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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

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LET US MARCH FORWARD FURTHER WITH HOPE

NJCA deferred the srike of 11th July 016 unanimously after the meeting with the Hon'ble Minister for Home Affairs on 6th July 2016. It was formally announced by the NJCA after the Press Notification by the Govt. of India. The crux of the agreement is the formation of high level committee with the group of Ministers. The committee will submit its report within four months on minimum wage and fitment formula.

You are aware that the 7th CPC was constituted in November 2015 by UPA II Govt. headed by Dr. Manmohan Singh. The commission submitted its recommendations within 21 months. The commission has fixed Rs. 18000/- as minimum pay and Rs. 2 lakhs 50 thousand as maximum pay. 13.8 times more is allotted to top officers. Further the Commission recommended for reduction of HRA from 30%, 20% as 10% to 24%, 16% and 8%. It also recommended abolition of 52 allowances and interest free advances such as Festive advance, Natural calamity Advance and LTC advance. The commission did not spare women employees also and in that salary for the second year of child care leave should be reduced to 80%. The

commission rejected our demand of five promotional avenues and abolition of New Pension scheme. The commission has recommended contract and out-sourcing to avoid further regular appointment. It also rejected the regularization of GDS and increase in minimum pension percentage and fixed medical allowance and increment rate to the regular employees from 3% to 5% oppoising the above retrograde recommendations, the NJCA conducted various programmes at different levels. Consequently the Govt. appointed a committee under the chairmanship of Cabinet Secretary and other Departmental Secretaries to look into the demands of staff side. The committee conducted series of meetings with all recognized unions. Postal unions were also called for discussion. The committee submitted its report to the Govt. the recommendations of the Committee were not disclosed by the Government. On 29th June 2016, the Cabinet approved the recommendations of 7th CPC without any changes. This has created shocking waves among the Central Govt. employees across the country. On 30th July 2016. The Govt. invited important leaders of NJCA and

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discussed. But we do not know what discussion was taken place on each items. No minutes were issued in this regard. The NJCA met on the same day and announced that the proposed strike will take place due to non-issue of the minutes to the NJCA leaders. Accordingly, the NJCA constituent unions conducted series of programmes in favour of strike. On 6th July 2016, NJCA met again and during the meeting the Home Minister called the leaders and gave assurance the Finance Minister would issue a press statement on the same day. After the Press Statement, the NJCA deferred the strike unanimously. Press statement issued by the NJCA is published elsewhere.

Meanwhile, the Govt. machinery indulged in big publicity telling that the Govt. has increased minimum wage from Rs. 7000/- Rs. 18000/- Under no circumstances the same Govt. did not reveal the colossal increase of pay to top officers. The Govt. claims the increase of minimum wage from Rs. 7000/- to Rs. 18000/-. But the real difference is only

Rs. 2250/-. It is a low increase of less than 14.29%.

In the past, II CPC increased the salary to the tune of 14.2%. III CPC increased 20.6%. IV CPC increased 27.6%. V CPC increased 31% and VI CPC increased to 54%.

From the above table, it transpires that each commission increased the rate of salary in ascending order. In regard to VII CPC, the rate of increase is in descending order that is 29.71%. This is very retrograde step on the part of VII CPC.

The employees are mentally convinced that the demand of NJCA is genuine and mentally prepared the strike. Now the NJCA deferred the strike considering the assurances of the Govt. Further the NJCA clarified clearly if the demands are not fulfilled by the Govt. within the stipulated time-frame, the NJCA will revive the strike plan. We may have anger. But we are only minor partners in the NJCA. We cannot do major role independently. We have done our duty. No regrets. Let us march forward further with hope.

UNANIMOUSLY RESOLVES TO DEFER THE INDEFINITE STRIKE

After the meeting with the Home Minister today by the NJCA and further developments leading to issue of a Press Release by the Government of India assuring consideration of the issues raised by the Staff Side relating to the pay scales and other recommendations of the Pay Commission by a High Level Committee. The NJCA has decided to defer the Indefinite Strike in the background of meetings with the Ministers and the assurance by the Government of India.

