of Postmen/Delivery staff.
2. Curtailment of delivery
3. After sales service Training to the PLI Staff.
4. Pending issues of Postal Employees.
5. Strike by NFPE & AIGDS Union from 17-12-2008 to 19-12-2008 - case of W.B. Circle.
6. Recognition to Indian Postal SBCO Staff Assn

FEBRUARY 2009

1. Misinterpretation of 'Project Arrow'
2. Setting up of Departmental Anomaly Committee of Department of Posts.
3. Indirect action to close down the Guntakal RMS.
4. Grant of Transport Allowance to Group 'D' officials.
5. Grant of Rule 38 transfer from Postal to RMS wing.
6. Irregular grant of extension of tenure in the post of PLI Development officer
7. Curtailment of delivery in Hyderabad / Secunderabad.
8. Non-acceptance of declarations from GDS of Ratnagiri Postal on (Maharashtra) by DDO.
9. Malfunctioning of Development officers in PLI T.N Circle.
10. Irregular tenure postings in RMS 'N' Dn. Cuttack Orissa Circle 31/Oris/2008.
11. Recognition to NUGDS.
12. Delay in implementation of approved merger of Accounts wing of the Dept. of Posts and Dept. of Telecom.
13. Adopting delaying tactics by APMG (Staff) T.N. Circle.
14. Irregular posting and allotment in LSG posting in SBCO.
15. Absorption of Liftman of Howrah H.O. and RMS Building.
16. Non-recruitment of Group 'D' officials in West Bengal Circle.
17. Allegations against Sri T. Narsi Reddy, then SPOs, Machilipatnam Division A.P. Circle.
18. Curtailment of delivery and introduction of Single delivery system in Hyderabad/Secunderabad.
19. Repairs to T-24, Atul Grove Road, New Delhi - 110 021 - Federation office.
20. Goondaism towards loyal officials.
21. Irregular grant of promotion to Circle Secretary P IV
22. Grant of House Building Advance
23. Recruitment under sports quota Tamilnadu Circle-
24. Change of timings of the LGO Examination.
25. Training to non-matriculate Group 'D' officials
Creation of Postmasters' Cadre

MARCH 2009

1. Anomaly in fixation of pay.
2. Grant of Special Allowance to JAO qualified officials
Enhanced Bonus Ceiling to GDS.
3. Outsourcing of Postal functions
4. Non-drawal of revised pension to pensioners of Post - 2006 year.
5. Subjects for National Anomaly Committee.

6. Grant of Child Care Leave to Women employees.
7. Action Taken Report of on sectional charter of Demands and follow-up action.

APRIL 2009

1. 8th Federal Congress of Federation of National Postal Organisations
2. Strike by NFPE in West Bengal Circle.
3. Verification of Membership for recognition of Service Association - Procedures.
4. Consolidation of the processing of International LC/AO Mails.
5. Non-payment of incentive for delivering Speed Post articles
6. Briefing session on 17-4-2009 on study Tour.
7. Setting up of Departmental Anomaly Committee of Dept. of Posts - Nomination of representatives from Staff Side.
8. Curtailment of delivery in Hyderabad/Secunderabad.
9. Recognition to NUGDS.

MAY 2009

1. Delegation of India Post to Deutsche Post - Debriefing the session on 12-5-2009 at the Directorate.
2. VIII Federal Congress of FNPO.
3. Change of Headquarters of RMS Section L-35 (Mumbai to Bhusawal)
4. Non-grant of promotion to physically challenged person.
5. Harrassment meted out to woman official by Postmaster, Kannur H.O. Kerala Circle.
6. Illegal activities on the part of Sri R.S. Dubey HRO RMS 'A' Dn. Allahabad.
7. Cadre Re-structuring.
8. Revision in the rates of Family Planning Allowance to Central Govt. employees.
9. Non-grant of transfer to GDS, Tirupattur Division.
10. Irregular tenure postings in RMS 'N' Dn. Cuttack Orissa Circle.

JUNE 2009

1. Misusing the power of SPM Paldi P.O. Gurajat
2. VIII Federal Congress - List of office - bearers.
3. Amendments to the Constitution.
4. Recruitment under Sports quota in Tamilnadu Circle.
5. Modified Assured Career Progression Scheme (MACPS) for the Central Govt. employees.
5. 8th Federal Congress.
6. ACP Scheme.
7. Issue of no objection certificate.

JULY 2009

1. Nomination for Circle sports Board.
2. LGO Examination - change of eligibility
3. Gross violation of procedures while implementing 'Project Arrow'
4. Irregular activities of SSP, Saharanpur Dn. on the verification of Union Membership.
5. Irregular orders issued by the Circle office, Jharkhand.
6. Adopting delaying tactics by APMG (Staff) T.N. Circle.

