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# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

No. 7

JULY 2010

## REMEMBERING SACRIFICES OF OUR LEADERS

- ◆ The Central Government employees are celebrating "golden jubilee of 1960 strike" on 12-7-2010.
- ◆ A section of Central Government Employees are of the opinion that 1960 strike was conducted by the leaders who were opposed to congress party. It is not so.
- ◆ 1960 strike notice was served to the Department on 25-6-1960. K. Ramamurthi, General Secretary AIPEU was one of the signatories of the strike notice.
- ◆ Sri P.S.R. Anjaneyalu who was the Secretary-General of NFPTE and was a strong supporter of Sri Jawaharlal Nehru was also one of the signatories. Moreover, he was also a member of High Power Central Strike Committee set up by the JCA.
- ◆ Sri Gopal Singh Josh who was the General Secretary of the Postmen union was one of the signatories of the 1960 strike notice.
- ◆ Sri Feroze Gandhi, husband of our great leader and former powerful Prime Minister, Indira Gandhi arranged meetings to negotiate with the Government.
- ◆ The then Prime Minister of the country, Sri Jawaharlal Nehru declared that the strike was Civil Rebellion.
- ◆ K. Ramamurthi, P.S.R. Anjaneyalu and Gopal Singh Josh were arrested, handcuffed and dragged on the streets of Delhi and taken to Tihar jail by the police.
- ◆ Our great leader K.R. took a pre-strike pledge to fast unto death even if a single victimized employee remained out of job.
- ◆ The recognition of NFPTE and affiliated unions were withdrawn.
- ◆ After 14 months of extreme hardship, recognition was restored. The role played by K.R. in getting back the recognition for NFPTE was note-worthy one.
- ◆ Disciplinary proceedings were initiated against K.R. He was imposed statutory punishment of reduction of pay by three stages. He was placed under suspension for twenty months. After revoking of

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# POSTAL JOINT COUNCIL OF ACTION

NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION  
NATIONAL UNION OF GRAMIN DAK SEVAKS

JCA/2010

Dated 4th July 2010

To

**The Director General**

Department of Posts, Dak Bhawan, New Delhi-1.

Sir,

**Ref : No. 08/02/2010-SR Dated 21st June 2010**

**Sub : Notice of indefinite strike served by Postal Joint Council of Action comprising NFPE, FNPO, All India Postal Extra Departmental Employees (AIPEDU) and National Union of Gramin Dak Sevaks (NUGDS)**

With acknowledging the receipt of the above letter, we wish to inform that the action taken report annexed with the letter is inadequate and requires more improvement and settlement.

We are of the firm opinion that a full-fledged discussions and settlement on all the charter of demands will alone sort out the issues amicably

resulting industrial peace and amity.

We fervently trust that you will come forward to settle the demands with positive approach by mutual discussions.

With profound regards,



**D. THEAGARAJAN**

Secretary General FNPO



**M. KRISHNAN**

Secretary General NFPE

## 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.

suspension, K.R. joined duty on 19-3-1962.

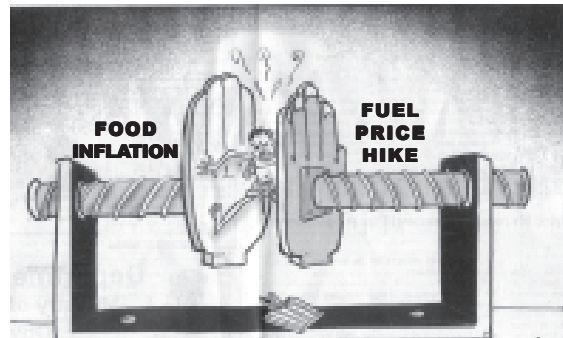
- ◆ The P & T Department's Annual Report of 1961 gave Government figures of strike as follows:-

All Central Government Departments	5 Lakh strikers (10.83%)
P & T Department	94525 strikers (34.7%)

- ◆ On the legal front, Government was outwitted. K.R. filed a writ-petition in the Supreme Court on 26-9-1960 challenging the validity of ESMO. As the Government did not enact a law validating the ESMO within six weeks of promulgation of ESMO, it ceased to be operative. This was the verdict of the Supreme Court.
- ◆ According to our union's report, the strike was 67%.
- ◆ As far as P & T Department was concerned, none of the strikers were left out of job

because of powerful negotiation made by K.R. both with the Government and legal front.

- ◆ This one single achievement restored confidence and helped to rehabilitate the movement as a whole.
- ◆ I request all Branches/Divisions/Circles to arrange gate meetings in order to remember our leaders and their sacrifices in view of the Golden Jubilee of 1960 strike.



Courtesy : The Hindu

## **ACTION TAKEN REPORT GIVEN BY THE DEPARTMENT TO THE FEDERATIONS ON THE CHARTER OF DEMANDS**

No. 08/02/2010-SR

21-6-2010

1. Shri K. Ragavendran, Secretary General, NFPE, 1st Floor, Post Office Building, North Avenue, New Delhi-110 001.

2. Shri D. Theagarajan, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110 001.

**Subject: - Notice-of-indefinite strike served by Postal Joint Council of Action, comprising of National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Dak Sevaks (NUGDS).**

I am directed to refer to notice of indefinite strike dated 04.06.2010 served under Sub-Section 1 of Section 22 of Industrial Disputes Act, 1947.

2. The issues raised in the Charter of Demands have been examined. The Department's comments/Action Taken Reports in respect of various issues raised in the Charter of Demands are enclosed for your kind perusal. The Staff Side may like to discuss the comments Action Taken Reports further, if so desired.

(SUBHASH CHANDER), Director (SR & Legal)

**Item No. 1:- Drop the move to outsourcing-any function of the DOP including on the recommendations of Me Kinsey - Cancel the decision to close down 'C' Class POs - Cancel the orders for down gradation of EDSOs into EDBOs and closure of EDBOs - Roll back steps of privatization of speed post processing and mail conveyance and data entry work.**

**Comments:-** BD & M Directorate issued an order related to outsourcing of data entry work related to booking of bulk Speed Post articles on 13<sup>th</sup> July, 2009. Bulk customers of Speed Post are required to provide complete name, address and Pin Code etc of the articles being booked by them in a prescribed digital format to the Speed Post Centre for uploading in the Speed Net. In a number of cases, the bulk customers provide this information in hard copy instead of in digital format as required by the Department. In such cases, the said order envisages outsourcing of digitalizing of data received from bulk customers in appropriate format for uploading in Speed Net, for proper monitoring through track and

trace. Due to shortage of staff, sorting is also outsourced to make sure that there is no hold up of mails and customer is not inconvenienced.  
(BD & MD)

These initiatives have been taken by the Circles from time to time in the past, and are irrespective of the recommendations of the Consultant.

