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# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

No. 8

AUGUST 2010

## STRIKE IS AVERTED

The Postal employees had decided to go on indefinite strike from 13th July 2010 under the banner of JCA. The strike was averted after protracted and sincere discussion by the service unions with the Department. Details of discussion are published elsewhere in the Federal Sentinel of this issue. Some important settlements reached are 1. No closure of Post office except re-location 2. No RMS office will be closed against the norms (1000 mails) 3. Constituting of cadre Re-structuring committee 4. creation of system Administrator cadre 5. Filling up of residual vacancies 6. Filling up of vacant posts of P.As/S.As 7. Constituting of a committee to address the problems of Postmen 8. reviving negotiating machinery 9. revision of OSA.

Out of the above nine issues mentioned above, positive action has been initiated by the Department in respect of item No. 1 to 6 and 8.

In regard to item 7 and 9 we hope that the Department will take appropriate action shortly.

As regards issue relating to Gramin Dak Sevaks, the Department agreed to issue necessary orders for protection of TRCA to the EDSPMs.

Further, the Department agreed to settle issues like Pension, Medical Insurance and for conducting meeting to sort out GDS issues.

The approach of the present Secretary, the Department of Posts towards solving the issues of the service unions is highly appreciative one. Normally whenever strike notice is served, the Head of the Department used to get irritated and view the demands of the service unions with Nelson's eye. But in the case of the present Secretary, her move is pro-employees and she wants to keep the relationship smooth between staff side and official side. This is a healthy and welcome step. We hope that this trend will continue in the years to come

The major strike which was to create unrest in the postal industry was averted on account of positive approach of the Secretary, Department of Posts.

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JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
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**ON THE GLORIOUS GOLDEN JUBILEE OF 1960 STRIKE  
WE HAVE SUCCESSFULLY NEGOTIATED TO AVERT A STRIKE ON 13-7-2010  
WE SALUTE OUR VANGUARDS FOR THEIR UNCOMPARABLE SACRIFICES**  
Minutes of the Meeting held on 12.07.2010 to consider Charter of Demands given by the  
Staff side along with their notice of indefinite strike w.e.f. 13.07.2010.

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

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

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

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

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

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

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

(d) Outsourcing of mail conveyance.

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

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

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

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

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

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

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

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

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

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

Periodical meetings as prescribed will be held at regular intervals.

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

Item No. 5 : (a) Undertake reassessment of vacancies in PAISA cadre (including Circle Offices) to rectify mistaken calculation of vacancies in all circles.

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

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

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

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

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

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

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

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

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

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

Necessary action to be taken by DDG (PAF).

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

Welfare measures in favour of Gramin Oak Sevaks viz relief in case of prolonged illness, relaxation of education assistance schemes will be placed before Postal Staff Welfare Board in its next meeting. The issues of annuity and Health Scheme have been taken up with the Nodal Ministries.

(b) Remove discrimination on bonus ceiling.

Matter is subjudice.

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

Matter is subjudice.

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

The issue will be examined.

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

The benefits were extended as per past practice.

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

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

(b) Recruitment of adequate number of drivers.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Item No. 13 : Recruitment Rules for Multi Tasking Staff

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

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

No action.

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

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

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

The Staff Side will take up this issue separately.

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

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

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

Meeting ended with Vote of Thanks to the Chair.

# SUGGESTION TO THE STRATEGIC PLAN

Ref : Suggestions/94/2010

Date : 3-7-2010

To

Smt. Shanthi Nair

CPMG, Tamilnadu Circle, Chennai - 600 002.

Madam,

Sub : Suggestion to the strategic plan for the  
Dept. of Posts.

Ref : Your D.O. letter No. ORM/16-3/2010  
dt. 3-6-2010.

At the outset, FNPO conveys its greetings to you for occupying the post of Chairperson of the committee to prepare the strategic plan for the Department of Posts.

My Federation suggests the following :

1. India Posts operates the following business

i) Mail Business, ii) Insurance, iii) Banking, iv) Business Development Activities

Let us analyse each of the above business stage by stage.

Mail Business : You are aware that there are two kinds of mails

i) Personal mail, ii) Business mail

Traffic of personal mails have almost dwindled. The flow of business mail is growing enormously. We have provided maximum concessions to the bulk mailers. The Bulk mailers have been given concessions to a great extent. In some cases, even we give 50% of concession in Postal rates. Here we are calculating only revenue and not profit. The revenue is not a profit. If we calculate the operational costs, it will reveal that we spend more money than what we earn.

Then how we earn the money? How we can defeat our competitors?

1. According to the business statistics, 20000 crores of business are lying with couriers. This business is not lying with multi-national company like DHL and Blue Dart, our main competition is only lying with small couriers such as ST courier Desk to Desk, First Flight and professional courier. These couriers are concentrating only eight cities such as Delhi, Mumbai, Chennai, Kolkata, Bangalore, Ahmedabad and Hyderabad.