The Press Release by the Government today is reproduced below:

Press Information Bureau, Government of India, Ministry of Finance

06-July-2016 20:50 IST

Government assures Representatives of Unions representing employees of the Central Government that the issues raised by them relating to the pay scales and other recommendations of the 7th Pay Commission would be considered by a High Level Committee.

Representatives of Unions representing employees of the Central Government had met the Home Minister Shri Rajnath Singh, the Finance Minister Shri Arun Jaitley and the Minister for Railways Sh. Suresh Prabhu in the evening of 30th June, 2016.

They had requested that certain issues raised by them in relation to the pay scales and other recommendations of the Pay Commission be allowed to be raised before a Committee of Secretaries looking into different aspects of grievances of employees in relation to the Pay Commission recommendations

The Ministers assured the Union leaders that the issues raised by them would be considered by a High Level Committee.

NJCA

National Joint Council of Action, 4, State Entry Road, New Delhi 110 055

No. NJC/2016/7TH CPC

Dated July 6, 2016

PRESS STATEMENT

The National Joint Council of Action (NJCA) met at the Staff side office, JCM, New Delhi today at 11.30 am as scheduled. During the discussions, the Convener received an invitation from the Honourable Home Minister, Shri Rajnath Singh. The following members of the NJCA met the Home Minister in a delegation.

1. Dr. M. Raghaviah (NFIR), 2. Shiv Gopal Misra (AIRF), 3. Rakhal Dasgupta (AIRF), 4. Guman Singh (NFIR) 5. K.K. Kutty (Confederation) 6. C. Srikumar (AIDEF) 7. M. Krishnan (Confederation) 8. Ashok Singh (INDWF) 9. R. SRINIVASAN (indwr) 10. M.S. Raja (Confederation) 11. JR Bhosale (AIRF) 12. Bhatnagar (NFIR) 13. R.N. Parashar (NFPE) 14. Giriraj Singh (NFPE) 15. SatishChander (FNPO), 16. B. Shivakumar (FNPO) 17. N. Kanniah (AIRF)

The issues in the charter of demands were discussed with special reference to the 7th CPC related demands. The delegation brought to the notice of the Honourable Home Minister that the NJCA has not received a communication from the Government over the assurances held out on 30th June, 2016. When the NJCA delegation met the Honourable Home Minister, Finance Minister and the Railway Ministers. On 30th June 2016, the Government had assured to refer the revision of Minimum wage and fitment formula to a committee. The Finance Minister had also clarified that the Government has taken the decision to implement the recommendation of the 7th CPC to bring about parity between the past and present pensioners. They added that such a communication in confirmation of the assurances will enable them to take a decision over the strike action which is to commence from 11th July, 2016.

The Honourable Home Minister assured the delegation that the Government will honour the assurances held out to the NJCA leaders on 30th June, 2016 and accordingly the Honourable Finance Minister, Shri Arun Jaitley will issue a Press Statement today, with copy to NJCA.


Accordingly, the NJCA has received the Press communiqué issued by the Honourable Finance Minister today. The committee set up to look into the matter of minimum wage and fitment formula is expected to submit their report to the Government in the given time frame of not more than four months. In view of these developments, the indefinite strike call which is to commence from 11th July, 2016 is deferred till the committee finalises its report.

The NJCA congratulates all affiliates, their units and branches for their strenuous efforts in mobilizing the workers under the banner of NJCA and keeping the unity and strength of the Central Government.

The NJCA congratulates all affiliates, their units and branches for their strenuous efforts in mobilizing the workers under the banner of NJCA and keeping the unity and strength of the Central Government employees intact. The NJCA this opportunity to assure all that it would be its endeavour to ensure that a decent and satisfactory settlement is brought about on all 11 point charter of demands.

The NJCA particularly notes that the Government has set up a separate committee for reviewing the New Pension Scheme, which has been a matter of concern to all employees and workers who are recruited to Government service after 1-1-2014.

The NJCA expresses its gratitude to all the members of Public, Print and Electronic Media for the support they had extended to the Central Govt. employees.



