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# RMS

Editor : D. THEAGARAJAN

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## CHALLENGES BEFORE ME

With the blessings of our Colleagues, I have once again been re-elected as General Secretary of National Union of RMS & MMS Employees Group 'C' in the 17th All India Conference held in Kolkata from 22 to 25 Dec. 2008.

I know the coming days are full of challenges. The Govt. of India has sanctioned Rs. 4000 crores to our Department to modernise. The Dept. has decided to spend the above money under 'Project Arrow'.

Though the concept of the project Arrow seems to be good, the officers of our Dept. interpret the mission on their own. For instance, under the pretext of 'Project Arrow', in the Guntakal RMS the Dept. changed the Mail Arrangement. This will cause minimum 36 hours delay to the public mails. The purpose of the 'Project Arrow' is to speed up the delivery of mails. But the concept is defeated because the wrong interpretation of 'Project Arrow' by the officers of the Dept.

Shortly the Dept. has decided to open more AMPCs in all metro cities knowing the failure of AMPCs in Chennai and Mumbai.

Due to shortage of Staff every employee is forced to perform OT duty daily for more than 100 hours in a cycle. The OTA rates are paid on the basis of the IV Pay Commission Pay Scales. Our

repeated demands for upward revision of OTA rates have fallen in the deaf ears of the Dept.

Unrealistic norm of CRC (900) has caused resentment among the RSAs. Our protest letters and our pleas in the periodical meetings have all gone in vain. The officers have issued revised CRC norm without understanding the ground realities.

Though officers accept the confusing bag numbering systems in person, they are not coming forward to withdraw confusing order.

Artisans and Drivers in MMS have expressed their bitterness openly in the Conference in regard to new pay scales. **In spite of all the dissatisfaction, our colleagues elected me unanimously as General Secretary. I know I do not possess any magic sticks with me to solve the above problems. I understood from our members that they are not willing to organise strike to meet the onslaughts. We have to find out a lasting solution to put an end to the problems of RMS and MMS Employees.**

**I can assure our Colleagues that I will take all necessary steps to safeguard the interests of our members honestly.**

**I once again thank all the members for having faith in me.**

**Anticipating your co-operation in the days to come.**

**JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'  
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**MINUTES OF THE MEETING TAKEN BY SECRETARY (POSTS) WITH  
FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
AND ITS AFFILIATED SERVICE ASSOCIATIONS ON 13-01-2009  
TO DISCUSS PENDING ISSUES OF POSTAL EMPLOYEES**

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

**Official Side**

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

**Staff Side**

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

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

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

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

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

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

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

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

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

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

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

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

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

**(b) filling up of residual vacancies.**

**(c) conferring of temporary status on casual labourers.**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Suitable instructions will be issued in this regard.**

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

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

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

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

**The meeting ended with vote of thanks to the chair.**

## RMS III AND IV ITEMS AND ACTION TAKEN REPORTS

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

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

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

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

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

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

**Action Taken :** Same at item No.2

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

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

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

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

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

**Action Taken :** The problem of paucity of accommodation in mail carrying trains has been taken up with the Railway Board. Original accommodation has been restored in some of these trains since then. In spite of railways

assurance they have not been able to accede to all requirements of Department.

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

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

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

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

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

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

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

2007-08 and 62 vehicle in 2008-09.

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

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

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

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

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

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

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

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

**Action Taken Nil**

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

**Action Taken :** The syllabus for LGOs for promotion to PAs/SAs was revised vide letter dated 26.04.1991. Further this syllabus has not been revised. For promotion of lower grade

officials to the cadre of Postal/ Sorting Assistants through LGO examination, the maximum number of chances were five earlier. This was raised to six in 1999 only. The number of chances available for the eligible officials who are serious in getting promotion seems to be sufficient. In view of the nature of duties attached to the post of PA/SA, and need of maintaining integrity of the examination, it will not be appropriate to enhance the number of chances for appearing in LGO examination. (DDG-P)

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

**Action Taken Nil**

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

**Action Taken Nil**

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

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

The Service Union may be requested to send in their constructive suggestions on how to make RMS Wing more customer oriented in the next 10 days so that a Committee constituted of senior officers can discuss it internally.

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

**Action Taken 17 :** The matter is under consideration.

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

**Action Taken Nil**

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

**Action Taken Nil**

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

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

## SUBSCRIPTION

The Monthly subscription will be Rs. 20/- from 1-4-2009.