NATIONAL ANOMALY COMMITTEE MEETING

The first meeting of National Anomaly Committee (NAC) was held at North Block (Room No. 119), New Delhi on 12th December, 2009. The following Agenda items were tabled by the JCM (Staff Side) for discussion in the Anomaly Committee Meeting.

Pay Fixation in case of merger of pre-revised pay scale.

Denial of monetary benefit in the matter of fixation of pay while granting higher replacement scale.

Fixation of pay in Revised Pay Scale.

Fixation of pay for new recruits in the Grade Pay of Rs. 4200/-

On Revised Pay Rules, 2008.

Benefit of Promotion.

Fixation of pay on promotion.

Re-fixation of Pension/Family Pension.

Anomaly in Pension for Government Servants who retired/died in harness between 1-1-2006 and 1-9-2008.

Commutation of Pension.

Grant Revised Allowances with effect from 1-1-06.

Transport Allowance.

Increase of TA (Transport Allowance) at par with PB-3.

Revision of existing allowances.

Parity in Pension of all pre 1996 retirees with those who retired on or after 1-1-1996.

Anomaly in Revised Pension to pre 2006 retirees.

Disparity in Pension/Family Pension between pre and post Pensioners/Family Pensioners.

Anomaly in Pension to those retiring within first 9 months of 2006 not fully rectified.

Revision of Pension of those who retired during the period 1-1-2006 to 1-9-2008.

Allowance - Daily Allowance on Tour.

50% of Revised Pay Band + Grade Pay not correctly determined.

Revision of Pension of those who are receiving two pensions.

Special provision for those who retired on or after 1-1-2006 but retain pre-revised scale of pay.

Commutation of Additional Pension or retrospective revision of Pension in respect of post 31-12-2005 retirees.

Application of new commutation factor recommended by VI CPC - Contrary to Rules and judicial directions.

Commutation of revised pension.

Constant Attendance Allowance.

Grant of Grade Pay of Rs. 5400/- in PB-2 for Asstt. Accounts/Audit Officers.

Revision of Base Index for D.A.

Bench Mark in AICPI Scheme for grant of DA/DR w.e.f. 1-1-2006 on CPC VI level pay / pension restructuring.

Child Care leaves in respect of Central Government Women employees as a result of Sixth Pay Commission Report.

Commulative loss in wages as a result of new fixation formula on promotion to the next higher grade.

New Recruits getting more pay than promotees in the same Pay Band and Grade Pay.

Re-opening of option for fixation of pay on promotion.

Re-option to those promoted prior 2-9-2008.

Income Criteria in respect of parents and Widowed/Divorced/Unmarried daughters.

Waiver of recovery of higher DA/DR drawn during the period from 1-1-2006 to 31-8-2006.

Anomaly in fixing Grade Pay.

Anomaly due to not applying informally the multiplication factor of 1.86 in fixing the minimum pay in all the revised pay bands applying different.

Grant of Notional increment as may be due on the first day July of following the superannuation/ death in service for computation of emoluments/ average emoluments for pensionary benefits.

Fixation of pay on promotion to a post carrying the same Grade pay.

Removal of anomalies in Modified Assured Career Progression Scheme.

Before the 6th Pay Commission, There were 3 HAG Scales of Pay Namely 22400-24500, 22400-26000 & 24050-26000-Pension anomaly on 6th CPC.

Anomaly in the Pay Scale/Pay Band and Grade Pay of Library Information Assistants.

**LIST OF AGENDA ITEMS FOR DISCUSSION IN THE ANOMALY COMMITTEE
MEETING OF THE DEPARTMENT OF POSTS**

1. Placement of TBOP/BCR PA/SA at lower level in comparison to same cadre in Telecom
2. Denial of Higher Pay Scale and also denial of special allowance of PO & RMS Accountants for fixation of pay on promotion
3. Anomaly of omission of grant of PB2 to Postal Machine Assistants renamed as Technical Postal Assistants
4. Head Mailman - disturbance of relativity with Postman/Mail Guard following 5th CPC
5. Charge Hand - Placement of Charge Hand in PB-2 rather than its merger with Artisan Grade I
6. Artisan Grade I - Common cadre including Railways and Defence - Parity from 01-01-1996
7. Data Entry Operators - Lower placement than other Central Government Departments
8. Cash Handling Allowance to PO & RMS Treasurer - allowing allowance at par with cashiers in administrative offices
9. Sorters in DAP - relativity disturbance from 5th CPC compared to Postman cadre
10. Grant of Supervisory allowance to LSG/HSG II/HSG I supervisors - non grant of grades supervisory allowance
11. Anomaly in connection with revision of pay scale of BCR Group D (now multi skilled Group C) - non grant of PB-1 with Grade Pay of Rs. 1900
12. Supervisory Allowance for Head Postman/Overseer Postman
13. TA/DA to Mail Overseer
14. Higher Pay Scale to PA/SA Supervisory Posts
15. Anomaly in pay fixation of Stenographers
16. Grant of Pay Scale to drivers equal to Postal Assistant (reference in accordance with judgment of High Court of Madras)

