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# FEDERAL SENTINEL

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## CADRE RE-STRUCTURING IN POSTAL & RMS

The draft proposal of cadre re-structuring is furnished below for the information of our Circle Secretaries / Divisional Secretaries, Branch Secretaries/ Members. Kindly go through the proposal, which is subject to modification and send your views within fort night. Further FNPO is of the firm opinion that the MACP scheme and the Cadre re-structuring promotion shall run concurrently.

The following points will be worked out on receipt of your views.

1. Methodology : (a) Strength and weakness of the present set up in our organization.  
(b) Financial and other implications.  
(c) Impact on the existing staff.
2. Customer Orientation : (a) Service  
(b) Relations  
(c) efficiency.

3. Technological changes : (4) Future possibilities

### POSTAL

PA Cadre

At present the total staff strength in Gr. C cadre as follows:

Entry level	48194
TBOP	26567
BCR	11499
	86260 (approximately)

and the supervisory posts are as follows.

LSG	6900
HSG II	1622
HSG I	1622

FNPO propose, the promotional opportunity to be raised as follows.

LSG	(6900 X 3) = 20700 in PB II with grade pay 4800
HSG II	1622 X 3 = 4866 in PB II with grade pay 5400
HSG I	1622 X 3 = 4866 in PB II with grade pay 6600.

We have 442 Postal divisions , 46 Postal Store Depots and 19 Circle Stamp Depots

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throughout nation one group B Post per division may be sanctioned for general line officials, the method of selection of Group B and pay structure will be discussed latter. In regard to promotion to the cadre of LSG/HSG II and HSG I, it should made based on seniority cum fitness

**POSTMEN**

At present the total staff strength in Postmen Cadre is 50200 (approximately) including Stg. PM, mail overseer, cash overseer Head Postmen, Overseers Postmen etc.

Postmen (Entry)	27922 (app)
TBOP	12990
BCR	3125
Others (Stg. PM, MO, CO, HPM, OPM etc.)	6163
	50200

**MAIL GUARD**

HMG	228
MG	1096

FNPO suggests the following promotional avenue for cadre re-structure.

- Sr. Postman Grade III 7500 Posts (15%)
- Sr. Postman Grade II 3000 Posts (6%)
- Sr. Postman Grade I 3000 Posts (6%)
- Sr. PM Gr. III in PB II with grade pay 4200
- Sr. PM Gr. II in PB II with grade pay 4600
- Sr. PM Gr. I in PB II with grade pay 4800
- In the case of Mail Guards it is prosed as
- Sr. MG I 78
- Sr. MG II 78
- Sr. MG III 195

**GROUP D (MULTITASK STAFF)**

At present the total Group D strength in Postal 17700 (approximately) and 14000 in RMS wing.

**POSTAL**

Gr. D (entry)	6492
TBOP	3600
BCR	991

**RMS**

Entry	5188
TBOP	4374
BCR	1882

That is exclusive of the posts, packer, Mail peon, LB, duftry, Sweeper, Peon, Farash, Waterman, Chowkidar etc.

FNPO suggests the following promotion for MTS (Gr. D)

**POSTAL**

Sr. MTS Grade III	1800
Sr. MTS Grade II	750
Sr. MTS Grade I	750

**RMS**

Sr. MTS Grade III	1800
Sr. MTS Grade II	750
Sr. MTS Grade I	750
Sr. MTS Gr. III in PB II with grade pay 2800	
Sr. MTS Gr. II in PB II with grade pay 4200	
Sr. MTS Gr. I in PB II with grade pay 4600	

**P.O. & RMS ACCOUNTANT**

Present staff position in this cadre, ie Accountants including APM (Accounts) and AHRO approximately 4686.

FNPO suggests the following

Accountant / LSG	: 816 in PB II with grade pay 4800 (Each HPO)
Sr. Accountant II/ HSG II	: 280 in PB II with grade pay 5400 6%
Sr. Accountant Grade I/HSG I	: 280 in PB II with grade pay 6600 6%

And 22 posts i.e. one for each Circle in the status of Group B, the mode of selection and pay structure will be discussed latter.