M. Raghaviah (NFIR)
Shiva Gopal Misra (AIRF)
C. Srikumar (AIDEF)
R. Srinivasan (INDWF)
M. Krishnan (Confederation of CGE & W)
R.N. Parashar (NFPE)
B. Shivakumar (FNPO)

Cabinet approves Implementation of the recommendations of 7th Central Pay Commission

The Union Cabinet chaired by the Prime Minister Shri Narendra Modi has approved the implementation of the recommendations of 7th Central Pay Commission (CPC) on pay and pensionary benefits. It will come into effect from 01.01.2016.

The Cabinet has also decided that arrears of pay and pensionary benefits will be paid during the current financial year (2016-17) itself, unlike in the past when parts of arrears were paid in the next financial year.

The recommendations will benefit over 1 crore employees. This includes over 47 lakh central government employees and 53 lakh pensioners, of which 14 lakh employees and 18 lakh pensioners are from the defence forces.

Highlights:

1. The present system of Pay Bands and Grade Pay has been dispensed with and a new Pay Matrix as recommended by the Commission has been approved. The status of the employee, hitherto determined by grade pay, will now be determined by the level in the Pay Matrix. Separate Pay Matrices have been drawn up for Civilians, Defence Personnel and for Military Nursing Service. The principle and rationale behind these matrices are the same.

2. All existing levels have been subsumed in the new structure; no new levels have been introduced nor has any level been dispensed with. Index of Rationalisation has been approved for arriving at minimum pay in each Level of the Pay Matrix depending upon the increasing role, responsibility and accountability at each step in the hierarchy.

3. The minimum pay has been increased from Rs. 7000 to 18000 p.m. Starting salary of a newly recruited employee at lowest level will now be Rs. 18000 whereas for a freshly recruited Class I officer, it will be Rs. 56100. This reflects a compression ratio of 1:3.12 signifying that pay of a Class I officer on direct recruitment will be three times the pay of an entrant at lowest level.

4. For the purpose of revision of pay and pension, a fitment factor of 2.57 will be applied across all Levels in the Pay Matrices.

5. Rate of increment has been retained at 3%. This will benefit the employees in future on account of higher basic pay as the annual increments that

they earn in future will be 2.57 times than at present.

6. The Cabinet approved further improvements in the Defence Pay Matrix by enhancing Index of Rationalisation for Level 13A (Brigadier) and providing for additional stages in Level 12A (Lieutenant Colonel), 13 (Colonel) and 13A (Brigadier) in order to bring parity with Combined Armed Police Forces (CAPF) counterparts at the maximum of the respective Levels.

7. Some other decisions impacting the employees including Defence & Combined Armed Police Forces (CAPF) personnel include :

- Gratuity ceiling enhanced from Rs. 10 to 20 lakh. The ceiling on gratuity will increase by 25 % whenever DA rises by 50 %.

- A common regime for payment of Ex-gratia lump sum compensation for civil and defence forces personnel payable to Next of Kin with the existing rates enhanced from Rs. 10-20 lakh to 25-45 lakh for different categories.

- Rates of Military Service Pay revised from Rs. 1000, 2000, 4200 & 6000 to 3600, 5200, 10800 & 15500 respectively for various categories of Defence Forces personnel.

- Terminal gratuity equivalent of 10.5 months of reckonable emoluments for Short Service Commissioned Officers who will be allowed to exit Armed Forces any time between 7 and 10 years of service.

- Hospital Leave, Special Disability Leave and Sick Leave subsumed into a composite new Leave named 'Work Related Illness and Injury Leave' (WRIL). Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRIL.

8. The Cabinet also approved the recommendation of the Commission to enhance the ceiling of House Building Advance from Rs. 7.50 lakh to 25 lakh. In order to ensure that no hardship is caused to employees, four interest free advances namely Advances for Medical Treatment, TA on tour/transfer, TA for family of deceased employees and LTC have been retained. All other interest free advances have been abolished.

9. The Cabinet also decided not to accept the steep hike in monthly contribution towards Central

Government Employees Group Insurance Scheme (CGEGIS) recommended by the Commission. The existing rates of monthly contribution will continue. This will increase the take home salary of employees at lower levels by Rs. 1470. However, considering the need for social security of employees, the Cabinet has asked Ministry of Finance to work out a customized group insurance scheme for Central Government Employees with low premium and high risk cover.

