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## MODIFICATIONS SOUGHT FOR ON THE RECOMMENDATIONS OF THE 7TH CPC

No. JCA/7th CPC/Modification/2015

Dated – 08.12.2015

To  
The Secretary  
Department of Posts  
Dak Bhawan, New Delhi – 110001  
Madam,

Sub: - Process to examine the recommendations made in the report of 7th CPC report – Modifications sought for.

Ref:- Your No. 7-1/2015-PCC dated 26.11.2015.

With reference to your letter No. cited above, we are submitting a note requesting modifications in the recommendations of the 7th CPC regarding the demands placed by the staff Side (NFPE & FNPO) in the Joint Memorandum submitted to the Chairman 7th CPC. A copy of the Joint memorandum submitted by NFPE & FNPO is enclosed herewith for your ready reference.

It is requested that the Department may suggest the empowered committee headed by cabinet Secretary, to accept the modification suggested by us.

Regarding the issues which are common to all Central Government Employees, the JCM National Council, Staff Side, will be submitting a detailed letter to Government seeking modifications. As we are part of the JCM National Council Staff Side, we fully endorse the view points of the JCM (NC) staff side on issues which are common to all Central Government employees including Postal.

Yours faithfully,

(R. N. Parashar)  
Secretary General  
NFPE

(D. Theagarajan)  
Secretary General  
FNPO

MODIFICATIONS SOUGHT FOR ON THE RECOMMENDATIONS OF THE 7TH CPC ON VARIOUS CADRES/ISSUES RELATING TO DEPARTMENT OF POSTS

### I. PAY STRUCTURE

#### 1. Postal Assistants and Sorting Assistants

Please refer to Chapter VI & VII of our memorandum submitted to 7th CPC (Copy enclosed). We have explained in detail the job evaluation of PA/SA and has demanded enhancement of existing grade pay of 2400 to 4200 and minimum qualification for direct recruits from class XII to Graduation. Commission has recommended that there is no justification for the upgrade sought (Para II.8.24)

Modification sought for: - As the department is implementing the IT Modernisation project including Core Banking Solution and Core Insurance Solution, the nature of work of PA/SA cadre has become highly complicated and high-tech. In addition there are other duties performed by PA/SA cadre which we have elaborately explained in Chapter VI and VII of our memorandum. As there is enough justification for upgradation of Grade pay of PA/SA from 2400 to 4200, we demand the Department to take up the case with Government to grant the enhanced pay scale, modifying the recommendations of the Pay Commission.

#### 2. Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I)

Chapter VIII and IX of the memorandum may please be referred. Consequent on our demand to upgrade PA/SA grade pay from 2400 to 4200, the grade pay of LSG, HSG-II and HSG-I may be upgraded to 4600, 4800 and 5400. Seventh CPC has rejected our de-

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mand with the remark – “There is no justification for the upgrade sought.” (para 11.8.24).

Modification sought for: - Taking into consideration, the arduous nature of supervisory duties performed by the LSG, HSG-II and HSG-I officials as explained in chapter VIII and IX of our memorandum the upgraded pay scale corresponding to grade pay 4600, 4800 and 5400 may be granted to officials promoted to the above supervisory posts.

### 3. Postmaster Cadre:

7th CPC has not considered our demand for upgradation of grade pay of Postmaster Grade-I, Grade-II and Grade-III to GP 4600, 4800 and 5400 respectively. The Commission has given the following favourable recommendations regarding the promotional opportunities of Postmaster Grade officials.

Para -11.8.18- “Accordingly the commission recommends that while 25% of the posts of Senior Postmasters may continue to be filled up from Postmaster Grade –III through seniority based promotions, eligible officers from the Postmaster cadre (Postmaster Grade II and Postmaster Grade III) may also be permitted to appear for LDCE alongwith Inspector (Posts) for the balance 75 percent of the Senior Postmasters posts.”

The above recommendation of the 7th CPC may be accepted and implemented.

At the same time it may be pointed out that our demand for permitting Postmaster Grade officials to write Inspector (Posts) and PS Group-B Examination is not considered by the Pay Commission.

In view of the above, it is requested that the following legitimate demands of the Postmaster Grade officials may be considered favourably while implementing the 7th CPC recommendations.