**SBCO**

As on date, the staff strength may be 4100 FNPO suggests that all the Head Post offices should have one post of LSG, therefore it is suggested as follows.

LSG	816 posts in PB II with G.P. 4800
HSG II	48 posts in PB II with G.P. 5400 6%
HSG I	48 posts in PB II with G.P. 6600 6%

And 22 post in Group B cadre i.e. one post per circle the mode of selection and pay structure will be discussed letter.

SYSTEM ADMINISTRATOR/MARKETING EXECUTIVE

This cadre now existing due to computerization/modernization/B.D. Activities Norms were not fixed so far.

Therefore FNPO suggests that, throughout the country 155035 post offices are existing for monitoring computerization and other network activities, at least 10% of the P.O. strength may be identified as the staff strength of this cadre i.e. 15,000 (posts).

At entry level, in PB II with G.P. 4200

15% as LSG in PB II with G.P. 4800

6% as HSG II in PB III with G.P. 5400

6% as HSG I in PB III with G.P. 6600

MMS

Present staff position i.e. working strength approximately 1271.

15% as Grade III Driver 195 posts in PB II with G.P. 4200

6% as Grade II Driver 75 posts in PB II with G.P. 4600

6% as Grade I Driver 75 posts in PB II with G.P. 4800

ARTISANS

The staff strength is 500 approximately.

15% as Grade III mechanic 75 posts in PB II with G.P. 4200

6% as Grade III mechanic 30 posts in PB II with G.P. 4600

6% as Grade III mechanic 30 posts in PB II with G.P. 4800

RMS

The RMS Gr. C strength i.e. Sorting Assistants is 17000 the details are as follows.

Entry	7599
TBOP	5544
BCR	3311
Total	16454 (approximately)

And the supervisory posts are

LSG 1053

HSG II 415

HSG I 415

FNPO suggest, the following,

i.e. LSG 1053 X 3 = 3159 in PB II with G.P. 4800

HSG II 415 X 3 = 1245 in PB II with G.P. 5400

HSG I 415 X 3 = 1245 in PB III with G.P. 6600

We have 68 divisions throughout nation, one Group B post may be sanctioned for general line officials, pay structure and method of selection will be discussed later.

In regard to LSG, HSG II and HSG I, it should be made based on seniority cum fitness.

CIRCLE OFFICE (ADMINISTRATIVE OFFICES)

Present Staff position as follows.

Group C 2500 (approximately)

15% of total staff may be upgraded as LSG With G.P. 4800 in PB II

6% of total staff may be upgraded on HSG II With GP 5400 in PB II

6% of total staff may be upgraded on HSG I With GP 6600 in PB III

22 Group B post may be sanctioned on the basis of one post per circle. Selection and pay structure will be discussed later.

Gr. D 1500 (approximately)

15% Gr. MTS Gr. III with G.P. 2800 in PB II.

6% Gr. MTS Gr II with GP 4200 in PB II

6% Gr. MTS Gr II with GP 4600 in PB II

CIVIL WING

In regard to Civil Wing, our Federation is waiting for some particulars. After receipt of the particulars, this will be worked out and published in the next issue.

N.B.:

The Department may not agree to grant Pay Band 3 for Group 'C' officials saying that PB-3 is applicable only for Group 'B' and Group 'A' officers. In the event of the Department not agreeing, our demand will be - for LSG 4600 PB-2 for HSG II - Rs. 4800 PB-2; for HSG I Rs. 5400 PB-2.

## **Agenda Items of the 46th Ordinary Meeting of the National Council (JCM)**

Held on 15th May 2010 Contn. of Aug. 2010  
SUBJECT: REIMBURSEMENT OF AYAA CHARGES -  
DELEGATION THERE OF

The staff side requested to delegate the power for reimbursement of Ayaa charges to the Head of Department (HOD), as has been done in case of reimbursement of Special Nurse Charge, which will not only help the employees to get the reimbursement in time but also save Govt. expenditure towards postage charge. The official side stated that the Ministry of Health and Family welfare, vide its Office Memorandum dated 30th June 2008, has already addressed this problem.