10. The general recommendations of the Commission on pension and related benefits have been approved by the Cabinet. Both the options recommended by the Commission as regards pension revision have been accepted subject to feasibility of their implementation. Revision of pension using the second option based on fitment factor of 2.57 shall be implemented immediately. A Committee is being constituted to address the implementation issues anticipated in the first formulation. The first formulation may be made applicable if its implementation is found feasible after examination by proposed Committee which is to submit its Report within 4 months.

11. The Commission examined a total of 196 existing Allowances and, by way of rationalization, recommended abolition of 51 Allowances and subsuming of 37 Allowances. Given the significant changes in the existing provisions for Allowances

which may have wide ranging implications, the Cabinet decided to constitute a Committee headed by Finance Secretary for further examination of the recommendations of 7th CPC on Allowances. The Committee will complete its work in a time bound manner and submit its reports within a period of 4 months. Till a final decision, all existing Allowances will continue to be paid at the existing rates.

12. The Cabinet also decided to constitute two separate Committees (i) to suggest measures for streamlining the implementation of National Pension System (NPS) and (ii) to look into anomalies likely to arise out of implementation of the Commission's Report.

13. Apart from the pay, pension and other recommendations approved by the Cabinet, it was decided that the concerned Ministries may examine the issues that are administrative in nature, individual post/ cadre specific and issues in which the Commission has not been able to arrive at a consensus.

14. As estimated by the 7th CPC, the additional financial impact on account of implementation of all its recommendations in 2016-17 will be Rs. 1,02,100 crore. There will be an additional implication of Rs. 12,133 crore on account of payments of arrears of pay and pension for two months of 2015-16.

7TH PAY COMMISSION MINIMUM WAGE AND FITMENT FORMULA – GOVT TO FORM A COMMITTEE FOR RECONSIDERATION OF THESE TWO FACTORS AFTER NJCA MET PANEL OF MINISTERS – STAFF SIDE SOUGHT MODIFICATION OF MINIMUM PAY AND FITMENT FORMULA

National Joint Council of Action, 4, State Entry Road New Delhi – 110055

No. NJCA/2016 Dated: July 1, 2016

Dear Comrade!

We are to inform you that the NJCA had a discussion with the Government of India yesterday, i.e.30.06.2016 over certain demands contained in our Charter of Demands. In the meeting, following ministers were present: –

Shri Rajnath Singh, Hon'ble Home Minister, Shri Arun Jaitley, Hon'ble Finance Minister, Shri Suresh Prabhakar Prabhu, Hon'ble Railway Minister, Shri Manoj Sinha, Hon'ble MoS Railway, On behalf of the NJCA, the following participated in the discussion: –

Shri Shiva Gopal Mishra, Convener NJCA (AIRF), Shri M. Raghavaiah, Chairman NJCA (NFIR), Shri K. K. N, Kuttu Member NJCA (Confederation), Shri C. Srikumar, Member NJCA (AIDEF)

The government has proposed to refer the issue of Minimum Wage and Fitment Formula to a Committee for reconsideration.

The NJCA will await communication in the regard from the government.

The NJCA will again meet on 6th July at 11:00 hrs., in JCM Office, 13-C, Feorzshah Road, New Delhi, for taking appropriate decision.

With Fraternal Greetings!

7TH PAY COMMISSION – NJCA WRITES TO PM ON 7TH PAY COMMISSION RELATED ISSUES AND REGARDING NPS

Dear Sir, the central government employees are very much disappointed with the recommendations of the 7th pay commission. We have written to you before too, and to the empowered committee also. However we feel even after expressing our grievances, there is no concrete action taking place.

Sir, The new pension scheme is a curse on the employees. As far as employees are concerned, they are worried that in future they may be deprived of their pension in total. They are also worried that there is no guarantee of either family pension nor gratuity as per 7th pay commission recommendations. The central government employees are in fact very much annoyed and anxious with the 7th pay commission recommendations.

There are about 11 lakh employees, out of which around 5 lac employees are from railways, most of whom are responsible for safety, and our demand is, their job should be non transferable, for the safety reasons, since they know their area better.

Sir, we hope that you will do the needful to release the stress through which the employees are going on now.