(i) The Pay scales of Postmasters Grade-I, grade-II and Grade-III may be upgraded to the pay scales corresponding to the grade pay 4600, 4800 and 5400 respectively. Chapter X of our memorandum may be referred.

(ii) The recommendation of the pay commission to allow Postmaster Grade-II and Grade-III officials to write LDCE of Senior Postmaster Post against the 75% quota vacancies may be accepted.

(iii) The Postmaster Cadre officials may be permitted to write Inspector (Posts) and PS Group B examination also.

### 4. PO & RMS Accountants

Our demand for placing the PO & RMS Accountants at par with Organised Accounts cadre is rejected by the 7th CPC (Para 11.8.30) stating that the proposal is in the nature of cadre restructuring, which is not in its ambit (Para 11.8.31).

Notwithstanding our claim to treat PO & RMS Accountants at par with organised Accounts cadre, we have requested the 7th CPC that PO & RMS Accountants be declared equal to LSG and their pay scale be fixed to the proposed grade pay of

4600/-. Further promotion to the Accountant may be under the ratio 50:30:20 in higher grades and granted pay scales equivalent to grade pay 4800 and 5400. (HSG-II and HSG-I). A separate channel of promotion for advancement of their carrier should be considered. (Chapter XI Para 11.7.4 of our memorandum)

Further we have demanded the 7th CPC that the special allowance granted to PO & RMS Accountants may be counted towards fixation of pay on promotion with effect from 01.01.1996 and set aside the anomaly existing (Chapter XI-Para 11.7.5 (i) of our memorandum).

Unfortunately both the above demands has not been considered at all by the 7th CPC. In view of the above we request that the following demands of the PO & RMS accountants may be considered favourably by the Government while implementing the 7th CPC recommendations.

(i) PO & RMS Accountants may be granted LSG pay scale and separate promotional channel at the ratio of 50:30:20 (LSG, HSG-II & HSG-I).

(ii) The Special allowance drawn by the PO & RMS Accountants may be counted for pay fixation at the time of promotion.

PO & RMS Accountants Special Allowance stands abolished by 7th CPC

Your kind attention is drawn to para 8.2.5 of 7th CPC report under chapter “Allowances”, which reads as follows:

Para 8.2.5 – “Any allowance not included here (and hence not reported to the commission) shall cease to exist immediately. In case there is any demand or requirement for continuance of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of the Ministry of Finance and should be put in the public domain.”

We have gone through the entire chapter “Allowances” of 7th CPC. There is no mention about the “PO & RMS Accountants Special allowance” in this chapter and hence 7th CPC has not deliberated upon it and no recommendation for enhancement is given. It means that Department of Posts has not reported this allowances to 7th CPC. Hence as per the recommendation of the Pay Commission the PO & RMS Accountants Special allowance will stand abolished immediately. This should not happen under any circumstances. Due to an omission on the part of the Department of Posts, the PO & RMS Accountants should not be made to suffer. Hence we request that the Department should convince the government that PO & RMS Accountant special allowance is to be continued and also enhanced as per the 7th CPC formula.

### 5. System Administrators:

The recommendations of the 7th CPC on System Administrators demands is reproduced below:

Para 11.8.52 – the 5th & 6th CPC have also dealt

with this issue and have not recommended separate cadres. The Commission also see no rational for creation of a separate cadre”.

We have given full justification for our demand for a separate cadre in Chapter XII of our memorandum submitted to 7th CPC. Hence it is once again requested to accept the following demands of the System Administrators:

(i) All system Administrators may be placed in the grade pay of 4600 considering arduous nature of their job and requirement of higher skill and knowledge in Technology.

(ii) A separate cadre with nomenclature of “System Assistant” may be created.

(iii) Their promotional avenues may be fixed in the ratio of 40:40:20. These higher posts at the ratio of 40:40:20 may be decided considering the number of systems as well as responsibilities they handled during the course of the day.

#### 6. Marketing executives

The recommendation of the 7th CPC is same as that of System Administrators (Para 11.8.52).

We request the Department to consider our demand for higher pay scale of GP 4600 to Marketing Executives. Justification for our demand is explained in Chapter XIII of our memorandum submitted to 7th CPC (copy enclosed).