SUBJECT: REIMBURSEMENT OF EXPENDITURE  
TOWARDS IMPLANTATION OF SPECIAL TYPES OF  
STENTS LIKE CYPER STENT ETC. IN CASE OF CS  
(MA) BENEFICIARIES -DELEGATION THEREOF

The staff side requested that the power for reimbursement of expenditure towards implantation of special types of stents like Cypher stents etc., in case of CS (MA) beneficiaries may be delegated to the head of Department (HOD), as has been done in case of Coronary stents, which will help the employees to get the reimbursement in time and save them from financial hardship. The official side stated that Ministry of Health & Family Welfare has already issued an Office Memorandum on 12th September 2007 and a clarification in this regard has been issued on 8th February 2010 and the request of the staff side has been addressed.

SUBJECT: PATHOLOGICAL & DIAGNOSTIC  
PROCEDURES

The staff side stated that very limited facilities are available with Poly clinic of CGHS Jaipur. That is why MO (i/c) of CGHS Dispensaries at Jaipur refers such cases to State Govt. SMS Hospital. The Principal & Controller of SMS Hospital has declined to entertain such requests. Such procedures like Lipid Profile, G.Hb. HbAC, LET, RFT, PSA etc. are not available in CGHS Polyclinic, nor has such procedures been approved in respect of any of the em panelled Hospitals Diagnostic Centres at Jaipur. The staff side further stated that it maybe possible that such problems are being faced at other CGHS Stations as well. Therefore, the general orders may kindly be issued in this regard.

The official side stated that in the tenders issued in the current year, most of the pathological and diagnostic procedures have been included in the approved list. Further, across the cities where CGHS facility is available, many private pathological & diagnostic labs are being em panelled which will address the problems being faced by CGHS beneficiaries. Final orders in this regard are expected to be issued by June 2010.

SUBJECT: GRANT OF FMA IN LIEU OF OUT DOOR  
TREATMENT FACILITIES

The staff side stated that Fixed Medical Allowance of Rs.100/- p.m. is granted to Central Govt. Pensioners who reside in place not covered by CGHS as also to such CGHS beneficiaries who have opted for FMA in lieu of out door treatment. In Railways, FMA is also granted to pensioners holding RELH card but who are residing 2.5 k.m. away from Railway Hospital 1 Dispensary. There are very old Pensioners who are CGHS or RELH card holders living within 2.5.k.m. distance (for Railway only) but due to their old age cannot avail out door treatment facilities as because they are not in a position to even stand for longtime in queue before Doctor & then again before Dispenser. Staff side therefore requested that all CGHS or RELH card holders who are beyond the ripe age of 70 whether living within 2.5. k.m. distance or not may kindly be given option for FMA in lieu of outdoor treatment. The official side stated that firstly, the FMA may not be able to cover the requirements of OPD treatment. Secondly, two separate records of the Pensioners will have to be maintained as those opting for FMA might still have to come to the CGHS' dispensary for referrals to the hospitals etc. Therefore, because of the practical difficulties, it may not be possible to grant FMA to .CGHS beneficiaries. The official side further stated that the concept of FMA will have greater chances of success once the health insurance scheme is implemented. The guidelines of the proposed Health Insurance Scheme Central Government Employees and Pensioners have been shared with the staff side where OPD is taken care of through FMA and for indoor treatment an insurance cover of Rs. Five lakhs is available to the beneficiaries. The official side stated that the Insurance Scheme is in the advance stage of finalization. In the end, the Chairman stated that the issue raised by the staff side, i.e., grant of FMA in lieu of outdoor treatment facilities in respect of card holders who are beyond the age of 70 years has been taken note of and the matter will be further examined by the Ministry of Health and Family Welfare in consultation with the Ministry of Finance.

SUBJECT: RELOCATION OF ONE CGHS  
DISPENSARY IN WADI AREA, UNDER THE  
JURISDICTION OF MUNICIPAL CORPORATION,  
NAGPUR

The staff side stated that there are about 1500 pensioners who are settled at Wadi Area of Nagpur. They are permanent Cardholders of CGHS Nagpur. At present these pensioners have been attached to three Dispensaries viz. Civil Lines, Seminary Hills & Kotol Road OPD Dispensaries. All these dispensaries are situated about 15 k.m. away from Wadi area. The transport facility is quite inadequate &, therefore, in one visit to these Dispensaries from Wadi area for consultation and another for obtaining indented medicines would cost these beneficiaries more than about RS.300/-. Therefore, the staff side requested that one of these OPD Dispensaries viz. Civil Lines or

Kotol Road maybe relocated in Wadi area. The official side stated that the matter had already been discussed with the staff side and it was agreed to have a joint inspection of Wadi area and further action in the matter will be taken on the basis of the joint inspection report.