Regarding outsourcing of mail conveyance, it has earlier also been informed that in the wake of ban on purchase of new vehicles imposed upon by Ministry of Finance, it has become necessary to outsource vehicles for transportation of mail where vehicles have been condemned and could not be replaced for a long.  
(MB Division)

### **DOWNGRADATION OF EDSOS**

The Department has taken a decision for downgradation of all EDSOs during 1988 but kept in abeyance. The One-man Committee examined the issue of Extra-Departmental Sub-Offices by conducting an independent survey in the Circles and observed that many of the EDSOs are not statistically and financially viable. Further, there is no much distinction in the working pattern and the range of services provided by the EDSOs and EDBOs except in independent issue of Money Order and maintenance of SB Ledger. The Committee recommended for downgradation of all the EDSOs by protecting the allowances of the existing incumbents and also for providing alternate employment to surplus GDS Packers, if any. This recommendation of the Committee was examined in detail and the Competent Authority has decided for downgradation of EDSOs to EDBOs. The measure has been implemented. The public is not deprived of any Postal facility and also the existing incumbents are not put to any financial loss or drop in TRCA. This was discussed by the Members of Parliament in the Standing Committee and they were examined and provided suitable replies from Minister.

(Establishment Division)

No orders have been issued from RB / Planning Division for closure of 'C' class Post Offices or closure of EDBOs. Instructions were issued to Circles vide letter No. 40-4/2002-P1g. dated 06.01.2003, for rationalization of the urban network by relocating post offices from inner city areas to newly developed urban areas. It is felt that inner city areas are having far too many post offices located at

short distances while the outlying areas are suffering in the absence of even the basic postal facilities. The relocated post offices in new areas are to be opened purely by redeployment of posts. The staff rendered surplus due to relocation are to be essentially redeployed to other needy post offices. Under no circumstances these posts are to be abolished.

(RB Division)

**Item No. 2:- Stop violations in the agreements on status quo of RMS & MMS as well as the merger of RMS with less than 10,000 mails-create scientific norms for the work in CRC, Speed Post, Logistics and EPP-Cancel the order for replacing the General Line HSG-I by ASPOs in Mail Offices**

**Comments:** - Circles have been asked to maintain the status quo in the matter. A few cases, brought to the notice of the Directorate (Maharashtra Circle), have also been suitably addressed. The matter relating to fixation of norms for Speed Post, EPP and Logistics Post will be attempted after the technology net work is in place.

The order relating to posting of ASPs in mail offices has been issued only for offices dealing with TD Mail. This has been done with an intention to improve the level of supervision in mail offices, especially in the context of innumerable complaints received pertaining to mis-sending and delay to mails.

(MB Division)

**Item No. 3:- Holding of JCM Departmental Council meetings; Periodical Meetings with Federations Sending of the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.f. 1.1996 to Board of Arbitration; and holding of GDS Committee Meetings periodically with GDS Unions.**

**Comments:** - Necessary action to hold meeting of the Departmental Council (JCM) has been initiated. The concerned Divisional Heads have been addressed to give necessary feed back so as to enable Secretary (Posts) to discuss the issues with the Staff Side. It may please be appreciated that the Agenda being unduly long, the concerned Divisions are taking time in giving the requisite information. As regards discrimination of pay scales between Telecom TBOP/BCR and Postal TBOP/BCR w.e.f. 1.1.96, no decision has been taken by the Anomaly Committee to refer the matter to Board of Arbitration. Moreover, the issue is beyond the scope of Departmental Anomaly Committee. Further all issues relating to Gramin Dak Sevaks have been disposed of very recently. There is no scope, as per

Departmental rules, for a GDS Committee, parallel to Departmental Council. (SR Division)

**Item No. 4 : Stop harassment of staff under Project Arrow.**

**Comments:** - No instance of harassment of staff with respect to delivery of mail has been brought to the notice of the Directorate. Further, as per feed back received from the Circles neither any unfair labour practice has been adopted in any Circle during implementation of Project Arrow nor any resentment among the staff has come to notice so far.

**Item No. 5 :- Filling up of vacant post (a) undertake reassessment of vacancies in PA/SA cadre to rectify mistaken calculation of vacancies in all circles (b) Fill up all vacant posts in all cadres in DOP as on 31.12.2009 and (c) Allow local recruitment as one time measure in Postal Accounts similar to 1997 at Sundernagar.**

**Comments:-** Requisition for recruitment of 61 JEs (Civil) and 15 JEs (Elect) has already been placed with SSC vide letter No. 3-3/2009-CEND/1790 dated 18.12.2009. For recruitment of other Group 'C' & 'D' categories all Superintending Engineers have been requested to initiate action vide No. 10-7/2009-CEND/1915 dated 04.12.2009.

**Item No.5 (a) - Undertake reassessment of vacancies in PA/SA cadres to rectify mistaken calculation of vacancies of all the Circles.**

The Directorate has no information that vacancies in PA/SA cadre have not been worked out properly by the Circles etc. Unions may point out specific cases based on which the issue regarding reassessment of vacancies will be examined.

**Item No.5 (b) - Fill up all vacant posts in all cadre in the Department of Posts (Postal, RMS, MMS. Admn. DPLI, Postal Accounts. SBCO, Civil Wing etc.) as on 31.12.2009.**

**POSTMAN/MAIL GUARD**

The Optimization Scheme has ceased to exist with effect from 1.4.2009. The Circles had been informed about the said development. However, there was no such restriction for filling up the promotional vacancies. Earlier a total of 2244 vacancies in the cadre of Postman pertaining to the years 2006, 2007 and 2008 cleared under the Optimization Scheme had been intimated to the Circles with the instructions to fill up the same by direct recruitment. It is presumed that they have taken action to fill up the posts of Postman and Mail Guard for the years 2006, 2007, 2008 and 2009 meant to be filled up by direct recruitment/promotion. However, the Action Taken

Report has been called for from the Circles in this regard.

#### **POSTAL ASSISTANT/SORTING ASSISTANT**

A total of about 4700 posts pertaining to the years 2006, 2007 and 2008 were cleared under the Optimization Scheme in the PA/SA cadre for direct recruitment. The Circles have completed the selection process. As soon as the pre-appointment formalities are completed, the candidates would be issued the offer of the appointment.

The direct recruitment vacancies for the year 2009 are proposed to be filled up as per the revised procedure. The action in this regard is in advance stage.

There was no restriction on filling up the posts by promotion by holding Departmental Examination. Action in this regard was being taken by the Circles from time to time.

#### **INSPECTORS OF POSTS**

276 vacancies pertaining to the years 2006, 2007 and 2008 to be filled up by direct recruitment were reported to Staff Selection Commission. Recently, they have declared the results and have nominated the candidates for appointment. The dossiers of the candidates are being received from various Regional Offices of Staff Selection Commission. So far we have received 197 Dossiers. As soon as the dossiers in respect of remaining candidates are received, action will be taken to allocate the candidates to the various Circles.

In addition to above, 134 vacancies pertaining to the year 2009 have also been reported to Staff Selection Commission to be filled up on the basis of the Combined Graduate Level Examination being conducted by them.

The promotional posts in the cadre of Inspectors of Posts are filled up on the basis of Departmental Examination. The examination for the year 2008 has already been held and the results have been declared. The examination for the vacancies pertaining to the year 2009 has also been conducted. The results are awaited.

#### **ASSISTANT SUPERINTENDENT OF POSTS**

The Circles are holding the DPC Meeting regularly to fill up the posts. As on 31.03.2010, there were only 124 vacancies as against the sanctioned strength of 2024. The position will further improve when the Circles convene the DPC for this year.

#### **LSG/HSG.II/HSG.I**

The vacancies in the grades of LSG, HSG.II and HSG.I are required to be filled up by promotion. The

Circles convene the DPC Meetings for the purpose. When the report was last called for, it was reported by the Circles that they were not able to fill up all the vacancies in HSG.II and HSG.I mainly for two reasons viz. (i) The officials had declined the promotion (ii) Non availability of eligible officials in the feeder grades.