#### 7. Postmen:

Recommendations of 7th CPC regarding the demand of Postmen cadre is reproduced below:

Para 11.8.28 – They have demanded that the grade pay of Postman may be enhanced from GP 2000 to GP 2800.

Para 11.8.29 – The Commission noted that the VI CPC has consciously recommended upgradation of Postman in the Department of Posts and the analogous post of Mailguard in Railway Mail Service to their present level. The Commission noted the entry level qualification prescribed (Class X or ITI for MTS) and also the work content, and is of the view that there is no justification for further raising the entry grade pay of Postman.

In Chapter XIV of our memorandum submitted to 7th CPC we have explained in detail the justification for our demand for upgradation of pay scale of Postmen. Unfortunately the Pay commission has not considered it but simply rejected the demand stating that 6th CPC has already enhanced the pay scale.

We request the department to consider our justified demand and grant higher pay scale to Postmen staff.

#### 8. Mail Guard:

The request made by us with regard to Postmen may please be made applicable to Mail Guard in RMS also as they are treated as analogous posts. Higher pay scale may be granted to Mail guard also. Please refer to Chapter XIX of our memoran-

dum submitted to 7th CPC

#### 9. Sorting/Head Postmen and Mail/Cash overseers:

Please refer to Chapter XV of our memorandum submitted to 7th CPC. The 7th CPC has not at all examined our demand for higher pay scale of GP 4200 to Sorting/Head Postmen and Mail/Cash overseers, keeping in view the supervisory duties performed by them, unlike Postmen staff. At present they are placed in GP 2000, just like Postmen.

We request the Department to consider our demand for higher pay scale for the above categories of staff.

#### 10. Multi Tasking staff (MTS):

The recommendation of the 7th Pay Commission regarding the MTS of Postal Department is furnished below: -

Para 11.8.36 – They have demanded higher GP 2000 for MTS-domestic posts and GP 2400 for MTS Foreign Posts, stating that the job profiles require greater skill as compared to MTS of other departments. Higher educational qualification for entry into MTS-Foreign Posts has also been proposed.

Para 11.8.37 – The Commission is of the view that given the minimum entry level qualification of class X and the job content of MTS-domestic posts, the existing GP 1800 appears to be appropriate. In so far as MTS-Foreign Posts are concerned, it is noted that they have, as packers of Foreign posts, been treated as skilled workers and accordingly, in the wake of judgment of High Court of Delhi, they are provided GP 1900. No upgrade is considered necessary for either MTS-domestic or MTS Foreign Posts.

We have explained the justification for higher pay scale for MTS domestic and Foreign Posts in our memorandum submitted to 7th CPC, in Chapter XVI. We request the Department to consider the demand favourably and necessary modification may be sought for.

#### 11. Postal Assistant (SBCO) Cadre:

Please visit : [www.fnpo.org](http://www.fnpo.org) to read details.

#### 12. Mail Motor Service (MMS):

(a) MMS Drivers – In Chapter XVIII para 5 of our memorandum submitted to 7th CPC, we have requested that MMS Drivers shall not be equated with staff car drivers as MMS drivers are driving heavy duty vehicles in most of the cases. Further they are exchanging valuable mails such as mail bag, Parcel bag, Cash bag, stamps bag, Speed Post bags etc. from post offices and handing over the same to RMS under acquittance. They are responsible for transportation of mail between RMS offices and post offices. Hence we have demanded upgradation of pay scale of MMS Drivers with GP 2800.

Unfortunately, the 7th CPC has not examined our demand. Hence we request the Department to consider the demand favourably.

(b) Despatch Riders (MMS) – The Recommendation of the 7th CPC is furnish below:

Para 11.8.34 - A demand has been made for merger of the post of Despatch Riders with MMS Drivers as the nature of their work is similar.

Para 11.8.35 – The Commission is of the view that this is an administrative matter and it is for the department to take a view.

As 7th CPC has clearly stated that Postal department can take a decision regarding merger of Despatch Riders (MMS) with Drivers (MMS), we request the department to accept our demand and issue orders accordingly.

(C) Artisans: The recommendations of the 7th CPC is furnished below:

Para 11.8.42 – A demand has been made to upgrade the levels of Artisans at par with those in Railways and Defence. In their memorandum the staff side has pointed out that the 5th CPC had clubbed both pay scales of Artisan Grade-I (1320-2040) and feeder posts of Artisan Grade-II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisan staff of Railways and Defence whereby Artisan Grade-II were placed in the pay scale of 4000-6000 and Artisan Grade-I were placed in the pay scale of 4500-7000.