The Monthly subscription shall be allocated as under:

Branch Rs. 3.00 Division Rs. 5.00 Circle Rs. 5.00

CHQ Rs. 6.00 FNPO Re. 1.00

## RESOLUTIONS PASSED IN THE 17<sup>TH</sup> ALL INDIA CONFERENCE ON 25<sup>TH</sup> DEC. 2008, KOLKATA

**The following resolutions were passed in the 17<sup>th</sup> All India Conference, Kolkata  
on 25<sup>th</sup> December 2008 after detailed discussion**

1. All Govt. servants will be granted increment on 1st July of every year. For those employees whose date of increment falls on 1-1-2006, they would be granted increment in the pre-revised scale as on 1-1-2006 and then their pay will be fixed accordingly in the revised pay scale. Such Govt. servants would also get next increment on 1-7-2006 in the revised pay scale. Similarly for those whose next increment is between 1st July 2006 and 1st Dec. 2006 would also be granted next increment in the revised pay structure on 1-7-2006. The new order does not mete out justice for those who already been granted increment in the pre-revised scale between 1-2-2006 and 1-6-2006. These employees have to wait for more than 12 months to get the next increment on 1-7-2006. The more affected are the employees who retire on 30-6-2006 having earned increment between 1-2-2006 and 1-6-2006. Because they are not in service on 1-7-2006 to avail the increment. It is therefore proposed that employees whose increment falls between 1-1-2006 and 1-6-2006 must be given one increment on 1-1-2006 as a one time measure.
- 1A. Remove the cap on bonus days.
2. Implementation of Arbitration Award on OT rates which was last revised in 1990. Grant arrears from the date of Arbitration award.
3. Grant notional promotion to the senior officials from 1983 wherever it is not implemented.
4. Abolish bag numbering system.
5. Fill up all vacant posts in Group 'C' cadre.
6. Fill up all vacant posts in MMS.
7. Provide adequate accommodation in the long distance RMS sections.
8. Retain one Mail office in one district even if it is not justified but having delivery purpose in the interest of public mails.
9. Fix revised norm for Speed Post, EPP and other premium products.
10. Reduce the present CRC norms from 900.
11. Count RTP service for all purpose
12. Grant OSA to MMS staff who work in the long distance schedules.
13. Absorb all RRR candidates.
14. Exempting the Postal Department from the purview of the Screening Committee.
15. Restoration of in-patient treatment which was availed in CGHS Recognised hospitals.
16. Immediate approval of proposed amendment to the IPO Act.
17. Insurance cover to all MMS vehicles.
18. Finalise the cadre review at the earliest.

## General Secretary's Letter

Reached Delhi on 12-1-2009.

18th All India Conference of NUPE 'C' was held in Ambaji near Ahmedabad from 28-12-2008 to 31-12-2008. The Secretary-General addressed the open session and subject committee. Sri D. Kishen Rao, Sri Rajat Das have been elected as General Secretary and President respectively. We wish the new office-bearers of NUPE 'C' all success.

### Circle Conference

NUPE P III, P IV & GDS Circle Conference of Karnataka Circle was held in Chitradurga from 10 to 12 Jan. 2009. The SG FNPO addressed the Conference.

### Meeting with the officers at the Directorate

The SG FNPO met DDG (P) and DDG (Est.) and discussed to various issues of U.P. Circle and Karnataka Circle.

### Meeting with Postal Board

On 13-1-2009, Afternoon the Secretary-General and General Secretaries, D. Kishan Rao, T.N. Rahate, P.U. Muralidharan, Hafiz Siddique, S.P. Kulkarni, Devendra Kumar, O.P. Khanna and President Shakeel Ahmed met Postal Board and Discussed the Charter of demands. The minutes published elsewhere.

### Brief visit to Kolkata

On 18-1-2009, I was on brief visit to Kolkata.

### NUPE PM & Gr. 'D' Circle Conference

P IV Circle Conference of A.P. Circle was held from 20-1-2009 to 22-1-2009 at Hyderabad. Sri T.N. Rahate and SG FNPO addressed the open session. Sri Ghulam Rabbani was re-elected Circle Secretary.

### Meeting with Secretary (P)

On 22-1-2009, the SG FNPO and Sri Hafiz Siddique, GS R IV met the Secretary, Dept. of Posts and discussed the following issues:-

1. Issues relating to GDS committee.
2. Constituting of anomaly Committee (orders under issue)
3. additional duty assigned to Postmen.
4. Combined delivery in Andhra.

### Meeting with Member (P) on 23-1-2009

Sri G.K.P. and SG FNPO met Sri R.K. Singh, Member (P) and discussed various issues relating to GDS Committee.

### Meeting with DDG (P) and DDG (vig) on 22-1-2009

A delegation consists of GS R III, R.K. Tripathi. CS and Yogendra Yadav met DDG (P) and DDG (vig) and discussed various issues of U.P. Circle.

### Meeting with Chief PMG Delhi Circle

Sri Satish Chandra Headquarter Secretary and GS R IV met Sri Gopinath, Chief PMG Delhi circle and discussed the following issues:-

1. Issues relating to GDS and Haryana Circle.

### Day long Dharna in A.P. Circle

The PMG Kurnool Region changed the mail arrangement in the name of 'Project Arrow'. If the new Mail Arrangement is implemented, it will pave the way for closure of Guntakal RMS. Protesting this, a massive dharna was organised on 28-1-09 by the JCA of RMS 'AG' Dn. The following addressed the Dharna.

GS NUR 'C', S/Sri B. Mohd. Ali, CS R III, Sri N. Ramappa, CS R IV, B.V. Rao, DS R III NFPE, B.Chandrasekar DS NUR IV, B. Srinivasalu, CS NUR 'C' Karnataka. Branch Secretaries of both the Service unions.

Yours fraternally,  
(D. Theagarajan), General Secretary

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