**SUBJECT: SPECIALIZED CONSULTATION IN PUC HOSPITAL LIKE ISPATHOSPITAL, HEC HOSPITAL & CCI HOSPITAL, RANCHI**

The staff side stated that as per circular No. CGHS/Ranchi/(Admn)/2006/436 dated 31.3.2006 issued by Jt. Director, CGHS, Ranchi, the beneficiaries will take specialized consultation in RIMS, Sadar Hospital (Govt. Hospitals) and in PUC Hospitals such as Ispat, HEC & CCI Hospitals. However which specialists are there in the above PUC hospitals has not been notified. Of late all beneficiaries of Ranchi are being asked to take specialized consultation only in RIMS hospitals which is 12 k.m. away from residences of pensioners from Doranda, Kadrn & Hinoo areas of Ranchi City. This is very inconvenient particularly for pensioners beneficiaries who have to travel this long distance and then to stand for long time in a queue. If they are referred to any of the above PUC hospitals which are nearby, they can get the consultation there in no time. Accordingly, the staff side requested that for specialized consultation, at least Pensioners beneficiaries may be referred to the above one PUC Hospitals. The official side stated that the matter has been considered and it has been decided to agree with the request of the staff side.

**SUBJECT: SUPPLY OF FREE DIET TO EMPLOYEES AND THEIR DEPENDANT UNDER TREATMENT FOR TB, LEPROSY, MENTAL ILLNESS, CANCER AND HIV/AIDS, RENAL DIALYSIS THERAPY, THALSAEMA**

The staff side stated that there are provision for free diet to employees and their family undertaking treatment for T.B. etc. drawing basic pay up to Rs.6000/- RS.6200/- (for Railway employees). The staff side proposed that the list of diseases may include diseases like Cancer, HIV/AIDS Renal dialysis and therapy, Thalsaeama etc. and all employees and their families drawing pay in the Pay Scale under Pay band I may be extended the facility of free diet. The official side stated that the demand of the staff side has been examined and suitable instructions have been issued by the Ministry of Health and Family welfare, vide its Office Memorandum dated 22nd March 2010.

**SUBJECT: SANCTION OF INCENTIVE ALLOWANCE TO CENTRAL GOVERNMENT EMPLOYEES WORKING IN EXTREMISTS INFESTED AREAS**

The staff side stated that In Maharashtra State, the districts of Chandrapur and Gadchiroli are declared as Naxalite areas and State Government employees working in these districts are paid incentive allowance at 15% of basic pay. But the Central Government employees (Railways etc.) working in these districts are denied this allowance. The staff side requested that this allowance may be sanctioned to Railway employees and Central Government Staff who are employed in the districts of Chandrapur and Gadchiroli of Maharashtra State. The official side

stated that all the special compensatory allowances are based on the parameters of geographical remoteness and hilly areas. Presently no allowance is given to Central Government Employees for working in extremists infested areas except in case of the employees working in Para Military Forces who are deployed for actually combating the Extremists. Further, such a dispensation can not be limited to the State of Maharashtra and therefore the demand of the staff side can not be agreed to. The staff side stated that the Tribal Area Allowance was also sanctioned first by the State Governments for their employees and later on the Central Government also allowed this allowance for its employees. Similarly, in case of special allowance for working in the extremists infested areas, if it is granted by a particular State government, then the central Government should also follow suitable it the quantum of the allowance may be different than that sanctioned by the State Governments. After a prolonged discussion, it was decided that the official side will reexamine the matter.