Accordingly the staff side has urged that the pay scales as implemented for Artisans of Railways and Defence be given to Grade-I and Grade-II Artisans of MMS of Department of Posts.

Para 11.8.43 – The Commission has observed that the 6th CPC has upgraded the post of Artisan Grade-I to GP 2800 as a consequence of which the anomaly in the hierarchical structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the Department of Posts shall accordingly be extended only corresponding replacement level of pay.

Notwithstanding the recommendations of the 7th CPC, We request the department to consider and implement the agreed proposals of the Cadre Review Committee in respect of Artisans of MMS.

(d) Technical supervisors: The recommendations of the 7th CPC are furnished below:

Para 11.8.46 – A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience.

Para 11.8.47- The commission notes that the existing level of Technical Supervisors in MMS is in line with the 6th CPC recommendations that posts carrying minimum qualification of Diploma in Engineering should be placed in GP 4200. Hence they are placed at the appropriate level and no upgrade recommended.

Notwithstanding the recommendations of 7th CPC we request the Department to implement the agreed proposal of Cadre Review Committee in respect of Technical Supervisors in MMS.

(e) Eventhough we have explained and submitted our demand regarding the following categories of MMS staff also to the 7th CPC in Chapter XVIII of our memorandum, the pay Commission has not examined our demand.

- |                                      |                    |
|--------------------------------------|--------------------|
| 1. Cleaner                           | 6. Store Officer   |
| 2. Charge hand                       | 7. Foreman         |
| 3. Inspector                         | 8. Head Clerks     |
| 4. Asst. Manager                     | 9. Manager         |
| 5. Office Assistant Assistants (PMA) | 10. Postal Machine |

(f) Superintendent Sorting (Gazetted) –There are 4 Posts of Superintendent Sorting (Gazetted) in the Grade Pay of Rs.4600/- . This is a promotional post from HSG-I which is also in the Grade Pay of Rs. 4600/- (Non-Gazetted) Promotion to Gazetted Cadre from non- Gazetted cadre is in identical Pay Scale. This is an anomaly. Grade Pay of Superintendent sorting may be upgraded to Rs. 4800/-.

We reiterate our demand and request department to consider it favourably.

#### 13. Postal Administrative office Staff

Eventhough we has elaborately explained in Chapter XXI of our memorandum to 7th CPC the demands of the staff working in the Postal Administrative offices, the 7th Pay Commission has not examined their grievances. We request the department to examine their demands and make favourable recommendations to the Government. It may be noted that they are having separate recruitment rules with 75% direct recruit and 25% by promotion

#### 14. Postal Civil and Electrical Wing

Eventhough we have explained in detail in Chapter XXII of our memorandum to 7th CPC, our demands relating to various cadres of staff working in the Postal Civil and Electrical Wing, the 7th CPC has not examined any of their demands. We request the department to examine their demands and make favourable recommendations to Government.

#### 15. Foreign Post Administration, Returned Letter offices (RLO) Postal Stores Depot (PSD) and Stamp Depots

In Chapter XXIV, XXV and XXVI of the memorandum submitted to 7th CPC we have explained and placed the demands of the Staff working in Foreign Post Administration, RLO, PSD and CSDs. But the 7th CPC has not analysed or examined any of their demands. We request the department to consider their demands favourably and recommend to the government accordingly.

#### 16. Postal Accounts Staff Cadres

Please visit : [www.fnpo.org](http://www.fnpo.org) to read details.

## COMMON CADRES

### 1. Multi Tasking Staff:

This cadre is a common cadre. The minimum pay proposed by the JCM Staff Side is Rs.26000/-. The 7th CPC has depressed the minimum pay to Rs. 18000/-. This minimum has to be raised to Rs. 26000. The Staff Side JCM has very clearly brought out the calculations in this regard. Unless the minimum pay is raised the benefit out of this Pay Commission will not last long. Hence, it is requested to support the Staff Side views in this regard and suggest the pay of Rs.26000 at starting level for MTS.

### 2. Sorter, LDC and DEO cadres:

Please visit : [www.fnpo.org](http://www.fnpo.org) to read details.