Sir, we write to you in the hope that you do the needful and accept our just demands.'

* * * *

The Charter of Demands send to the Prime Minister

· Settle the issues raised by the NJCA on the recommendations of the 7th pay commission sent to Cabinet Secretary vide letter dated 10th December 2015.

· Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways & Defence, different categories in other Central Govt. establishments by the 7th pay commission.

· Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993.

· i) No privatization/outsourcing/contractorisation of governmental functions.

ii) Treat GDS as Civil Servants and extend proportional benefit on pay, pension and allowances to the GDS.

· No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.

· Fill up all vacant posts in the government departments, lift the ban on creation of posts; regularize the casual/contract workers.

· Remove ceiling on compassionate ground appointments.

· Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15.

· Ensure Five promotions in the service career of an employee.

· Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers.

· Revive JCM functioning at all levels.

* * * *

NJCA PRESS STATEMENT

· DELAY IN TAKING DECISION ON THE 7TH CPC AWARD WILL ROB THE CG EMPLOYEES' INCREASED ALLOWANCES FOR EVER – NJCA

· Delay In Taking Decision On The 7th Pay Commission Report – The Government Is Duty Bound To Accept The Recommendation Of The Commission It Has Appointed.

· The 7th pay commission which was set up in Feb. 2014 was to submit its report in August, 2016. However, at the intervention of the Government, the report was further delayed and it ultimately reached the Government only in November, 2015.

· Their recommendations were to be effective from 1.1.2016. Except setting up an empowered Committee of Secretaries, the Government did not do anything so far on

the report. It is now more than six months the report is with the Government.

· Normally the revised allowances which form part and parcel of the salary of the employees are granted with prospective effect i.e. from the date of the issue of the orders. The delay in taking decision on the 7th pay commission report will rob the employees of the increased allowances for ever, The NJCA press statement said. This apart, the report of the 7th pay commission was totally disappointing as it did not address any of the issues projected before them in a proper manner and most of the demands were rejected sans reasoning and logic.

· The increase they recommended was a paltry 14%, the lowest any Pay Commission had ever suggested. The NJCA in a detailed memorandum submitted on 10th December, 2015, conveyed to the Government as to how the recommendations on all major issues were bereft of logic and reasoning and suggested as to what improvements were required thereon.

· The NJCA had been pursuing to have a meaningful negotiation and settlement of the issues. Except hearing the leaders, the empowered Committee did not go further. It acted as if it was powerless and the final decision will have to be taken by the Government. At the request of the Cabinet Secretary on 1st March, 2016, when the NJCA deferred the strike action which was to commence in April, 2016.

· As there had been no fruitful negotiations or discussions and having realized that the Government has no intention to settle the Charter of demands, the NJCA decided to serve the notice for an Indefinite strike action on 9th June, 2016. Accordingly, all the constituent organizations have served the strike notice to their respective heads of Departments. The indefinite strike will commence on 11th July, 2016, if no satisfactory settlement is brought about on the charter of demands.

· About 35 lakh workers and employees belonging to various Departments of the Government of India will participate in the strike action, which is to commence on 11th July, 2016. It will certainly be the largest participated strike action of the Central Civil Servants of the country since its independence.

· The determination of the Minimum wage on the basis of Dr. Aykroyd formula

enunciated in 1957 to which the Government of India was a party is the most significant issue in the charter of demands. A right settlement thereon will have far reaching impact in the wage determination of the entire working class in the country. The confrontation is between the forces who wanted India to be the destination for cheap labour and others who fight against the exploitation.

· The new Contributory Pension scheme introduced by the Government in 2004 has made one third of the Civil servants unsure of their entitlement at the evening of their life even though they were to contribute huge sums from their wages every month compulsorily.

· The PFRDA bill became an Act in the country as the members of Parliament both belonging to NDA and UPA voted in favour of the loot of the workers. Even the recommendation made by the Standing Committee of the Parliament to provide for a minimum guaranteed annuity pension was rejected when the Bill was passed. The other issue which must have a satisfactory settlement in the charter of demands is about the contributory pension scheme.