The posts in LSG cadre are vacant mainly because the candidates, who were recommended for promotion by DPC, have refused promotion.

However, the up to date position will be called for from the Circles. (Staff Branch)

#### **Item No.5C**

**Filling up of vacant Posts:** Prior to 31.03 2009, the vacancies of Postal Assistants and Sorting Assistants were covered by annual direct recruitment plan and direct recruitment vacancies were to be cleared by the Screening Committee. The vacancies remaining unfilled in promotional vacancies were not to be covered under screening committee and they have to be thrown open to outsiders, if they are not deemed abolished. Similarly, the unfilled direct recruitment vacancies can also be filled if they are managed by officiating arrangements etc. The calculation of vacancies is done at divisional level and reviewed by the regional offices. The vacancy position has to be checked by the Regional offices. The circles will be directed to constitute a committee for examining the calculation of vacancies and recommend for rectification of errors. (Establishment Division)

**Item No. 6:- Comprehensive cadre restructuring of Group 'C' employees in PA/SA cadre (b) withdrawal of unilateral order on piecemeal cadre restructuring of Postmaster's cadre until comprehensive cadre restructuring of PA/SA cadre is completed (c) Comprehensive cadre restructuring of LDC, Sorters & DEOs in Postal Accounts by amalgamation into a single Accounts Assistant cadre in the pay of PB.I with 2400 GP (d) Comprehensive cadre restructuring in PA CP cadre in CO/RO/DPLI (e) Comprehensive cadre restructuring of PAISA cadre in SBCO; and (f) comprehensive cadre restructuring of Postmen/Mail guard/Multi Task Staff.**

#### **Comments :**

**Item No. 6 (b) Withdrawal of unilateral orders on piecemeal cadre restructuring of Postmasters' cadre until comprehensive Cadre Restructuring of PA/SA cadre is completed.**

Department of Posts operates mainly through its 25500 Departmental Post Offices, offering wide range of services both in traditional and financial areas. The Department of Posts has never had an cadre exclusively for Postmasters. The Postal Assistants, Lower Selection Grade (LSG)/Higher Selection Grade (HSG.II and HSG.I), etc. are posted to man the posts of Postmasters. Officials became Postmasters by way of their posting. Thus, at present, there is no system in place to ensure that Post Offices are headed by well trained managers to combat the challenges being faced by the Department from private players in the market and to utilize the present day technology being introduced in big way in managing the post Offices.

In order to further strengthen the functioning of the Post Offices, meet the present day requirement of specialization in Postal operation, respond to market challenges and increase the productivity, PSB approved in principle to the proposal for creation of separate cadre of, Postmaster cadre in Postal Wing by carving out 30% of existing General Line posts in LSG, HSG.II and HSG.I and 116 posts of existing sanctioned strength of PS Gr. B Posts.

The said decision has been taken in the interest in the organisation.

Accordingly, vide Directorate order No.13-2/2010-PE.I, dated 3.2.2010, the cadre of Postmaster has been created comprising as under by carving out of existing General Line posts:

- 1) Postmaster Gr.1 (Rs.4500-7000) (Revised Rs.5200-20200 + RS.2800 Grade Pay) Gr.C (Non-gazetted-Ministerial) - 2097 posts.
- 2) Postmaster Gr. II (Rs.5000-8000) (Revised Rs.9300-34800 + Rs. 4200/- Grade Pay). Gr.B (Non-gazetted-Ministerial) - 511 posts.
- 3) Postmaster Gr. III (Rs.6500-10500) (Revised Rs.9300-34800 + Rs.4600 Grade Pay) Gr.B (Non-gazetted-Ministerial) - 495 posts.
- 4) Senior Postmaster (Rs.7500-1200) (Revised Rs.9300-34800 + Rs.4800 Grade Pay) Gr.B (Gazetted-Ministerial) - 116 posts.

The Recruitment Rules of the Postmaster Cadre are being finalized. DOPT has already cleared our proposed Recruitment Rules and the same are under consideration with UPSC. (Staff Branch)

Cadre review in respect of clerical cadre of Post offices/SBCO/CO/RO is under consideration of the Department. However, the matter needs detailed discussion with the staff associations.

(Establishment Division)

**Item No. 7 - Grant of Pension, Departmental status to GDS extending the all benefits such as HRA/CCA, ACP, etc, including Trade Union Rights and welfare measures - Remove discrimination on bonus ceiling - Modify the 20000 unilateral imposition of cash handling work points for GDS BPMs -withdraw orders denying revised TRCA w.e.f. 01.01.2006 in respect of BPMs - computer work norms to all types of work performed including NREGS, PLI, RPLI, Pension Payments etc to GDS - implement enhanced Social Security to GDS like ex-Gratia Gratuity and Severance Amount w.e.f. 01.01.2006**

**Extending Departmental Status to Gramin Dak Sevaks with consequential benefits:**

The issue raised now is not a new one and instead it is an attempt to allow the Department to reconsider the recommendations of Justice Talwar Committee, which recommended conferring the status of Government servant to the Gramin Dak Sevaks. The Department of Personnel and Training did not agree with the recommendations and suggested to scrap the recommendations. However, the recommendations made by Justice Talwar Committee were examined by a Group of Ministers headed by the then Finance Minister Shri Yashwant Sinha. The GoM after detailed examination suggested a package of benefits to the Gramin Dak Sevaks as full time settlement of the recommendations of Justice Talwar Committee. Accordingly, the Union Cabinet approved the proposal for introducing 2 slabs of Time Related Continuity Allowance, introduction of severance amount, etc. from 01-01-1998.

Two of the important pre-requisites for being engaged as an ED Agent were that the candidate should take up residence in the post village and also that he should have alternate source of livelihood. Gramin Dak Sevaks are engaged ranging from 3 to maximum 5 hours per day. Gramin Dak Sevaks are not paid wages in the manner as they are given to Central Government servants. Gramin Dak Sevaks are compensated based on the work-load assigned to them, as quantified from time to time, on the basis of standards laid down by Department of Posts. ED Agents (now Gramin Dak Sevaks) are not Government servants. However, Supreme Court in a judgment in 1977 in the case of Smt. P.K. Rajamma Vs Supdt. of Post Offices held them as the holders of the civil post of the Union but outside the regular civil service. They are governed by separate set of Conduct and Employment Rules which are not framed under Article 309 of the Constitution and they

are non-statutory in nature. Further, 2 petition filed by the Gramin Dak Sevaks on this issue are pending scrutiny by Hon'ble Supreme Court.

#### **EXTENDING TRADE UNION FACILITIES TO GDS UNION :**

All India Postal Extra Departmental Employees Union (AIPEDU) is the only recognized union of the GDS and the said Union has been extended limited trade union facilities like Channel of Communication, Collection of Membership, Interview periodical meeting with the management, Supply of copy of circulars, Use of Notice Board, Publication of Journal & Accommodation facility. The facility of foreign service, immunity of transfer and grant of special casual leave are not admissible to them as the said facilities are only applicable to recognized unions of regular departmental unions as per stand taken by the DOP&T. CAT Bangalore Bench has also considered the issue of foreign service to this Union but the said Tribunal, by an order dated 08.07.2005 has held that the instructions contained in CCS (RSA) Rules, 1993, are not applicable to GDS who are governed by separate set of rules i.e. Extra Departmental Agents - (Recognition of Service Associations) Rules, 1995. GDS is a separate category and have no parity with the regular Central Government employees.