### 17. Various Posts in Postal Dispensaries:

In Chapter XXXX of our memorandum submitted to the 7th C PC we have demanded as follows:

Para 40.1.7 – The conditions of service, nature of duties etc. of the staff working in the P&T Dispensaries including para-medical staff are identical to those of the CGHS staff. Hence the avenues of promotions, special pay, patient care allowance etc. which are now available to CGHS staff should be extended to P&T Dispensaries staff also.

The 7th CPC has made the following recommendations in respect of various posts in Postal Dispensaries.

Para 11.8.40 – Higher levels of pay have been sought for staff Nurses and Para medical staff at par with similar categories of posts in other departments including CGHS.

Para 11.8.41 – The Commission is in agreement with the views of the 6th CPC and recommends IMMEDIATE MERGER of the remaining 33 Postal Dispensaries in 10 Postal Circles with CGHS so that the Postal Dispensary employees get the benefit of CGHS posts. Merging of Postal Dispensaries with CGHS will also help in better use of infrastructure. The Commission has separately discussed the issue regarding extension of the benefit under CGHS to retired Postal employees in Chapter 9.5.

As the 7th CPC has unambiguously recommended immediate merger of the remaining Postal Dispensaries with CGHS to facilitate the extension of benefits of CGHS staff to Postal dispensary staff also, we request the department to implement the above recommendations without any further delay.

18. Public Relations inspector (PRI (P)), Caretaker, Gestetner Operator, Development officer (PLI), Welfare Inspector and Hindi Translator:

Eventhought we have presented the nature of job and demands of the above categories of staff before the 7th CPC in Chapter XXX of our memorandum, the 7th CPC has not examined their case. We request the department to consider their case favourably and make recommendations accordingly.

### 19. Gramin Dak Sevaks (GDS)

Eventhough the Government repeatedly refused to include the Gramin Dak Sevaks under the purview of 7th CPC, the 7th CPC suo-moto reviewed the case of Gramin Dak Sevaks (GDS) and made the following most damaging and retrograde recommendations regarding Gramin Dak Sevaks.

Para 11.8.50 - Government of India has so far held that the GDS is outside the civil services of the Union and shall not claim to be at par with the Central Government employees. The Supreme Court Judgment also states that GDS are only holders of civil posts but not civilian employees. The Commission endorses this view and therefore has no recommendations with regard to GDS.

We strongly disagree with the above observations of the 7th CPC. In Chapter XXXVIII of our memorandum submitted to 7th CPC, we have explained all the legal points regarding grant of Civil Servant status to GDS.

We furnish below, the observation made in the fourth CPC Report by Hon'ble Justice (Retd.) Supreme Court, Shri. P. N. Singhal, who was the Chairman of the fourth Central Pay Commission, regarding the status of GDS:

“A letter was received from the Ministry of Communications (P&T Board) for exclusion of the Extra Departmental Employees (Now called GDS), numbering about three lakhs, from the purview of our inquiry. It was stated that the system of Extra-Departmental Agents was peculiar to the P&T organisation and was designed to extend postal facilities in rural and backward areas where opening of regular departmental post offices was not justified due to inadequate workload. The remuneration and conditions of service of Extra Departmental Agents were also different from those of regular employees. The third pay commission accepted the view that the Extra-Departmental agents were not holders of civil posts and decided to exclude them from its purview. The matter is, however, beyond controversy after the decision of the Supreme Court in Gokulnandas' case where it has been declared that the Extra Departmental Agents is not a casual workers, but “holds” a post under the administrative control of the state” and that while such a post is outside the regular civil services, there is no doubt that it a post under the “state”. In view of this pronouncement, we are unable to accept the contention that Extra- Departmental employees were outside the purview of the terms of our commission” From the above observation it is clear that fourth CPC was in conclusion that the ED Agents (now GDS) are Civil Servants and therefore they are to be brought under the purview of Pay Commission.

Now the recommendations made by Justice Ashok Kumar Mathur, Chairman 7th CPC, who is also a Retired Justice of the Supreme Court is quite contradictory to the observation made by Justice (Retd) Supreme Court Shri P. N. Singhal, chairman, Fourth CPC.