In the above cities, 60% business is dealt with by private couriers. Besides, another 40% business is lying in the following areas i.e.-

Important State Headquarters cities and Districts. The number of areas may come out nearly 180 to 200 centres.

The couriers are concentrating only on the above areas.

Rest of the area is with India Post. Though India Post is having largest network and infrastructure, we face

defeat from the couriers due to non-delivery of letters in time.

Therefore FNPO suggests that we have to deliver the articles in the above areas (i) seven metrocities and 200 centres within a prescribed time.

That is, 24 hours.

We have to design our mail arrangement in such a way so as to enable the public to receive mails within 24 hours. In the rest of the places, we can deliver articles within 48 hours to 72 hours because we have no competitors there.

If we plan properly on the lines suggested above, we will get atleast 50% of Letter-mail traffic from the couriers.

PARCEL : We have not lost any traditional parcel business from our customers. Our customers are diverted to EPP Parcel.

Here parcel business has gone to private couriers due to the pilferage. If we arrest the pilferage, we will get business very easily from our competitors.

LOGISTICS : Of late many of our officers are of the opinion that we are getting more revenue through logistic service. But is not so.

Some of the Executive officers suggest that if we concentrate on logistic posts, we will earn profit. This is also not true. Then what is the reality?

The reality is that the logistics area is dominated by private magnate viz., GATTI (GATTI deals with business worth 40% to 50% at the national level). Indian Railways and Air Cargo deal with 20% to 25% business. Another 10% to 15% business is dealt with by middle-order magnates such as Patel Roadways, TVS and ABT Parcel service etc. 8% to 10% business is lying with omni bus owners who run the buuses inter-circle and intra-circle. Our business is not even 1 to 2%.

For running Logistics service, two important factors are required. One-uninterrupted and unobstructed transport service. Two-warehouse facilities. In our Department, we are having only 1243 vehicles at the national level. Engaging private vehicles for logistic business is not financially viable. But inspite of the above drawbacks, we have one plus point i.e. very largest network at the national level which is lacking with our competitors such as GATTI, Indian Railways and Air Cargo.

If we deploy our own fleet in larger number, logistic business is possible otherwise it will be one of the ornamental business in our agenda.

FNPO does not want to drag the suggestions on the core activities. However, we strongly advocate that conveyance of mails through trains is economical as well as profitable. This will be proved beyond doubt



when we calculate the haulage charges paid to the Railways.

Many of our officers are of the opinion that we are paying more haulage charges and Railways are not co-operating. It is not correct. Because every one is aware that the Railways also now became a commercial service. We have to maintain good liaison with the Railways. We must make the Railways to understand that we are also one of the bag customers like other concerns doing business in the Railway premises.

**INSURANCE :** Life Insurance business in the country is undergoing significant and rapid transformation. Some years ago there was only one competition for us i.e. LIC. Now there are 22 competitors in the field of Insurance. Competition in the insurance business has become very tough now-a-days.

LIC and other private insurance firms are providing after-sale service to their customers in an excellent manner.

As for our PLI is concerned, we have secured four million policies in PLI and 7.5 million policies in Rural PLI. Our target is 200 million. How we have to achieve this target by defeating the private Insurance magnates such as TATA, Reliance, Birla and Govt. insurance firms LIC and nationalised Banks. (SBI and IOB.)

Now the PLI business has almost come to a standstill. Because the PLI covers only certain type of customers. Unless we remove the boundaries we cannot extend the business. The Department has to look into this aspect in proper perspective.

As regards Rural PLI, we will definitely secure maximum business compared to our competitors, if our staff are motivated and encouraged properly. At the same time, unrealistic target should not be fixed on the shoulders of poor GDS and other staff of rural post offices. If it is fixed so, it will pave way for a large number defaulting policies. We may take pride on securing number of policies but we will not get continuous revenue through policies.

**FINANCIAL SERVICES :** We are aware that the Post office Savings Bank is oldest and largest institution in the country. More amount of money is in deposit in the PO SB A/c than the SB A/c of nationalised Banks of India. But the most unfortunate aspect is that the PO SB is an agency function performed by Dept. of Posts on behalf of Ministry of Finance. The Ministry of Finance remunerates the Dept. of Posts for the Saving Bank work at a rate fixed from time to time.

This should be taken away. We should run the Banking service independently like other foreign countries. If it is done, we can definitely get more business compared to nationalised Banks. Because our infrastructure and network both in cities and villages are best when compared to nationalised and private Banks.

We have introduced IMO, EMO and International money transfer. These new services are really doing well. Customers require these services. But most unfortunate aspect is that these services are not advertised properly. Even well-informed public are not aware of these new services. It is our weakness. It should be removed.