Department issued an order on 24.03.2005 to extend leave without allowances beyond 180 days at a stretch to not more than two office bearers at the discretion of the DG Posts. Though the order dated 24.03.2005 did not envisage a cap on the maximum number of leave without allowances yet it was not the intent of the Department of Posts to allow leave without allowances to the same office bearer for indefinite period. Allowing continued grant of leave without allowances involves allowing the substitute to continue or allowing combined duties for longer period, which is against the guidelines issued by the Department on the subject in the year 2002 for regulating substitute/provisional arrangements. The substitute engaged oftenly claim regular absorption leading to litigation. The present provision of granting 180 days leave for the GDS by the Chief Postmaster General is considered adequate for taking up the cause of the GDS by the General Secretary of the Union. If leave exceeding 180 days is required by the General Secretary for pursuing legitimate cause of the GDS, the same can be considered by the Secretary (Posts) on a case to case basis keeping in view the merits of the case.

#### **BONUS CEILING**

Productivity linked bonus for P&T employees was introduced in the year 1980 after an agreement was reached between the department and the staff side at the departmental council of JCM. As per the PLB scheme, the performance for the year 1976-77 was adopted as the base year. For each point increase beyond the productivity index of 100, one days additional Bonus was payable over and above 25 days basis. For every fall of point 0.7 points in the Productivity index, bonus was reduced by 1 day. If the productivity fell below 95 points, no Bonus was payable for the year. When the scheme of PLB was introduced in the year 1980, a flat rate of Monthly wage of Rs. 75-00 was taken for all the EDAs and separate orders of release of ad-hoc payment termed as "incentive payment" were issued for EDAs. The ad-hoc payment was intended to provide substantial motivation to EDAs for achieving higher productivity by way of increased output and improving the quality of service.

The Ceiling of Rs. 75-00 was enhanced to Rs. 130-00 during the year 1985-86. The Postal Services Board after obtaining the approval of the Ministry of Finance has further increased the ceiling to Rs. 240-00 for the accounting year 1986-87. During the accounting year 1979-80, the EDAs were paid Rs. 46-89 as ad-hoc payment of incentive against the Rs. 468-75 paid to the whole time departmental employees. The average of emoluments of the Gramin Dak Sevaks were increased due to implementation of Savor committee recommendations in the year 1987 and Justice Talwar committee in the year 1998. Due to Introduction of two slabs of TRCA depending on the work load and application of component of variable DA, the average emoluments of GDS resulted in increase over and above Rs. 2500. With the result, the Gramin Dak Sevaks though work for limited hours of 3 to 5 hrs maximum per day are getting the same bonus on par with the departmental employees whereas, the whole time employees and full time casual labourers despite working for 8 hrs a day are getting the same incentive of bonus.

The Ministry of Finance communicated the eligibility ceiling and calculation ceiling for central government employees w.e.f. 01-04-1993 vide OM No. 14(1)-E (co-ord)/93 dt. 20-9-95. In the above order calculation ceiling for eligible central government employee was revised to Rs. 2500 from then existing Rs. 1600. In the circular issued to circles, nothing was mentioned about its

applicability to EDAs (now called GDS) It appears that, this ceiling was adopted by default. Weightage of 50% in calculating the productivity is given to GDS while weightage for departmental employees is taken at 100%.

A ceiling for calculation of ex gratia bonus eligibility was prescribed originally at Rs.75/- at the time of introduction of the scheme, it was revised to RS.130/- during the year 1985-86 and it was further revised to RS.240/- for the accounting year 1986-87 onwards. There after wards, the calculation ceiling for the GDS was not prescribed and during the year 1985, the orders were issued by the Ministry of Finance for revising the calculation ceiling for Central Govt. Employees from Rs.1600 to Rs.2500 effective from 1.4.93. This order was communicated on 21.9.95 but it was not specifically mentioned about the applicability of the ceiling to GDS. One reason appears to be that the GDS were getting a less consolidated remuneration and the PLB was calculated based on the average emoluments multiplied by number of days for which bonus is sanctioned divided by 30.4. The actual problem arose due to introduction of two slabs of TRCA from 1.3.98 and when the TRCA plus OA went beyond Rs.2500, the bonus was restricted to the calculation ceiling of RS.2500 for GDS at par with departmental whole time employees.

The GDS Committee while examining this issue have pointed out the anomalies in payment of PLB and also in the calculation of productivity index by giving a less weightage to the GDS in computing the PLB, recommended that the GDS should be paid at 50% of the calculation ceiling applicable to departmental employee. However, the Group of Senior Officers in their report requested for continuing the present ceiling of RS.2500. The Department has taken a view on this and to maintain the ceiling at Rs. 2500 for GDS. This recommendation was concurred by Department of Expenditure Ministry of Finance and approved by the Union cabinet. For 2008-2009, the PLB ceiling was prescribed at Rs. 2500 only, since the enhanced ceiling was not applicable to GDS.

The Ministry of Finance, Department of Expenditure, in continuation of their earlier order dated 20.09.1995, communicated revised calculation ceiling for payment of PLB in departments / organizations from Rs.2500 to Rs.3500. This order was communicated to all the subordinate units on 15.10 2008 intimating that the revised calculation ceiling is applicable to regular Central Govt.

employees. The department has already filed a writ petition in the Hon'ble High Court of Punjab and Haryana and obtained stay order. Similarly 2 more Writ Petition are filed in the High Court of Tamil Nadu and Orissa. It is stated that the Gramin Dak Sevaks are not paid Productivity Linked Bonus but it is termed as ex-gratia bonus and they were never equated with Departmental employees in the ceiling. The orders issued by the Ministry of Finance, Department of Expenditure on 10-10-2008 are applicable to Departmental employees. Further more, the Gramin Dak Sevaks are given a weightage of 50% as against 100% of each Departmental employee. They cannot be equated with Departmental employees who are working for whole time and providing large productivity.

#### **DENIAL OF REVISED TRCA W.E.F. 1-1-2006 :**

Gramin Dak Sevak Committee has recommended for introduction of 5 slabs of TRCA for a workload of 3 hours, 3.5 hours, 4 hours, 4.5 hours and 5 hours as graded remuneration to provide incentive to the Branch Postmasters who give more productivity. However, the Committee recommended that the Gramin Dak Sevaks Branch Postmasters working as on 01-01-2006 were provided 2 slabs of TRCA: one for those working with a workload upto 75 points and those with workload of more than 75 points. The Committee suggested replacement slabs of those Gramin Dak Sevaks Branch Postmasters as on 01-01-2006 in the slab No.1 & 3. The other 3 slabs are meant for future revision based on the fresh assessment of workload on revised norms, if any. The demand of the union for providing higher slabs from 01-01-2006 based on the workload prevailing on that date is not rationale since those slabs were not existing for providing replacement.

In Kerala Circle, the Branch Postmasters were given such higher slabs resulting in payment of higher TRCA. 8 Original Applications filed by the GDS are pending scrutiny before the Hon'ble CAT Ernakulam. Hence the matter is sub-judice.