Further Justice Charanjit Talwar Committee headed by Retired Justice Shri Charanjit Talwar of Delhi High Court, who was the Chairman of the One-man Committee which examined the wages and Service Conditions of Gramin Dak Sevaks (then EDAs) has made the following recommendations in its report submitted to Government.

“Extra Departmental Agents have to be included within the overall class of Civil Servants being holders of civil posts. They can be grouped as “additional” to the departmental employees, but they cannot be classified as a class apart from the Civil Servants. At any rate they cannot be classified with the sole object of not granting them benefits which accrue to departmental employee..... The plea taken by the Department before the second and third Pay Commissions and also before various learned Tribunals that ED Agents are a class apart is entirely misconceived. It is violative of Article 14 and 16 of the constitution..... They have been held by the Supreme Court to be Civil Servants. Therefore, these employees are required in future to be included within the purview of the Pay Commission..... It is therefore recommended that whenever it is required to review the service conditions and wage structure of the employees of the Department of Posts, ED Agents be bracketed along with the departmental employees. There is no need to set up a separate committee or commission for ED Agents.”

Here again the recommendations made by Chairman 7th CPC is contradictory to the recommendations of another Judge Shri. Charanjit Talwar.

Thus it can be safely concluded that the 7th CPC has not examined the case of GDS in a fair and judicial manner, but simply repeated the often – repeated arguments of the Postal Board and Government of India to deny Justice to the three lakhs Gramin Dak Sevaks.

We urge upon the Government of India and Departmental of Post to reject the retrograde recommendations of the 7th CPC relating to GDS and treat the GDS as Civil Servants and extend all the benefits of the departmental employees on pro-rata basis to Gramin Dak Sevaks also.

20. Implement Cadre restructuring Agreement of Group ‘C’ employees of Department of Posts before the implementation of 7th CPC Recommendations.

The 7th Pay Commission made the following observation regarding Cadre Review.

Para 1.26 – A serious grievance has been made by all services that Cadre Review have not been taken place for years together, which has resulted in great anguish and frustration among the services. Though it is essentially an administrative matter, it has serious impact on the status and emoluments of employees. On account of delay in Cadre Reviews, many Central Services lag behind and that

give rise to frustration and ultimately affects governance.”

The above observations are cent percent true in the case of Group ‘C’ employees of the Department of Posts. Not even a single cadre review has been conducted in the Department of Posts in respect of Group ‘C’ employees. Finally, after much pressure from the staff side and after giving notice for an Indefinite strike, a Cadre Restructuring Committee for Group ‘C’ was constituted in the year 2010. The Committee after protracted negotiations, finally signed an agreed proposal in the month of April 2013. Before that three separate Cadre Restructuring Committees constituted for Mail Motor Service (MMS), Postal Accounts and Civil wing have also concluded their business and agreement was signed by both Department and staff side. Eventhough two years are over after signing the agreement (four years after constituting the committees) till this day the Cadre Restructuring Committees proposal are not implemented, thereby delaying and denying the Group C employees their legitimate career improvement.

We strongly protest the undue delay in implementing the Cadre Restructuring agreements and demand the Department to take immediate necessary action to implement the proposals before implementation of 7th CPC recommendations.

21. Filling up of Vacant Posts.

The 7th CPC has made the following shocking revelations in its report regarding unfilled posts remaining vacant in the Postal Department.

Para 11.8.3 – In the Postal Department there are 59817 vacant posts (Group A-131, Group B-3029 and Group C – 56657)

It may be seen that out of 59817 posts 56657 posts are lying vacant in Group ‘C’ cadre. That means about 30% posts are vacant and the existing employees are compelled to shoulder the additional work of this 30% vacant posts also. Not only that, the efficiency of the Postal Department including delivery work and counter work are badly affected due to non-filing up of vacant posts.

As there is no ban on filling up of vacant posts from 2010 onwards, the Postal Board cannot absolve itself from its failure to fill up the vacant posts.

We urge upon the Postal Board to take immediate action, on war-footing, to fill up all the posts lying vacant in the Postal Department.

(Please refer Chapter XXVIII of our memorandum submitted to 7th CPC also.)

22. Modified Assured Progression Scheme (MACP)  
Referring our demand for five Assured Career Progression the 7th CPC has made the following recommendations relating to MACP.