**MUTUAL FUND :** At present Post offices are distributing select Mutual fund products of UTI. It is not necessary. This should be taken away.

Retailing pension products of ICICI prudential life Insurance through Post Offices

Though we do not do business in PLI and RPLI on the above scheme we should not give room for our competitor in our premises.

**RURAL BUSINESS :** Mahatma Gandhi National Rural Employment Guarantee Scheme

This scheme is doing extremely well. We got this business from Ministry of Rural Development. We should try to get more such business from other Ministries and autonomous body like Election Commission, Ministry of Statistics and Programme and others.

**BUSINESS DEVELOPMENT :** Business Development and Marketing Directorate was set up by us in the year, 1996. Now nearly 14 years are over and we are only showing revenue but we are not calculating our actual operational cost. Unless we calculate operational cost, we will not find our real income. We have to find out operational cost and we should not live in the dream-world.

We do not want to reveal all business activities such as Logistics Post, EPP, Media Post, Direct Post, Retail Post. Draw-backs of these services have already been discussed in the pre-paras.

The above suggestions are only a few from FNPO side. At this juncture, we have to point out that the Department is making many contradictions to weaken our own services. A few examples are

i) We are out-sourcing Speed Post services in many areas under the pretext of shortage of staff. This will affect our core business badly.

ii) We are giving maximum advertisement for ICICI, UTI, Oriental Insurance, while we are running our own PLI & RPLI services.

iii) Department of Posts issued orders to all our employees to open their account in Private/ Nationalised banks in order to draw salary, while we are operating our own Banking Service.

The FNPO hopes and trusts that the committee chaired by you will look into the above points in an open mind.

Thanking you.

Yours Sincerely,



(D. THEAGARAJAN), Secretary General

## GOVT. ORDERS

1. Placement of non matriculate Group 'D' employees in the Pay Band PB-1 with effect from 1-1-2006 Clarification Reg.

D.G. Posts No. 1-20/2008-PCC dated 28-5-2010

2. Regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave/unauthorized absence/suspension as on 1-1-2006 and retired/died thereafter without joining duty

D.O.P. & T No. 38/37/08-P & PW(A) dated 15th June, 2010

3. Continuation of adhoc promotions made in the cadre of HSG-I.

D.G. Posts No. 4-16-2002-SPB-II dated 18th May, 2010

4. CCS (RSA) Rules, 1993 - Re-verification of membership for recognition of Service Associations - Clarification regarding.

D.G. Posts No. 13/01/2010-SR dated 4th June, 2010

5. Delegation of Financial Powers to Heads of Circles in the Departmental of Posts for the specific purpose of data entry of new PLI/RPLI proposals and issue of policy Bonds.

D.G. Posts NO. 6-1/2007-FC-osts) dated 4-6-2010

6. Inclusion of names of the widowed or divorced or unmarried daughter/parents/dependent disabled siblings (i.e. brother and sisters in the PPO-Procedure for regarding.

D.G. Posts No. 4-7/10-PENSION dated 02 July, 2010

7. Inclusion of names of the widowed or divorced or unmarried daughter/parents/dependent disabled siblings (i.e. brother and sisters in the PPO-Procedure for regarding.

Introduction of 'Remotely Managed Franking System'.

D.G. Posts No. 9-6/2007-PO Dated 1-7-2010

8. Grant of family Pension to the dependent family members of a Government servant pensioner reported missing - Regarding.

D.G. Posts No. 4-10/10-PENSION Dated 15th July, 2010

9. Central Civil Services (Revised Pay) Rules, 2008-Revision of option exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008

10. Regulation of the Date of Next increment in case of Extra-ordinary leave (without medical certificate) after implementation of the CCS (RP) Rules, 2008 - clarification regarding.

11. Regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave/unauthorized absence/suspension as on 1-1-2006 and retired/died thereafter without joining duty.

D.G. (Posts) No. 4-8/10-PENSION dated 15 July 2010

12. Rotational Transfer /(ii) Posting policy for officials granted financial upgradation under Modified Assured Career Progression Scheme (MACPS)-Reg.

D.G. Posts No. 137-27.2010-SPB-II dated 10 June, 2010

13. Travelling Allowance Rules-Implementation of the Sixth Central Pay Commission

D.G. Posts No. 19030/3/2008-E.IV dated 11, June, 2010

14. Grant of family pension to the dependent family members of a Government servant pensioner reported missing

O.M. No. 1/28/04-P & PW (E) Dated 2nd July, 2010

15. Payment of second installment of 60% arrears on account of implementation of Shri R.S. Nataraja Murti Committee recommendations on revision of wage structure of Gramin Dak Sevaks (GDS)

D.G. Posts No. 6-1/2009-PE.II dated 10, June 2010

16. Non-drawal of HRA of the officiating Sub-Postmasters working in office having attached quarters

Orders issued vide No. 24-3/2010-PAP dated 30-7-2010.