Anomaly in Pension of those in receipt of Stagnation increments in pre-revised Pay Scale. Disparity in Pay Scales and status : Officers in Stenographers Grade.

Date of Annual increment in EOL cases.

15 years period fixed for restoration of commuted Portion of Pension (CPOP) is arbitrary and unjustified being contrary to the principle enumerated by the 6th CPC and laid down by the apex court.

Anomalies in the matter of Pay Scales of Stenographers.

Anomalies in the Pay Scales of official language staff.

Assigning higher Grade Pay of Rs. 4600/- to Administrative Officer Gr. III private secretary in subordinate offices.

Grant of higher Grade Pay for the physical education Teachers, Primary School Resource Teachers, Music/Art Teachers, Librarians, Craft Instructors etc. in the Education Department of Andaman and Nicobar Administration.

Grant of higher Grade Pay for Head Masters (Primary) and Head Masters (Middle).

Rectification of Anomaly in the Revised Pay Structure of the Common category of Auxiliary Nursing Midwife (ANM), Lady Health Visitor

(LHV) and Public Health Nurse (PHN) in the Union Territory of Puducherry.

Rectification of Anomaly in the revised Pay Structure of Data Entry Operator (Common Category in the Union Territory of Puducherry). Rectification of Anomaly in the revised Pay Structure of Investigator in Planning and Research Department in the Union Territory of Puducherry.

Rectification of Anomaly in the revised Pay Structure of Public Relations Assistant in Information and Publicity Department in the Union Territory of Puducherry

Rectification of Anomaly in the revised Pay Structure of Statistical Staff, (Fied Supervisor, Statistical Inspector, Statistical Officer and Deputy Director Working in the union Territory of Puducherry).

The meeting was chaired by the Secretary, DOP(T) and participated by staff side and official side members. The trend of discussions was positive as the official side reaction on some items was encouraging and generating hope for settlement. However, a few items were only dealt on 12th December and in the subsequent meetings, a good number of issues is expected to be dealt.

From the Desk of Secretary General

The year 2009 ended with some achievements and many drawbacks.

WEBSITE FOR FNPO

Last January, we started website. We are updating website.

CIRCULARS AND FEDERAL SENTINEL

We have issued ten circulars and two Federal Sentinels.

COMMUNICATIONS

We have exchanged 128 Communications to various level such as Directorate and Chief PMGs.

MEETINGS

No Periodical meeting, Anomaly committee Meeting (Department) and Departmental Council Meeting were not conducted during the year 2009. We have sent letter to the Dept. to conduct the meetings at the earliest.

FEDERAL CONGRESS

Federal Congress was conducted in the month of May 2009 at Ahmedabad. New Office bearers were elected unanimously with the co-operation of all affiliates.

POSTAL PROBLEMS

The Dept. introduced a number of schemes. In the name "Project Arrow" many Post offices were given face-lifting. The Group 'C' officials of Post Offices were not cared by the Dept. in the year 2009 in spite of our maximum efforts.

POSTMEN

The nodal delivery system, merger of beats and new norms for Postmen were the woes of the Postman for the year 2009.

RMS

The Dept. decided to close down the RMS offices. However it was deferred due to united struggle.

ADMINISTRATION

Circle offices are facing shortage of staff to the extent of 60% shortage. Now action is taken to fill up the vacant posts to some extent.

DAP

- i) Residency period was reduced from five years to three years due to our efforts.
- ii) At the fag end of year 2009, 465 wait-listed JAOs of the Postal Dept. have been promoted as AAOs in DOT.

GDS

After the united struggle by the Federations, pay-scales of GDS have been revised upward in the year 2009.

SBCO

We addressed letters to the Dept. received from the General Secretary.

Civil Wing

We have also taken up issues which were brought to our notice.

FINANCE POSITION

In spite of our continuous appeal there is no favourable response in remitting quota as well as donation to the Federation from the Circles.

Yours Fraternally,
(D. THEAGARAJAN),
Secy-General

Book-Post

ADDRESS

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