#### **CASH HANDLING NORM :**

Gramin Dak Sevak Committee was constituted on 23.7.2007 vide Resolution No.6-1/2007-P.E.II and it started functioning on 25-7-2007. While examining the issue of assessment of Work load, the Chairman of One-man Committee invited the internal work study Team and discussed the issue. On analysis, the committee found that, about 64% to 84% of the work load of the Branch postmasters was emanating from the points earned for cash handling. The Committee observed that, the above cash handling



norm for Rs. 1000 for earning one Point of work load was introduced as a result of Recommendations of Shri C.V. Rajan Committee on Extra departmental system in 1958. This norm did not undergo any change till recently, though, the Norms for cash handling by the Departmental Officials underwent revision in 1971, 1987 and again in 2001. Therefore, the Chairman of the Committee suggested to Internal work study Unit for conducting an independent survey into this aspect, leave alone the other items of work. Accordingly, the Internal work study Unit of the Department conducted practical study for assessing the work load by visiting identified Post offices in field and observed the time taken for handling of cash taking all Job Description in view.

The report of the Internal Work Study Team dated 04.07.2008 was thoroughly reviewed and after concurrence for the revised norms by Internal Finance, Secretary (Posts) approved the proposal on 06.11.2008. The orders to this effect were issued on 15-12-2009 after implementation of the recommendations of One-man committee on TRCA. Further, these norms are applicable prospectively having no effect on the existing allowances.

Revision of norm which was existing for last 50 years based on a scientific work study conducted by Internal work study unit, cannot be called arbitrary. The references made by the federations and unions were examined and replied. Some of the GDS have already approached the Hon'ble CAT Ernakulam, Chennai in this regard and the cases are being contested.

#### **PRESCRIBING OTHER NORMS :**

R.S. Nataraja Murti Committee has recommended for providing standard/norms for items of work not covered by the present standards like NREGS, RPLI. and Old age pension through SB Accounts under Para 9.10. The report of the IWSU in this regard is under examination of the Department.

#### **INTRODUCTION OF SOCIAL SECURITY SCHEMES :**

The Department has already examined the recommendations of One-man Committee for providing Service Discharge benefits to the Gramin Dak Sevaks on annuity basis in consultation with Pension Fund Regulatory Development Authority of India. Under this scheme the Department will contribute Rs. 200 per month for each GDS and accumulations will be annuitised and benefits paid to the Gramin Dak Sevaks. Here again, this is optional and Gramin Dak Sevaks have the option

either to choose continuing in the severance amount scheme or to switch over to annuity scheme. The proposal has been approved by the Hon'ble Minister and sent to Nodal Ministry for approval.

#### **IMPLEMENTATION OF REVISED EX-GRATIA GRATUITY AND SEVERANCE AMOUNT FROM 01-01-2006:**

RS Nataraja Murti Committee recommended revision of TRCA from 01-01-2006 and for implementing its recommendations on other allowances, ex-gratia gratuity and severance amount from the date of issue of the orders. While implementing the recommendations of the Talwar Committee, the Department issued such orders effecting them from the date of issue but not with retrospective effect. The recommendations of One-man Committee were concurred by Nodal Ministry, i.e., Department of Expenditure and approved by the Union Cabinet.

#### **PROVISION OF MEDICAL FACILITIES :**

The recommendations of One-man Committee for provision of comprehensive health insurance on contribution basis has been examined and the detailed proposal has been submitted to Ministry of Labour and Employment for their vetting and thereafter it will be sent to Ministry of Finance for approval of the financial implication in principle.

#### **GROUP INSURANCE FOR GDS :**

The recommendations of GDS Committee for revision of subscription and insurance coverage from the existing RS.10 to 50 and RS.10000 to RS.50000 has been approved by Union Cabinet and notification to this effect has been issued by the PLI Directorate. (Establishment / GDS)

The disbursement of wages under MGNREGS through post offices is not a work of regular nature. Payment of wages to beneficiaries is made once or twice a month depending on furnishing of muster roll by local administration to post offices. Therefore, the work of NREGS disbursement is only of occasional and intermittent character and it cannot be included in the work load of BPMs / SPMs. Besides, there is a provision of compensating the BPMs through incentive. A copy of incentive structure is enclosed. (RB Division)

**Item No. 8 - Grant of Parity in Pay Scale (PB-1 with GP 2400) for MMS drivers on par with Drivers of Parliament Secretariat - Recruitment of adequate number of drivers - sanction of OSA for the long distance logistics van drivers of MMS - Technology training to Workshop staff and grant of Data Entry Operators scale of pay to Workshop staff**

Union has demanded entry grade pay of MMS drivers at par with Staff Car Drivers of Parliament Secretariat i.e. Rs. 4000-6000 (pre-revised) now Rs. 5200-20200 with GP Rs. 2400. Comparative details of pay scales available in respect of the two a./w pay scales of promotional posts are as under:-

Post/ Cadre	Pre-revised pay scales applicable to Drivers Parliament Secretariat	Pay Scales applicable to Drivers of of MMS in Department of Posts	
Drivers	Staff Car Driver (Ordinary Grade) -Rs.4000-6000/-	Pay Scale as per 5 <sup>th</sup> CPC 3050-4590	Pay Scale as per 6 <sup>th</sup> CPC 5200-20200 (PB-1)
	Staff Car Driver Gr.II-Rs.4500-7000/-	(30% from 8.11.96)	with GP
	Staff Car Driver Gr.I-Rs.5000-8000/-	4000-6000 (30% from 8.11.96)	1900 (30%) 5200-20200
		4500-7000 (35% from 08.11.96)	(PB-1) with GP 2400 (30%)
	Staff Car Driver Spl. Gr. - Rs.5500-9000/-	5000-8000 (5% from 08.11.96)	5200-20200 (PB-1) with GP 2800 (35%) 9300-34800 (PB-2) with GP 4200 (5%)

The Educational qualification prescribed for MMS Drivers at the entry grade is Middle Pass while for Staff Car Driver (Ordinary Grade) in Parliament Secretariat is Matriculation. Instead of ratio-based promotional structure for Drivers in Central Govt. the service conditions for promotional posts in Parliament Secretariat prescribe for minimum service conditions to be fulfilled for consideration of promotion. There is direct entry in Staff Car Driver Gr.II in the Parliament Secretariat. VI CPC recommendations are not applicable to Drivers of Parliament Secretariat.

The issue for upgradation of pay-scale of Drivers of MMS at entry was considered in Departmental Anomaly Committee and based on the outcome of the decision, entry grade, pay band and grade pay of RS.5200-20200 (PB-I) with GP Rs.2000/- equal to Postman has been recommended. The Driver, being common cadre, no isolated decision on the pay scale was permissible and as such the proposal has been taken up with DoP& T recommending entry grade GP RS.2000/- for the MMS Drivers. (Establishment Division)

**Item No.9 - Implement Supreme Court orders for revision of wages from 01.01.2006 [6<sup>th</sup> CPC wages] to all RRR candidates, casual labourers, contingent staff, GDS substitutes etc - Grant 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**

**Casual Labourers :-** DOP&T has disowned having concurred the proposal of the Department to allow minimum of the pay scale of Group 'D' to the full time casual labourers and pro-rata basis for part-time casual labourers. The file has been submitted to Internal Finance Wing recommending decision to be taken on the issue at the Departmental level and revise the wages payable to casual labourers by prescribing an hourly rate based on minimum of -1S payband of Rs.4440-7440 + GP of Rs.1300/-with admissible DA thereon as also prescribing outsourcing of services hitherto for performed by NTC Group D discontinuing engagement of existing casual labourers other than casual labourers conferred with temporary status and re-designating the existing nomenclature of casual labourers to that of contingent outside worker.