Courtesy: Deccan Chronical

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

### **OFFICE MEMORANDUM**

**Subject:** Minutes of the 46th Ordinary Meeting of the National Council (JCM) held on 15th May, 2010.

Copy of Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training No. 31212009-JCA dated 7th July, 2010.

The undersigned is directed to forward a copy of the minutes of the 46th ordinary Meeting of the National Council (JCM) held on 15th May, 2010 in Conference Hall No. 267, Rail Shavan, New Delhi under the Chairmanship of Cabinet Secretary for information and necessary action.

1. The 46th Meeting of the National Council (JCM) was held on 15th May 2010 under the Chairmanship of Shri K. M. Chandrasekhar, Cabinet Secretary. A list of the representatives of Staff Side and Official Side who participated in the meeting is annexed.

#### **MINUTES OF THE 46TH MEETING OF THE NATIONAL COUNCIL (JCM) HELD ON 15TH May 2010**

2. The Cabinet Secretary and Chairman, National Council (JCM) extended a hearty welcome to the representatives of the Staff Side as well as the Official Side. The Chairman stated that although there has been a long gap between the 45th and 46th meeting of the National Council but there have been continued informal interactions between the staff and official sides. He referred to the fruitful discussions held with the representatives of the Staff Side to discuss the recommendations of the 6th CPC and also stated that the meetings of the Standing Committee have also been held quite frequently. He further hoped that there would be progress achieved in the two meetings of the National Anomaly Committee. He also stated that a Joint Committee consisting of the members of the staff side and official side to specifically look into the anomalies in the Modified Assured Career Progression Scheme has been set up. Therefore, it has been the endeavour of the Government to address the problems of the employees as effectively as possible.

3. The Chairman then enumerated some of the decisions taken by the Government in the recent past:

➤ The CCS (Revised Pay) Rules 2008 have been notified vide GSR622 (E) dated 29th August 2008. Instructions have been issued vide a.M. NO.1/1/ 2008-IC dated 30th August 2008 regarding fixation of pay and payment of arrears.

➤ Instructions regarding revision / re-fixation of pension/ family pension have been issued vide a.M. No. 38/37/08-P&PW dated 1st September 2008. Instructions regarding revision in the provisions regulating pension/ gratuity/ commutation of

pension/ family pension/disability pension/ex-gratia lump sum compensation have been issued vide a.M. No.38/37/08-P&PW dated 2nd September 2008.

➤ Instructions / guidelines regarding the Modified Assured Career Progression Scheme (MACP) have been issued vide O.M.No.35034/3/2008-Estt (D) dated 19th May 2009.

➤ Instructions/ guidelines regarding enhancement in the quantum of maternity leave and introduction of Child Care leave (CCI) to women employees have been issued vide a.M. No.13018/2/2008-Estt. (I) Dated 11th September 2008.

➤ Instructions / guidelines regarding special casual leave to the Central Government Employees with disabilities have been issued vide a.M. N025011/1/ 2008-Estt. (A) Dated 19th November 2008.

➤ In addition, most of the allowances of the Central Government Employees have been doubled as per the recommendations of the 6th Central Pay Commission.

4. The chairman also stated that the fact that all the issues relating to recommendations of 6th Central Pay Commission could be resolved through the process of constructive dialogue, shows the kind of closeness that the government has been able to maintain with all concerned. The Chairman informed that instructions have been re-iterated to all Ministries / Departments to make effective use of Joint Consultative Machinery and also to ensure that meetings of the Departmental Councils are held more frequently. The Chairman also stated that there is a need to evolve a mechanism to ensure that the Meetings of the National Council could be scheduled in such a manner that there is certain fixity about the dates and the time.

5. The Chairman Once again stated the resolve of the Government to maintain a sustained level of contact with the staff side to take forward the process of consensus building and collaborative endeavour to achieve the goals of higher productivity, efficiency and staff welfare. With these words, the Chairman once again welcomed all the participants to the National Council meeting and assured them of the fullest cooperation in discussing and resolving staff grievances, in a just manner, keeping in mind the compulsions of our economy. Thereafter, the Chairman invited the leader, Staff Side and the Secretary, Staff Side to make their opening remarks.