· There was perhaps only one and only one positive recommendation made by the 7th pay commission. That was to give some relief in the pension entitlement of the past pensioners. The Government has now proposed to reject that recommendation on the specious plea that the relevant records required for the verification of the claim of the individual pensioners especially those retired long time back may not be available with the Government.

· The Government is duty bound to accept the recommendation of the Commission it has appointed. If the Government chooses to accept such also untenable advices from whichever quarter it emanates, it would not only be unfortunate but will make the strike action an imminent inevitability.

· While the NJCA hopes that the good counsel will prevail upon the Government to avert the strike action, it appeals all its constituents and through them all Central Government employees to go ahead with the preparation of the strike action, which is slated to commence from 11th July, 2016 with courage and determination, Mr. SHIV GOPAL MISHRA said in NJCA press statement.

FROM THE DESK OF SECRETARY GENERAL

NJCA MEETING

On 30th June 2016, SG FNPO, President FNPO and Dy. SG FNPO attended NJCA meeting. The meeting was chaired by Dr. Raghaviah. Details of the meeting were already posted in the web-site.

INDIA POST PAYMENT BANK

The Member (Post Bank) conducted a meeting on 29-6-2016. Our Federation submitted a detailed note on the Post Bank. It has been posted on our web-site on the same day.

REDESIGNING OF UNIFORM FOR POSTMAN/POST WOMEN

A meeting was conducted by the Secretary, Dept. of Posts and the Members of Postal Services Board on the above subject. FNPO was represented by President FNPO, SG FNPO and ASG FNPO. The model of the redesigning was already posted in our web-site.

PENSION TO ERSTWHILE TEMPORARY STATUS CASUAL LABOURERS

The subject was discussed with the Secretary, Posts and he agreed to process the file in favour

of erstwhile TSCL officials. Let us hope for the best.

REQUEST FOR COUNTING ADHOC SERVICES RENDERED IN APS

The subject was discussed with the Secretary Posts demanding counting of adhoc service rendered in APS for MACP purpose on the basis of various CAT judgments across the country. In this regard, we submitted a letter to the Secretary, Post. Let us wait for its disposal.

CLARIFICATION REGARDING REFIXATION OF PAY FOR EX-SERVICEMEN

We pointed out that this was implemented in many departments including our Department. But it was not implemented to all the exserviceman who are retiring before attaining the age of 55 years. Now the file is under process.

CADRE RE-STRUCTURING FOR RMS, MMS, CO STAFF AND SBCO STAFF

As promised by the Secretary. Posts, the file is sent to JSFA for further approval. Let us hope that it will be sent subsequently to DOP & T and Finance Ministry for approval within 15 days, i.e. 15-7-2016.

LET US REMEMBER THE RED LETTER DAY OF 11TH JULY 1960

During the year 1960, Central Government employees organized a nation-wide strike against the meager increase of pay of 14.2%. The role played in the above strike by our founder leader KR and others is given below.

KR issued an appeal to all workers exhorting them to be prepared for all sacrifices and sufferings to secure a better tomorrow. KR was arrested on the mid night of 11th July 1960 and interned in Tihar Jail in Delhi. The strike was called off unconditionally after 5 days on 16-7-1960. 45,945 employees who took part in the strike were proceeded against under departmental proceedings. 27,098 were suspended. 17,771 were proceeded against in courts of law and more than 800 were dismissed or removed due to court convictions. 976 were dismissed due to departmental proceedings. 11 were compulsorily retired. 2137 were discharged from service. Termination notices were issued to 7589 officials.

It is a pity that KR was handcuffed chained both arms and legs and brought to court.

Let us remember the sacrifices of our old leaders and take pledge to follow their foot-steps in the coming days.

Ur sincere salute to the sacrificed leaders of the past.

BRIJ MOHAN, FINANCE SECRETARY RETIRED

Our Finance Secretary, Sri Brij Mohan retired from service on 30-6-2016. A big farewell party was conducted at P IV CHQ under Chairmanship of Sri T.N. Rahate. During the felicitation meeting, SG FNPO, Dy. SG FNPO, GS NUGDS recalled the services of Sri Brij Mohan to our union. The FNPO wishes him a peaceful, happy and prosperous retired life.



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