**RRR Candidates:** The engagement of candidates selected to PNSA posts under Relaxation Recruitment Rules (RRR) as paid substitutes is being done only in Tamil Nadu Circle. This engagement is not covered by any statutory rules/guidelines. The orders issued by DOP&T or by Department Posts in respect of appointment of paid substitutes are applicable to Postmen and Group D vacancies and not for the vacancies of PA/SA cadre. There is total ban on engagement of casual workers on Group C posts. Revision of wages has not been examined as yet in respect of RRR candidates, as the matter is subjudice.

Revision of wages to substitutes who worked in GDS vacancies: The orders for revision of TRCA was issued on 09.10.2009 and those substitutes engaged thereafter will be regulated by the revised Time Related

Continuity allowance. In regard to the payment of arrears to the substitutes based on revised Time Related continuity Allowance from 01.01.2006 onwards, the proposal has been taken up with Integrated Finance Wing, and they wanted the financial implication. Feedback from circles is requested and it is awaited from 5 circles. The matter is under examination.

Conferment of Temporary Status- Department of Posts formulated Casual Labourers (Grant of Temporary Status and Regularization) Scheme on 12.04.1991 for conferment of temporary status on the full time casual labourers in employment as on 29.11.1989 and who continue to be currently employed and have rendered continuous service of at least one year and during the year they must have been engaged for a period of 240 days (206 days in case of offices observing five days week). In the light of judgement of CAT Ernakulam delivered on 13.03.1995, the issue was reconsidered and it was ordered vide letter dated 01.11.95 that casual labourers engaged after 29.11.1989 and up to 01.09.1993 may also be considered for the grant of benefits under the scheme. Thus, the scheme is not an ongoing scheme. (Establishment Division)

In compliance with the directions of the Hon'ble Supreme Court, a Scheme known as "Casual Labourers (Grant of Temporary Status and Regularization) Scheme" was drawn up by this Department in consultation with the Ministry of Law, Finance and DOP&T regarding grant of Temporary Status to the eligible Casual Labourers as on service on 1.9.93, necessary orders had been issued in this regard vide letter No.45-95/87-SPB-1 dated 12.4.91, No.45-37/91-SPB-1 dated 5.6.91, 16.8.91 No.66-9/96-SPB-1 dated 30.11.92, No.66-52-92-SPB-1 dated 1.11.95 and 8.11.95. However, the appointment of Casual Labourers against various posts in the Department is to be made as per the provisions contained in the respective Recruitment Rules which are statutory in nature. The posts cannot be filled by deviation from the Recruitment Rules.

(Staff Branch)

**Item No. 10 - Fill up all vacancies of Postmen and Mailguards - Roll back the unscientific scheme of single Postman Beat System - Modify certain unscientific work norms of Postmen / MTS finalized by work Study Unit -Enhance the Postman Double Duty Allowance as per the recommendations of VI CPC.**

The optimization Scheme has ceased to exist with effect from 1.4.2009. The Circles had been informed about the said development. However, there was no such reconstruction for filling up the promotional vacancies. Earlier a total of 2244 vacancies. In the cadre of Postman pertaining to the year 2006, 2007 and 2008 cleared under the Optimization Scheme had been intimated to the Circles with in the instructions to fill up the same by direct recruitment. It is presumed that they have taken action to fill up the posts of Postman and Mail Guard for the years 2006, 2007 and 2008 as well as of the year 2009 meant to be filled up by direct recruitment. However, the Action Taken Report will be called for from the Circles in this regard. (Staff Branch)

Modify certain un-scientific work norms for postmen: The internal work study unit has examined the job description and conducting study in various circles, have recommended norms. They were examined in detail in consultation with Integrated Finance Wing and competent authority approved the norms. The circles have been requested to give a feed back after six months of implementation. The feedback received and suggestions of the staff associations will be examined at appropriate time.

Revision of double duty allowance of Postmen: The last revision of double duty allowance was done in the year 2002 and it was related to the over time allowance rate payable to sorting postman and Gr. D brought on holiday OTA duty. The Nodal Ministry has not issued any orders for revision of OTA rates. The matter may be considered by the Committee to be constituted in regard to grant of performances related incentives. (Establishment Division)

**Item No. 11 - Remove all local anomalies in MACP Scheme like application of benchmark for the period prior to introduction of MACP Scheme; Grant MACP on 'Average' benchmark like Department of Railways; Denial of MACP for acts of denial of regular promotion earlier to introduction of MACP; Denial to grant PB-2 while upgradation to Grade Pay 4200 and above to Group C officials, etc.**

Para 17 of Annexure I to OM on MACPS dated 18<sup>th</sup> Sep 2009 provides that financial up gradation would be on non-functional basis subject to fitness in the hierarchy of grade pay within PB-1. Thereafter for up gradation under the MACPS, the benchmark of "Good" would be applicable till the grade pay of Rs. 6600 in PB-3. The benchmark will be "Very Good" for financial up gradation to the grade pay of Rs. 7600 and above.

DOP&T has issued OM No. 21011/1/2010-Estt-A dated 13<sup>th</sup> April 2010 vide which it has been made mandatory to provide a copy of ACR prior to the period 2008-09 in cases where the overall grading/final grading is below the benchmark for next promotion. The official is allowed a time of 15 days to make representation and then the competent authority is required to decide the status in consultation with reporting and reviewing officer, if they are In service. The provision of disclosing overall grading and assessment of integrity from 2008-09 is already in place vide order of DOPT dated 14.05.2009. The same provision is to be applied for financial upgradation as well.

Para 25 of Annexure I to OM on MACPS dated 18<sup>th</sup> Sep 2009 provides that "if a regular promotion has been offered but was refused by the employee before becoming entitled to a financial up gradation, no financial up gradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, financial up gradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shaH not be ground to withdraw the financial up gradation. He shall, however, not be eligible to be considered for further financial up gradation till he agrees to be considered for promotion again and the second and the next financial up gradation shall also be deferred to the extent of period of debarment due to the refusal.

Department of Posts implemented time bound promotion scheme (financial upgradation) to the categories given as per below from time to time:-

<b>TBOP/BCR</b>	<b>ACP</b>
(TBOP introduced from 30.11.1983 and BCR from 01.10.1991 initially)	(effective from 09.08.1999)
Group 'D' in Postal and RMS Offices including Divisional Offices, Postmen, Mail Guards, Stamp Vendors etc, Postal Assistants, Sorting Assistants, Postal Assistants in RLO and SBCO, Postal Machine Assistant Gr.-I & II	Staff who are not covered by TBOP/BCR Schemes such like Group 'D' in Circle Regional and Postal Accounts Offices, Wireman, Carpenter, Electrician etc, Inspectors Postal/MMs, Junior Engineers, Stenographers, Postal Accounts Office Staff and Certain staff working in Postal Dispensaries.

These schemes had no element of benchmarking as also debarring an official from financial upgradations on refusal of regular promotion. Keeping this in view, Department is taking up the issue for exemption on both these counts with DOPT.