6. The leader, Staff Side thanked the Chairman for apprising the staff side of the important decisions taken by the Government in the recent past particularly relating to the implementation of the recommendations of the 6th CPC. He further thanked the Empowered Committee for hearing the staff side

on 17th May 2008 before taking a final view on the recommendations of the 6th CPC which resulted in improvements in some of the recommendations of the 6th CPC at the implementation stage. He further thanked the Chairman for having played a key role in satisfying the genuine aspirations of the staff. He then referred to the Child Care Leave (CCL) and stated that subsequent to issuance of orders granting the CCL to the women employees, certain restrictions were imposed through a clarification issued by the Government. While agreeing that certain restrictions are necessary, he stated that the restriction regarding exhausting all the Earned leave to be eligible for CCL is really very harsh and a number of representations have been received from the women employees. He further stated that what was agreed by the Cabinet and implemented earlier was diluted in the name of a clarification issued later. He requested the official side that once orders are issued and subsequently changes are required due to practical difficulties being faced by the Government in implementing those orders, then such issues should be first discussed with the representatives of the staff side before taking any decision to carry out any changes. He, therefore, requested the Official Side to look into this genuine grievance of the staff and review the CCL in such a rational manner that will not jeopardize the efficiency and at the same time welfare of the staff is also taken care of.

7. Leader, staff side then referred to the Children Education Allowance (CEA) and stated that subsequent to the issuance of the original order granting CEA to maximum of 2 children, a clarification was issued that only the eldest two surviving children are eligible for CEA. This has resulted in problems and in certain cases the administration divisions of some Ministries / Departments have even started recoveries. He requested that this may be looked into and further requested that once a decision is taken and implemented, it should be maintained and should not be scuttled or diluted later in order to convey the right kind of message to the employees.

8. Leader, Staff side, also conveyed the appreciation of the staff side and thanked the Secretary (P) for quickly agreeing to constitute Joint Committee to look into the aberrations / anomalies in the MACP Scheme. He stated that the earlier Scheme of ACP got completely diluted by the newly introduced MACP Scheme. He opined that in reality an employee who hitherto got the two financial up gradations in 24 years under the old ACP Scheme, shall now have to wait for three decades to get the same level of up gradations under the new MACP Scheme. Therefore, this is a serious aberration and he hoped that the Joint Committee will be able to resolve the matter to the satisfactions of the staff. He once again thanked Secretary (P) for his special initiative on this particular issue. Leader, Staff Side also referred to the various pay bands and grade pays recommended by the 6th CPC and stated that there are a large number

of issues / anomalies and once again thanked Secretary (P) for holding the two meetings of the NAC with the positive intent. He referred to the fruitful discussions held during the two meetings of the NAC and conveyed the appreciation of the staff side for taking the perceptions of the staff side seriously and in the right spirit. He referred to the mismatch in the pay drawn by a senior direct recruit inducted into the service prior to 1st January 2006 and that of a junior direct recruit inducted into service after 1st January 2006 and stated that this is a genuine issue and requested the official side to find out a way to rectify the anomaly. Regarding holding the meetings of the National Council, he stated that the meetings should be held more frequently in order to ensure that the dialogue process can continue. He further stated that normally after every Pay Commission, the Government used to raise the limit of the taxable income. This was not done this time, with the result that even the low paid employees have come within the ambit of the income tax. He assured the Chairman of the fullest co-operation of the staff side for improving efficiency and productivity and again requested the Chairman to meet the staff side as often as possible in order to build harmonious relationship through the dialogue process.

9. Thereafter, Secretary, Staff Side while making his opening remarks, thanked the Chairman for holding the 46th meeting of the National Council. Referring to the JCM Scheme, he stated that the scheme was evolved in order to ensure harmonious relations between the staff and the Government and the essence of the harmonious relations between the two is a constant dialogue. He was of the view that the JCM Scheme provided the platform for the dialogue. He further stated that it was not necessary to have grievances but it is vital to have a dialogue which enables the Government to know the pulse of the staff and also makes the staff aware about the thinking of the Government on various related issues. He, however, regretted that in the past few years, the formal dialogue through the meetings of the National Council has been irregular. He also stated that efforts were made to hold the 46th Meeting the National Council earlier also, however, because of one reason or other, the meeting could not be held. He also pointed out that the real problem lies at the level of the Departmental Councils where the meetings have been held regularly in a very few Ministries / Departments. He was of the opinion that if the JCM machinery is to work smoothly then it has to function properly at all levels including the Departmental Council. 10. Thereafter, Secretary, Staff Side referred to the 16 pending awards of the Board of Arbitration and stated that these awards have not been implemented by the Government and there is a need to discuss them once again with the staff side. He further stated that arbitration was inbuilt in the JCM Scheme. Issues on which agreements could not be reached are to be referred to the Board of Arbitration.