Para 5.1.44 – There is no justification for increasing the frequency of MACP and it will continue to be administered as 10,20,30 years as before. In the

new pay matrix, the employee will move to the immediate next level in the hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the pay matrix.

In addition the commission has made the following retrograde recommendations also:

Para 5.1.45 – The commission recommends that the bench mark in the interest of improving performance level, be enhanced from “good” to “very good”. In addition introduction of more stringent criteria such as clearing of departmental examination or mandatory training before grant of MACP can also be considered.

We strongly oppose the above two conditions (i.e. “very good” benchmark and Examination) proposed by the 7th CPC. We request the Department and Government of India to reject the above two retrograde conditions recommended by 7th CPC.

Further the following demands submitted by us to the 7th CPC in Chapter XX of our memorandum has not been considered by the 7th CPC. We request the department to consider the demands and recommend to the Government for acceptance.

(a) As there is only limited chance for regular promotions in Postal Department, there should be five financial upgradation on completion of 8 years, 7 years, 6 years, 5 years and four years. (during a span of 30 years of service) in the departmental promotional hierarchy (and not the next pay scale in the hierarchy.)

(b) The period of service worked as “Reserved Trained Pool” (RTP) candidate and also 50% of the Temporary Status/Casual labourers service and pre-appointment Training period may be counted as regular service for grant of MACP

(c) Whenever Departmental Examination oriented promotions are granted, the service rendered by such employees in the lower post must be ignored and such promotion shall be treated as first (fresh appointment in that cadre and fresh MACP promotion shall commence from the date of such promotion. The CAT Jodhpur Bench and Rajasthan High Court has upheld the above position. Hence it is requested that the promotion earned through departmental examination should not be counted towards MACP and all promotees may be granted eligible 3rd MACP.

(d) Stepping up of pay with that of junior may be permitted in MACP also.

(e) Bench marks should be abolished.

(f) If regular promotion and the MACP upgradation are in the identical pay two increment fixation benefit should be granted.

### 23. Special Pay, Allowances and incentives:

Please refer to chapter XXXI and XXXII of our memorandum submitted to 7th CPC. The following allowances may be retained and enhanced as demanded by us in the memorandum

(a) Cash handling allowance to Treasurers/Cashiers – Also Same amount may be granted to Treasurers and Cashier.

(b) Cash handling allowance to SPMs in A class post offices.

(c) Cash handling allowance to single/double handed post offices.

(d) Split duty allowance.

(e) Outstation Allowance.

(f) Fixed Monetary Compensation and double duty allowance to Postmen in lieu of OTA. If the recommendations of pay Commission is accepted the existing compensation will be reduced.

(g) Savings Bank Allowance.

(h) Incentive to Staff working on AMPC.

(i) Overtime allowance to be granted with reference to the revised pay.

(j) Family Planning Allowance may be retained and enhanced.

(k) Dress allowance- the higher slab of 10000/- may be granted and Postal Department's name may also be included in the list of departments eligible for dress allowance.

(l) Incentives for sports persons may be retained.

The recommendation of the 7th CPC to abolish Cash handling allowance, Savings Bank Allowance, Overtime Allowance etc. may be rejected and continued grant of such allowances at enhanced rate may be ensured.

### 24. Productivity Linked Bonus (PLB) to Postal Employees.

Please refer to chapter XXXI of our memorandum submitted to 7th CPC. The artificial cap of 60 days imposed by Finance Ministry on PLB to Postal employees may be removed and maximum eligible Bonus as per PLB formula may be granted.

### 25. Counting of Past Services of RTP

Please refer to chapter XXVII of our memorandum submitted to 7th CPC. We once again request to render justice to the deserving genuine case of Erst-while Reserved Trained Pool (RTP) official of the Postal department atleast by counting their RTP services as qualifying service for all purposes including MACP promotion and pensionary benefits.

### 26. Women Employees

(a) Child Care Leave: The recommendation of the 7th CPC to restrict the Pay and allowances for the 2nd year of child care leave to 80% may be rejected and status-quo may be maintained. Chapter XXXIX of our memorandum submitted to 7th CPC may be referred and our demands in respect of women employees may be considered favourably and recommended for acceptance of the Government.

### 27. Leave Reserve

Our demand to increase leave reserve percentage of Postal Assistant, Sorting Assistant and Post-