Para 2 of Annexure I to MACPS provides in clearest terms that the scheme envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section I Part A of first schedule of the CCS (RP) Rules, 2008. The scheme does not allow conferment of higher pay band in case the higher grade pay falls in the higher pay band. Para 16 of the Annexure I lays down that on grant of financial up gradation under the scheme, there shall be no change in the designation, classification or higher status. However, certain benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted. A direct entry Postman on 3<sup>rd</sup> financial up gradation to GP Rs. 4200 crosses minimum of PB-2 i.e. Rs. 9300 after 17 years of service whereas a direct entry Postal Assistant on 2<sup>nd</sup> financial up gradation to GP Rs. 4200 crosses minimum of PB-2 i.e. Rs. 9300 after 14 years of service. Thus, non-conferment of higher pay band does not have any adverse effect in any manner. (Establishment Division)

**Item No.12 - Creation of System Administrators Cadre with higher pay scales and absorption of all System Administrators in the new cadre during initial composition - Uniform Norms for System Administrators including work hours, number of systems, distance factor - Financial compensation for special and extra work performed by System Administrators.**

The issue was considered by VI CPC under para 7.6.21 and relevant extract of the same is as under :-

**System Administrators & Marketing Executives** 7.6.21 Postal Assistants assigned the jobs of System Administrators & Marketing Executives have demanded creation of a new cadre with higher pay scales. Creation of a new cadre in their case is not functionally justified.

The Commission, in any case, is not looking into demands relating to individual cadre reviews.

Status-quo may, therefore, need to be maintained especially because the existing scenario allows usage of available manpower for need based multifarious functions.

Hence, the above demand stand rejected by the VI CPC and the Government. Further, the Departmental Anomaly Committee has also dealt with this issue and found that this item does not fall within the ambit of definition of the term 'anomaly'.

(Establishment Division)

**Item No. 13 Framing to Recruitment Rules of the cadre of Multi Tasking Staff**

The action to frame the Recruitment Rules for the cadre Multi Tasking Staff has been initiated and the same is being referred to DOP& T for their approval.

(Staff Branch)

**Item No. 14 : Amalgamation of Group 'C', Accounts Cadres of DOP and DOT**

This is not in the interest of the Department of Posts.

**Item No. 15 : Roll back of the decentralization of PLI/RPLI work-augment required staff strength and fill up vacant post.**

Work norm for PU/RPLI work is not required as the work is being done on incentive basis, which is based on First year premium and Renewal premium. It has been recently revised which has made it attractive.

With the excellent business performance in PLI and RPLI, the insurants now are to be serviced properly. For this purpose, it is important that the service centre is near to their residence location. Hence, settlement of claim needs to be decentralized and these should be settled at the Divisional level.

As far as maintaining centralized accounting system through the office of DPLI, Kolkata is concerned, no change in this regard has been made. (DPLI)

**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/Grade "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.**

Cadre strength of Works Clerk Grade II, Grade I, Head Clerks in Civil Wing, status of their pre-revised pay scale and revised pay scale following implementation of 6<sup>th</sup> CPC is as under:-

Cadre	Strength	Pre-revised scale of pay	Revised scale of pay following implementation of 6 <sup>th</sup> CPC
Works Clerk	92	3050-4590	Rs. 5200-20200 (PB-1) with Grade II GP Rs. 1900
Works Clerk	130	4000-6000	Rs. 5200-20200 (PB-1) with Grade I GP Rs. 2400
Head Clerk	13	5000-8000	Rs. 9300-34800 (PB-2) with GP Rs. 4200

The status of recruitment rules of these categories of employees of civil wing is as under:-

Cadre	Essential qualification	Job Profile
Works Clerk Grade II	Matriculation with speed in Hindi/English typing of 30 words per minute. 80% by direct recruitment and 20% through promotion by examination from officials below Works Clerk Grade II having 3 years regular service	Work clerk in Circle Offices handle work and contract cases of at least two divisions or works according to nature and workload of the division.
Works Clerk Grade I	50% by seniority cum fitness and 50% through written test from amongst Works Clerks Grade II who have put in 3 years regular service in the pay scale of Rs. 950-1500 revised to Rs. 3050-4590 following 5 <sup>th</sup> CPC	Work clerk in Circle Offices handle work and contract cases of at least two divisions or works according to nature and workload of the division.
Head Clerk (GCS Group C Non Gazetted)	100% by promotion failing which by transfer/deputation from amongst Works Clerks Grade I with minimum 5 years regular service in the	Mainly supervisory duties including distribution of work, training, guiding and helping staff, coordination, prompt and efficient disposal of work, timely

pay scale of Rs. 1200-2040 revised to 4000-6000 following 5<sup>th</sup> CPC

submission of arrear statement and other periodical returns, proper maintenance of section diary, strict compliance with the instructions regarding treatment and safeguarding top secret and secret papers, maintenance of reference books, maintenance of order and discipline in section, keeping the section neat and tidy and final disposal of certain routine cases independently and taking routine interaction on all cases.

The recruitment rules formulated in the year 2002 for PNSA provide for educational qualification of 10+2 with knowledge of local language of the State concerned for direct recruits and the selection to the post is through competitive examination. Job profile includes public dealing, counter services and back office operations, cash handling, marketing, system managers in post offices besides handling administrative work while posted to administrative units and mail handling when posted in RMS.

In the light of the above, there is no parity of the cadre of work clerk with PAISA cadre in the Department of Posts. (Establishment Division)

**Item No.17 Regularise the HSG.I, HSG.II, LSG arrangements and grant Officiating Pay & Allowances to all officials holding the posts.**

Consequent upon the upgradation of 1622 HSG.II posts to HSG.I, the Circles were facing difficulty to fill up the vacancies in HSG.I. The question of filling up of the vacant HSG.I posts by relaxing the provisions of Recruitment Rules had been examined from time to time in consultation with DOPT. In April, 2005, DOPT agreed to allow the Department to fill up the vacant HSG.I posts by considering regular HSG.II officials as a special case and as a one time measure. However, the problem still persisted especially due to the retirements that were taking place in HSG.II and HSG.I. Hence, the issue of relaxation of the Recruitment Rules for HSG.I was once again taken up with DOPT with the request to allow the Department of Posts to fill up HSG.I posts by promotion of regular HSG.II officials. DOPT observed that HSG.I is in the pay scale of RS.6500-10500 and hence will require consultation with UPSC for relaxation also. They observed that with the upgradation of pay scale and norms of eligibility, the existing Recruitment Rules cannot be operated. They opined that the question of any relaxation can be considered only after the Recruitment Rules for the post of HSG-I were notified.

Accordingly, the Recruitment Rules for LSG and HSG.II were amended in the year 2002 and 2006. As per the latest rules, HSG.II posts in PO & RMS offices are required to be filled by promotion of LSG officials with three years regular service in that grade. Even after the amendment, the Circles were pointing out the difficulties in filling up the vacancies in HSG.I grade as eligible officials were not available for promotion DOPT was therefore requested to accord approval to another one-time relaxation and allow the Department to fill up the vacant HSG.I posts from amongst regular HSG.I officials. However, DOPT did not agree to the Department's proposal but allowed to fill up the posts purely on ad-hoc basis, as a special case, for a period of one year or till the Recruitment Rules were modified and appointments were made in accordance with revised Recruitment Rules, whichever was earlier. DOPT was again approached in the year 2009 to allow fresh ad-hoc appointments of HSG.II officials in HSG.I without prescription of any minimum service. The DoPT allowed the same. Accordingly, Circles have made further ad-hoc promotions. The ad-hoc appointments made so far are being extended from time to time. Recently, the ad-hoc arrangement has been extended upto 19.11.2010, with the approval of DoPT.