Both the Parties are supposed to abide by the decision of the Arbitrator. The Govt. is vested with the power of referring to the Parliament for approval of rejection of the awards on certain specific circumstances like the expenditure on implementation of such awards would have a serious deleterious effect on the economy of the country. He further stated that of late the Government had been referring every award to the Parliament for rejection and even though it was agreed that such references would be intimated to the Staff Side well in advance, the same had not been adhered to. He added that recently he was informed of such a rejection of an award being considered by the Parliament on 4th May, 2010. However, the Staff Side was informed only on 3rd May, 2010. He, therefore, suggested that in future sufficient notice should be given to the Staff Side before moving the resolution for rejection of any award in the Parliament. He further stated that despite two or three rounds of discussions, no consensus could be arrived at on the pending awards of the Board of Arbitration. He conveyed that the Staff Side is willing to discuss these awards with the Official Side so as to reach an amicable solution. He, therefore, suggested that the pending awards may once again be discussed with the Staff Side before taking a final view on them. He also stated that there was a need to give a second thought to the whole JCM Scheme which was introduced in 1966. He appreciated the questionnaire prepared by the Department of Personnel & Training seeking feedback from the staff side regarding the JCM Scheme and stated that it is the right time for a comprehensive review of the JCM Scheme and suggested that a High Level Joint Committee may be constituted for this purpose.

11. Secretary, Staff Side then thanked the Official Side for quickly implementing the recommendations of the 6th CPC. He was of the view that the report of the 6th CPC was revolutionary and unique in a way that some of the recommendations like the system of pay bands and grade pay are absolutely new. He also stated that some of the benefits recommended for the women employees had already been demanded by the Staff Side in the JCM for a long time. However, there were associated problems regarding interpretation of the recommendations and different persons were interpreting the recommendations differently resulting in a lot of problems. Therefore, he suggested that there should not be any time limit for submission of representations and delays should not come in the way of not listening to the genuine grievances of the employees. He further requested that each and every issue raised in various representations must be given due care. Thereafter, he spoke about the commendation of the 6th CPC regarding the allowances and demanded that in respect of those allowances which are to be replaced by some other alternative like insurance etc., these allowances should continue at double rates until the

alternative mechanism is put in place. He further stated that certain allowances like Patient Care Allowance and Fixed Medical Allowance (FMA) have not been revised at all and demanded that 8 suitable steps should be taken urgently in this regard. At this point of time, the Chairman informed the Staff Side that a decision had been taken to enhance the Fixed Medical Allowance from Rs. 100 to Rs. 300 per month. The Staff Side demanded that the FMA should be raised to at least Rs. 500 per month. The Staff Side also suggested that Dearness Allowance should be paid on FMA like the existing dispensation in respect of Transport Allowance. Secretary, Staff Side further stated that as per these estimates available, per capita expenditure on OPD consultation was approximately Rs. 600 per month. Therefore, the amount of Rs. 300 per month to be paid as FMA was not adequate and needed to be reviewed. He then pointed out that in the model recruitment rules for the post of LDC, it has been prescribed that the employee has to be 12th Pass for promotion to the IDC or equivalent posts. He further stated that such a change can not be imposed on the existing employees and therefore should be revisited.

12. Secretary, Staff Side then appreciated the job done by the Fast Track Committee (FTC) and stated that despite the clear cut recommendation of the FTC regarding the Master Crafts Man, the same is yet to be implemented by the Ministry of Defence. He pointed out that the related file has been tossing up between one department and other and suggested that something must be done to do away with this culture of file tossing. He also pointed out the case of overpayment and subsequent recovery of Transport Allowance in respect of employees working in Jaipur and Lucknow. Some employees went to the court and the court ruled in their favour and directed that the recoveries should be paid back. Now those employees who had approached the court have been paid back, however, leftover employees are still to be paid back the recoveries. He requested that the leftover persons should also be paid back the recoveries without waiting for them to approach the court.

13. Thereafter, Secretary, Staff Side raised the issue relating to the class IV employees who were nonmatriculate. Referring to the recommendation of the 6th CPC regarding training of such employees to place them in PB-I w.e.f. 01-01-2006, he stated that it was expected that the process of imparting training to nonmatriculate employees would be finished within a maximum time of six months. However, the time taken by the different departments was different and if an employee died before he was trained, there would be a huge loss to the family of that particular employee. Similarly, in case a person retired before re-training, he and his family would suffer financial loss. Therefore, Secretary, Staff Side requested that such cases should be considered sympathetically and their pension / family pension may be re-fixed at par with

those class. IV employees who were re-trained and their pay was fixed in PB-I with the grade pay of Rs.1800/-. He also stated that he had already written to Secretary, Department of Expenditure in this regard and hoped that the official side would soon take steps to resolve this matter. With these words, he once again thanked the Chairman for giving him an opportunity to say a few words.14. Afterwards, other members of the staff side made the following observations: a) Nonmatriculate class IV employees who retired or died between anuary 2006 and August 2008 without any re-training had also been deprived of the benefit of pay fixation in PB-1. Therefore, such employees should be deemed to have been re-trained and extant benefit sho!ld be granted to them.

b) Problems are being faced in issuance of the revised PPOs as the disbursing banks are not sending the required advice to the Controller of Accounts.