**SUBJECT: DECLARATION OF GANDHINAGAR AS LINK - CITY OF AHMEDABAD**

The staff side stated that since the setting up of Gujarat State capital at Gandhi Nagar, several Central Government offices functioning from Ahmadabad have been shifted. The result is that while they have been deprived of higher HRA & CCA admissible to them at Ahmadabad (Ahmadabad is 'A' Class Town whereas Gandhi Nagar is a 'C' Class Town), they have to daily commute to & fro 70 K.m. by changing 2-3 buses & incurring expenditure of Rs.70/- per day. Having established their families at Ahmadabad, they are not in a position to shift them to Gandhi Nagar on account of studies of their wards and treatment of the ailing parents as also on account of social relationship at Ahmadabad. Cities like Noida, Ghaziabad (in UP), Gurgaon, Faridabad (in Haryana) where also certain Central Government Offices had been shifted from Delhi have been declared link / satellite cities of Delhi & employees have been granted HRA/CCA/Transport Allowance admissible at Delhi. The staff side, therefore, proposed that Gandhi Nagar may also be declared as link / satellite city of Ahmadabad & employees working there may be granted HRA/CCA/Transport Allowance as admissible at Ahmadabad. The official side stated that no city has been declared as a link or satellite city for HRA and CCA purposes. Further, Gandhi Nagar is (not part of the urban agglomeration of Ahmedabad. Therefore, Gandhi Nagar can not be granted the same class as that of Ahmadabad. The official side also stated that as per these commendations of the 6th CPC, Gandhi Nagar has been classified under the 'z' category and therefore, the rate of HRA has been increased from 7.5 percent to 10 percent. Therefore, it was not found feasible to agree to the demand of the staff side. However, in view of the prolonged demand of the Staff Side, the Chairman agreed to re-examine the matter.

Balance will be published in the next issue



## GOVT. ORDERS

1. Combined Duty Allowance to Gramin Dak Sevaks employees who perform the duties of Gramin Dak Sevaks Branch Postmasters in addition to their own duties.  
D.G. Posts No. 6-1/2009-PE.II Dated 15-7-2010
2. Implementation of Recommendations of Shri R.S. Nataraja Murthi Committee  
No. 6-22/2010-PE-II Dated 15-7-2010
3. Limited transfer facility to Gramin Dak Sevaks  
DG Posts No. 19-10/2004-GDS (part)dt 21-7-10.
4. Filling up of the posts of Postal Assistant/Sorting Assistant by direct recruitment.  
DG Posts No. 60-9/2010-SPB-1 Dated 22-7-2010
5. Reduction of staff under TBOP/BCR Schemes stands withdrawn w.e.f. 1-9-2008 consequent upon implementation of MACP.  
DG Posts No. 25-5/2010-PE.I Dated : 19-7-2010
6. Counting of Ad-hoc services rendered in Army Postal service (APS) for the purpose of grant of financial upgradation under Time Bound one Promotion (TBOP) Schemes - Reg.  
DG Posts No. 93-25/2003-SPB-II Dated 21-2010
7. Admissibility of third financial upgradation in individual cases and West Bengal Circle.  
No. 4-7/MACPS/2009-PCC Dated 19-7-2010
8. Clarifications regarding pay fixation of existing Group 'D' Employees in the revised pay structure.  
D.O.P. & T F.No. 7/19/2010-E.III(A) Dt. 2nd August, 2010
9. Implementation of recommendations of One-man Committee on Gramin Dak Sevak Mailmen.  
No. 6-23/2010-PE-II Dated 21-7-2010
10. Revaluation of answer papers Judgment pronounced by Hon'ble Supreme Court in the Civil Appeal No (s) 897 of 2006 and 907 of 2006 between Himachal Pradesh Public Service Commission (Appellant) and Mukesh Thankur & Anr. (Respondents)  
DG Poss No. A-24018/10/2010-DE Dated 2-8-2010
11. Ministry of Public Grievances and Pensions (Department of Personnel & Training)
12. Ministry of Personnel, Public Grievances and Pensions Department of Personnel and Training) Memo No. 11013/7/2008-Estt.(A) Dated the 9th August, 2010
- OM No. 35011/03/2008-Estt (D)
- CCS (Conduct) Rules, 1964-Permission to avail of mileage points earned by Government servants on tickets purchased for official tour/visits and acceptance of 'Free Companion Ticket' introduced from time to time by various Airlines, by Government servants.  
Ministry of Personnel, Public Grievances & Pensions Department of Personnel & Training OM No. 31011/2/2003-Estt.(A) Dated the 5th August, 2010.
13. Regulation of journeys by private airlines while availing Leave Travel Concession to Jammu & Kashmir.
14. Calendar of departmental Examinations scheduled to be held in the year 2010.  
DG Posts letter No. A-34012/02/2010-DE Dated 30-7-2010
15. Disbursement of pension to the Central Government Pensioners in the State of Kerala for the month of August, 2010 on account of ONAM Festival  
Ministry of Personnel, Public Grievances and Pensions/Department of Personnel and Training) OM No. 39020/03/2009-Estt (B) dated 03 August, 2010
16. Need for concerted efforts to increase the representation of Women in employment under Central Government/Central Autonomous Bodies regarding.  
Ministry of Personnel, Public Grievances and Pensions Department of Personnel and Training Memo No. 3601214512005-Estt. (Res.) dated the 10th August 2010.
17. Reservation in promotion - Treatment of SC/ST candidates promoted on their own merit.  
OM No. 36028/17/2001-Est. (Res) dated 11th July 2002
18. Meeting of the Departmental Council (JCM) in the Department of Posts Clarification on the issue raised by Staff Side as agenda items.  
No. 4-4/2008-PCC (Corr.) Dated 6-8-2010
19. Filling up of the vacancies of Postal Assistant/Sorting Assistant pertaining to the years 2009 and 2010 by direct recruitment.  
DG Posts No. 60-9/2010-SPB-I Dated 29th July, 2010

**MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM) HELD  
UNDER THE CHAIRPERSONSHIP OF SECRETARY (P) & CHAIRPERSON,  
DEPARTMENTAL COUNCIL (JCM) ON 27<sup>TH</sup> 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.

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 6<sup>th</sup> 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 within 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 6<sup>th</sup> 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.

Remaining items will be published in the next issue.

**OUR CIRCLE SECRETARIRS ARE REQUESTED  
GO THROUGH THE BELOW LETTER AND DO THE NEEDFUL**

No. 13/01/2010-SR

Date : 13-9-2010

To

All Head of Postal Circle

Sub : Reverification of membership for recognition of Service Associations - case of Administrative Officers Association.

Sir/Madam,

I am directed to refer to the Department's letter of even number dated 12th August 2010, on the above mentioned subject. The desired information after review, as desired vide the above said letter is yet to be received.

2. In the mean time, another reference has been received from FNPO, a copy of which is enclosed for your kind perusal. The information sought by the Staff Side from various Circles under RTI is also enclosed. A comparative study of the information furnished by Heads of Circles to the undersigned in connection with reverification process for recognition of service associations and the information furnished to the Staff Side under RTI would reveal that there is a gap between the two, which needs to be sorted out. Needless to say, the difference in figures being furnished to two different bodies on the same subject will not be able to stand the legal scrutiny and the whole exercise of reverification process which has taken almost six months time may become futile.

3. It is, therefore, once again requested to kindly have a review of the figures furnished in respect of Administrative Officers Association and submit the revised information wherever necessary. If the information already furnished needs no change, it may be so stated. The report in the matter may be faxed urgently (011-23096021).

Encl : As above

Copy to

1. The Chief Postmaster General, Orissa Circle with reference to their letter dated 31st August, 2010. The information furnished is again incorrect. Please review it and furnish the correct information.

2. The Secretary General, Federation of National Postal Organization.

No. 13/02/2010-SR

Date : 6-9-2010

To

1. All Heads of Postal Circle

2. All Postmasters General

Sub : EDA (RA Rules, 1995 - Reverification of membership for recognition of Associations' - procedure regarding.

Sir,

I am directed to refer to the Department's letter of even number dated 18-2-2010 on the above mentioned subject.