c) The matter regarding granting of Children Education Allowance to an two children instead of restricting it to the eldest surviving two children was re-iterated.

d) The women industnal employees of the Ministry of Defence have not been sanctioned the CCI and the benefit of enhanced maternity leavehad not been given from the date it was sanctioned to the civilianwomen employees.

e) The risk allowance has been withdrawn w.e.f. 1.4.2009 without introducing any alternative benefit to the employees. Many of the civilian employees are deployed in highly risky and hazardous nature of work, the risk allowance may be continued beyond 1.4.2009 and he same may at least be doubled w.e.f. 1.8.2008.

f) The work load has been increasing whereas the number of employees has been going down. It was

also stated that the problem is really acute particularly in!he Ministry of Railways. Therefore, there is a need to reconsider the policy of matching savings at the time of creation of new posts.

15. The Chairman stated that all the issues mentioned by the Staff Side have been noted and concerned Ministry / department will take suitable action where ever warranted. He also assured that he would write to all the Secretaries to make sure that the Departmental Councils mechanism should be activated and geared up and its meetings are held regularly to take care of the department specific issues. He further stated that the pending awards of the Board of Arbitration would be reviewed. Regarding the suggestion to constitute a high level committee to review the JCM Scheme, the Chairman 11 stated the matter may initially be discussed by the Secretary, DOP& Twith the Staff Side and then if needed, a committee could be constituted.

16. Secretary, Department of Pension and Pensioners' Welfare, while responding to the issue of delays in issuance of the revised PPOs stated that the problem existed at the level of disbursing banks as well as the pension sanctioning authorities. In some cases, banks are not sending the advice to the concerned authorities and in some cases even if the advice had been sent by the banks, the pension sanctioning authorities have not issued the r.evised PPOs. He assured the staff side that the matter will be reviewed in consultation with the Central Pensio'l Accounts Office, Controller General of Accounts and Controller General of Defence Accounts and a deadline will be fixed for issuance of the revised PPOs.

17. Thereafter it was decided to move to the agenda items.

Agenda Items and decision thereof will be published in the next issue.

## BIRTHDAY OF GKP



Circle co-ordinating committee of Tamil Nadu Circle arranged on emotional felicitation party to our beloved former Secretary-General and present Secretary (Headquarters), Sri G.K. Padmanabhan on his completion of 80 years of age. The meeting was chaired by Sri G.P. Muthukrishnan CS NAPE 'C' Tamil Nadu Circle. Dr. U. Srinivasa Raghavan, former DG Posts, and Sri D. Theagarajan, SG FNPO greeted the beloved leader. A book titled "Reminiscences" written by Sri G.K. Padmanabhan and published by RC Memorial Trust, Chennai was released by Sri A. Somasundaram, former Vice-President, NUR 'C' and the first copy was received by Sri K. Vallinayagam, General secretary FNTO. Sri M. Raghavaiah, JCM Staff side leader and General Secretary NFIR sent a greeting to the felicitation. Sri V.

Sadisivam, Member HRD and Smt. Karuna Pillai, Chief PMG Gurajat have sent greetings to the felicitation. Circle Secretaries of FNPO affiliated unions of Tamilnadu Circle and General Secretary SBCO Sri S. Sambandam greeted the felicitation.

Co-ordinating committee of the Tamilnadu Circle FNPO presented a memento to Sri G.K. Padmanabhan. In his acceptance speech, Sri G.K.P. recalled the services and sacrifices rendered by our great leader K.R. and advised the younger generation to follow the foot-steps of K.R.

With the vote of thanks by Sri K. Gunasekaran, CS NUPE PM & Gr. 'D' Tamilnadu Circle the felicitation was over. The soft copy of the book "Reminiscences" containing 72 page is available in the FNPO website.

## NEWS IN NUT-SHELL

**Small Savings interest may reduce-Govt. considering to link with prevailing market rate.**

For Details see our web.

### POSTAL BILL RE-DRAFTED

The Government has re-drafted an earlier Bill on Postal Regulation with a view to bringing the entire communication under a regulatory regime similar to the one for the telecom sector.

Details available in our web.

### RECRUITMENT OF PAs/SAs

Orders were issued by the Department of Posts to fill up the posts of Pas/SAs by direct recruitment vide Postal Dte. Letter No. 60-9/2010-SPB dt. 22-7-2010. The Directorate has ordered to Heads of Circles finalise recruitment process by 16-12-2010.

### Counting of APS Service for TBOP/BCR

The Directorate has issued orders to count adhoc service rendered in APS for purpose of grant of financial upgradation (TBOP/BCR) vide letter No. 93-25/2003-SPB II dt. 21-7-2010.

### DEPARTMENTAL COUNCIL MEETING WILL BE HELD SHORTLY

The Department accepted to revive the highest forum of the negotiating machinery (Department Council Meeting). The meeting may be held on 27-8-2010.

### CADRE-RE-STRUCTURING COMMITTEE

Cadre Re-structuring Committee has been constituted. The FNPO has nominated Sri D. Kishen Rao as Member. Our opinion about cadre-restructuring will be published in the next issue.

### POST OFFICE MAY SOON BECOME A FULL-FLEDGED BANK

Reserve Bank of India is to come out with draft guidelines on licences to new banks. India Post is a strong contender for banking license given its spread across the country. Details are available in our web.

### MACP EXTENDED TO STAFF CAR DRIVERS

The DOP & T issued orders that extension of promotion for staff Car drivers may run concurrently with MACP. It may be recalled that FNPO and NUR 'C' made a similar demand for MMS drivers at the time of introduction of MACP. It was not accepted by the Department earlier. Now FNPO / NUR 'C' will insist the Department to issue similar order for MMS Drivers.

### K.R. AMARRAHE

98th birthday of our founder leader Sri K.R. was celebrated a grand manner at Patna. All the General Secretaries of FNPO affiliated unions participated. They recalled the glorious services rendered by Sri K.R. to the Central Government employees in general and Postal employees in particular. General-Secretary also recalled the sacrifice of K.R. during 1960 strike. The function was organized by all the Circle Secretaries of National Unions of Bihar Circle.

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## KASHMIR LION RETIRED



Sri G.M. Wani, former Circle Secretary, NAPE 'C' J & K Circle has retired from service on superannuation w.e.f. 30-6-2010. He joined out union in the year 1971 and was elected as Divisional Secretary in the year 1972. He held the post of the Divisional Secretary for 20 years continuously. In the year 1992, he was elected as Circle

Secretary of J & K Circle. He also contributed his service in the RJCM for two decades. He has played vital role during the last verification and the present verification. The role phased by Sri G.M. Wani is remarkable one in reviving administrative union and RMS union in J & K Circle.

FNPO wishes G.M. Wani a happy and prosperous retired life.

## From the Desk of Secretary General

### STRIKE DEFERRED

The Secretary, Department of Posts had taken a meeting with Staff side on 12-7-2010 to discuss the charter of demands. The meeting lasted 4 hours. After the meeting, Staff side unanimously decided to defer the strike. Details are published elsewhere.

### MCKINSY & CO MEETING

The Mckinsy & Co arranged a meeting. The meeting was chaired by Secretary, Posts. Sri Rishikesh, Director made a presentation about the future plan of mail network processing FNPO described this as 'nothing but old wine in new bottle'. The minutes of the meeting and other details hosted in our web and also printed in RMS Sentinel.

### NATIONAL CONVENTION OF WORKERS HELD IN DELHI

National convention decided to go on strike on 7th September 2010. General Secretaries of FNPO affiliated unions decided not to participate in the strike.

### POST - RETIREMENT BENEFITS FOR GDS

A proposal formulated by the Department on annuity scheme for GDS has been approved by the Ministry of Finance. According to the scheme, the Department will contribute Rs. 200/- per month for each GDS and accumulation will be annuitised and benefits paid to GDS.

### PROVISION OF MEDICAL FACILITIES TO GDS

The Department has sent a proposal for approval to Ministry of Finance.

### RRR CANDIDATES ARE ABSORBED

The Department accepted to absorb RRR candidates as one time measure in the Supreme Court. The absorption will take retrospective effect but back wages will not be paid.

### MEETING WITH THE CHIEF PMG, WB CIRCLE

The SG FNPO accompanied by working President, FNPO and R III Circle Secretary met the Chief PMG, WB Circle and discussed various issues relating WB Circle. Details available in our web.

### MEETING WITH THE DG POSTS

Meeting with Secretary (P) : On 11-8-2010 SG FNPO meet Secretary (P) with G.S. NAPE C the details are available in web.

Meeting with Meeting (P) : ON 12-8-2010 SG FNPO and G.S. NAPE 'C' meet Member (P) the details are available in web.

Yours fraternally,  
(D. THEAGARAJAN)

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

### STRIKE DEFERRED

#### POSTAL JOINT COUNCIL OF ACTION

National Postal Joint Council of Action unanimously resolved to defer the indefinite strike from 13th July 2010 in the light of discussion and decision arrived in the conciliatory meeting held with the Secretary (P) on 12th July 2010, however, we wish to place on record that Postal Accounts employees are part and parcel of the Department of Posts and their grievances also need to be redressed along with the grievances of other employees. The minutes may be supplied to the Federations/Unions by 13th July 2010.

Sd/-  
SG NFPE

Sd/-  
SG FNPO

### 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.

Edited, Printed and published by D. THEAGARAJAN from T-24, Atul Grove Road, New Delhi - 110 001 on behalf of FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
Composed and Printed at ICON GRAPHICS, Triplicane, Chennai - 600 005.