2. The desired information has since been received from all the Circles based on which the results are to be compiled. In the mean time, representations have been received from General Secretary, National Union of Gramin Dak Sevaks and Secretary General, FNPO, pointing out to the clarification at point No. 7 issued by the Department of Personnel and Training vide OM No. 2/2/94-JCA dated 22-4-1994, which states as follows:

POINT OF CLARIFICATION (7)

"Whether vacant posts will be taken into account for the purpose of calculating minimum membership?#

CLARIFICATION

"Percentage of membership is to be determined on the number of employees in each distinct category and not on the number of posts."

3. A copy each of the representations dated 30-8-2010 received in this regard is enclosed for kind perusal. As it would be seen there from a reference has been made to submission of letters of authorization by Gramin Dak Sevaks who were holding the position on provisional basis, or as substitutes against those Gramin Dak Sevaks who have proceeded on leave etc. As pointed out in the representations, it is only the Gramin Dak Sevaks who are engaged on regular basis are to be included in the process of verification of membership in arriving at actual strength and percentage of membership.

4. The contention of the Staff Side is correct in view of the clarification at S.No. 7 of the O.M. dated 22-4-1994 issued by Department of Personnel and Training referred to above. It is, therefore, requested to review the information already supplied in regard to Gramin Dak Sevaks and if necessary revised information may be sent by 15th September 2010 positively. In case, the information already supplied is in accordance with the clarification referred to above and no revision is required, it may be so intimated within the stipulated date. The revised information may also be displayed for information of the unions.

Yours faithfully,

(Subhash Chander), Director (SR & Legal)

Tele: 23096021

Encl : as above

Copy to :

1. The Secretary General, Federation of National Posts Organisations

2. General Secretary, National Union of Gramin Dak Sevaks

3. General Secretary, All India Postal Extra Departmental Employees Union

## NEWS IN NUT-SHELL

### EXTENSION OF MACP TO STAFF CAR DRIVERS

The Department has issued orders extending MACP scheme to MMS Drivers saying regular promotion and MACP shall run concurrently.

### COMPUTERISATION

The Cabinet Committee on Economic Affairs approved the IT Modernization project-Phase II (proposal of the Dept. of posts). The decision is to computerize all the departmental and GDS post offices in the country. The project will be implemented over a three year period.

Total expenditure involved in the project will be Rs. 1877.20 crores. Details are available in our website.

### IMPOSING PUNISHMENT ON NON-PERFORMANCE OF OT DUTY

This subject was discussed by our Federation in the periodical meeting on 16-6-2006. Subsequently orders were issued that imposing statutory penalty for non-performing of OT duty should be resorted to in rare and exceptional circumstances vide letter No. 2-4/2005-SR dt. 16-6-2006 and the same order was reiterated again by the Department.

### DISCHARGE BENEFIT SCHEME FOR GDS

The Department has issued orders vide letter NO. 6-11/2009-PE II dated 1-9-2010. Visit for details available in our website.

CONFERMENT OF FINANCIAL UPGRADATIONS/ under TBOP/BCR/ACP I/ACP II to the erstwhile Gr. 'D' now classified as MTS Group 'C' during the period from 1-1-2006 to 31-3-2008 vide Directorate letter No. 1-20/2008-PCC (Pt.) dated 6-9-2010.

### IMPLEMENTATION OF MACP SCHEME - INSTRUCTIONS ON BENCHMARK - REGARDING Orders were issued. For details visit our website.

Government employees nearing retirement should not be disturbed.

The Apex Tribunal said that the Government employees on verge of retirement should not be disturbed. Details are available on our website.

Stepping up of pay of senior direct recruit appointed before 1-1-2006 with junior direct recruit officials appointed on or after 1-1-2006.

Directorate issued clarification. Visit our website for details.

### MACP CLARIFICATION

Department of Personnel issued clarification confirming that an official promoted under MACP

will get next higher grade pay with the next pay band. By this employees will get benefit but at the same time the Benchmark concept will be observed strictly. This is a boon or bane is a point of debate.

### PA/SA RECRUITMENT

The Department has proposed to conduct Examination for recruitment of PAs/SAs on a fixed date throughout India. Head of Circles will be the incharge of the Examination for their respective circles. Question papers will be the same for all circle. This step has been taken by DG Post in order to avoid malpractice and corruption in the Recruitment of PAs/SAs.

### STUDY TOUR

On 16th July 2010 we came to know that the Secretary desired to depute same union representative 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:# (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. However the FNPO does not make this issued out of proportion. 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 the 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.

In this regard, a letter was sent to the Secretary, Posts. FNPO will be represented by Sri D. Kishen Rao, T.N. Rahate, A.H. Siddiqui. If all formalities are completed, the team will visit Roayl Mail (London) as scheduled.

### SEMINAR ON TECHNOLOGY

The Department has decided to conduct a seminar on "Induction of New Technology in Post office". Originally the Department wanted to hold the seminar only for recognized General Secretaries and Secretary-Generals. We suggested that all Circle Secretaries may be included in the seminar. It was agreed to. The seminar will be held in the third week of October 2010.

## From the Desk of Secretary General

### MEETING WITH OFFICERS

On 7-9-2010 the SG FNPO, GS NAPE 'C' and GS AIPAOA (FNPO) met Member (P) DDG (Est) and DDG (P). The following subjects were discussed.

i) Pending FR 56 (j) cases pertaining to Delhi and Gujarat Circles.

The Member (P) assured that positive decision will be taken based on the merit on each case.

ii) Rule 37 transfer of U.P. Circle. Member (P) assured that the details will be called for from vigilance. After receipt of report, the cases will be looked into.

iii) RRR cases of Chennai-inclusion of 37 interlocutory applicants. Opinion will be sought from the Ministry of Law.

iv) Non-grant of financial upgradation to promotee officials

The DDG (Est) assured that clarification will be issued on the subject after receipt of letter from our Federation.

On 8-9-2010, the SG FNPO and GS NAPE 'C' met DDG (Est), DDG (P), DDG (PA & F) and discussed the following.

1. Not following recruitment rules in respect of APM (Accts) LSG. DDG (P) assured that clarification will be issued to all Heads of Circles to follow the 1976 Rectt. Rules strictly.

2. Recruitment rules for Multi Tasking staff. It was informed that the proposal has been sent to Department of Personnel for approval.

### DA

The Central Government employees and pensioners will get 10% increase in DA w.e.f. 1-7-2010. With this, the total DA will be 45%.

### Recognition of Unions

While Federal Sentinel was under print, the Department issued orders recognizing following unions affiliated to FNPO.

1. National Association of Postal Employees Group 'C'.
2. National Union of RMS & MMS Employees Group 'C'.
3. National Union of Postal Employees Postmen & Multi Tasking Staff (MTS).
4. National Union of RMS & MMS Employees Mail Guard & MTS.
5. National Union of Postal Civil Wing (Non-gazetted employees).

In regard to service Associations related to category Circle office is under review of the Department due to raising objections from our side.

As regards GDS, the verification process is not yet completed.

### APPEAL TO CIRCLE SECRETARIES

Our administrative union AIPAOA (FNPO) has secured requisite percentage for recognition. With the motive of stopping our recognition, more than 15 Circles furnished sanctioned strength to the Directorate instead of working strength. We raised strong objection pointing out the serious lapse committed by Circle offices. The Directorate issued orders to all Heads of Circles to furnish working strength. FNPO is not satisfied on the action taken by the Directorate. We will expose all the facts and figures shortly. In this connection, I request all Circle Secretaries to see the orders printed elsewhere on the subject. Please go through the same and do the needful.

### GDS

Every one is aware that other GDS union is very keen to stop our recognition. They want to enjoy the monopoly in the GDS union. Many irregularities and lapses took place in the GDS verification process. We pointed out the irregularities to the Directorate then and there. In spite of that, the Directorate has not taken proper step to remove the irregularities. Please wait. All details will be published. Meanwhile I request all our Circle Secretaries to go through the orders of the Directorate published elsewhere and do the needful in order to get recognition for our GDS union.

With Pooja Greetings.

Yours fraternally,  
(D. THEAGARAJAN)

**Visit [www.fnpo.org](http://www.fnpo.org)**



### DIVISIONAL SECRETARIES

Please remit quota to Federation @ 50 paise per member per month to

**Sri BRIJ MOHAN**

Secretary (Finance)

District Court Post Office, Delhi - 110 054.



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