In the meanwhile, the draft Recruitment Rules for the posts of HSG.I have been finalized and have been referred to DoPT for their approval.

The posts in HSG.I, HSG.II and LSG can be filled up on regular basis only as per the provisions contained in the Recruitment Rules.

As regards grant of officiating pay and allowances to all officials holding the posts, it is stated that filling up the posts of short term vacancies are governed as per the Department of Personnel & Trainings a.m. No.28036/8/87-Estt.(D), dated 0.3.1988 and a.m. No. AB.14017/54/2003-Estt (RR), dt. 4.12.2003 circulated vide this Department's letter NO.137-2/2004~SPB.II, dated 13/13<sup>th</sup> January, 2004. It has been reiterated in the above cited OM dated 4.12.2003 that those employees in the feeder grade who fulfill the eligibility conditions prescribed in the Recruitment Rules should be considered for ad-hoc promotion. As such, in the case of adhoc appointment to HSG.II posts, only those officials who hold the norm based post of LSG and fulfill the

eligibility conditions prescribed in the Recruitment Rules for HSG.II posts are eligible for grant of adhoc promotion in HSG.II. (Staff Branch)

**Item No. 18 Enhance OTA and OSA rates in tune with the 6<sup>th</sup> Central Pay Commission.**

The Department is not independent in deciding this issue and it has to follow the guidelines of Nodal Ministry prescribed from time to time. The Department of Personnel and Training has already referred the issue of continuance of OTA to a Committee e of Secretaries for a decision before it is submitted to Union Cabinet. The decision of the Government on revision of ceiling and aT A rates is still awaited.

## GOVERNMENT ORDERS

The following Govt. orders were issued during June 2010. Details of the full text are available in our website. ([www.fnpo.org](http://www.fnpo.org))

1. CCS (LTC) Rules, 1988-Relaxation for travel by air to visit North Eastern Region (NER)  
(DG(P) No. 20-3/2008-PAP Dt. 26-4-2010)

CCS (LTC) Rules, 1988 - Relaxation for travel by air to visit NER.  
(DOPT O.M. 3101/4/2007-Estt.(A))

Constitution of a Joint Committee to examine the Anomalies pertaining to the Modified Assured Career Progression Scheme.  
(DOPT O.M. No. 11/1/2010-JCA Dt. 3-5-2010)

Working of Central Government offices in Mumbai in the context of the disruption of rail services in Mumbai-flexi-timing reg.  
(DOPT O.M. No. 33011/1/(s)/2010-Estt.(B) Dt.4.5.10)

Central Civil Services (Conduct) Rules, 1974 - Submission of representations by Government servants - instructions regarding.  
(DOPT F.No. 1101314/2010-Estt. (A) Dt. 19-4-2010)

Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for upgradation of the final grading.  
(DOPT O.M. No. 21011/1/2010-Estt.A Dt. 13-4-2010)

Submission of representations by Government servants - instructions regarding.  
(Memo No. F.No. (1013/4/201 & Estt.(A) Dt. 19.4.10 of DOPT)

Model Recruitment Rules for Group 'C' posts in Pay Band-1, with Grade Pay of Rs. 1800/- (pre-revised Group 'D' posts)  
(DOPT O.M. No. AB-14017/6/2009-Estt(RR) Dt. 30-4-10)

Amendment to Rule 64, 71, 72 & 80 of CCS (Pension) Rules, 1972 - issue of Notification dated 7th April, 2010, published in the Gazette of India on 12th April, 2010-regarding.  
(No. 4-3/10-Pension dated 4-5-2010)

Amendment to Rule 64, 71, 72 & 80 of CCS (Pension) rules, 1972-issue of Notification dated 7th April, 2010, published in the Gazette of India on 12th Arpil, 2010-reg.  
(No. 20/16/1998-P & PW(F) Dt. 19-4-2010)

Disclosure of third party information under the RTI Act, 2005  
(DOPT O.M. No. 8/2/2010-IR Dt. 27-4-2010)

Recruitment to Group 'C' Posts in Pay Band-I, with Grade Pay of Rs. 1800/- (pre-revised Group 'd' posts)  
(DOPT NO. AB-14017/6/2009-Estt(RR) Dt. 12-5-10)

Switchover of uniform of Postmen and Group D staff from blue to Khaki  
(DG(P) F.No. 23-3/2008-UPE Dt. 20-4-2010)

Revision of supplementary charges of foreign mails for Registration, Advise of Delivery and Warehouse Charges with effect from 1-5-2010  
(No. 1-27/2009-Rates Dt. 15-4-2010)

Consitution of a high-power Committee to review Fixed Stationery Charges for Post Offices and Sub-divisional Inspectors.  
(DG(P) No. 23-1/2009-PAP DT. 19-3-2010)

Expenditure management-Economy Measures and Rationalization of Expenditure.  
(DG(P) No. 9-1/2008-FC(Posts) Dt. 1-4-2010)

Expenditure Management - Economy Measures and Rationalisation of Expenditure  
(DOPT O.M. No. 7(1)/E. Coord/2009 Dt. 22-3-2010)

Settlement of death claim cases in respect of PLI/RPLI where no valid nomination exists-enhancement of limit thereof.  
(Dte. of PLI No. 25-06/98 Vol. II dt. 26-2-2010)

Evolution of norms for Postmen Establishment  
(DG(P) No. 9-1/2005/WSV-I/PE-I Dt. 9/10-3-2010)

Record Keeping and Reporting norms for POSB account/certificate holders under Prevention of Money Laundering (PML) Act 2002 regarding.  
(DG (P) No. 109-04/2007-SB Dt. 23-4-2010)

## From the Desk of Secretary General

### **MEETING WITH THE DDG (EST) DDG (P) AND MEMBER (P) ON 29-6-2010**

DDG (Est.) informed that he has called for reports from all the Circles to furnish following details :

1. Vacancies in each Circle and no. of vacancies filled up out of them for the period 2001-2008.
2. Vacancies not filled up and reasons thereof cadre-wise for the period 2001-2008.

### **60% ARREARS TO GDS**

1. Payment of second instalment of 60% of arrears to GDS employees on account of revision of wage structure of GDS - orders issued vide no. 6-1/2009-PE I dated 10-6-2010. Orders are available in FNPO website.

### **CLARIFICATION BY THE DEPARTMENT**

2. Department issued clarification on 4th June 2010 vide 13/1/2010-SR that AIPEU Group 'C' union has raised objection in some circles that declarations given in the name NUPE 'C' should not be included in the account of NAPE 'G'. But the Department clarified through above letter that declarations given both in the old name or in the new name of the union should be accepted and counted in the new name of the union.

### **INFLATION TOUCHES DOUBLE DIGIT**

Inflation touched 10.16 percent in May 2010, the highest in the last 19 months. Details available in our web-site.

### **ALLOTMENT ORDERS FOR SURPLUS QUALIFIED CANDIDATES OF INSPECTOR POST EXAMINATION 2008**

Our Federation took up the issue with the Directorate that surplus qualified OC candidates of Inspect, Posts should be given allotment at the earliest. On our persuasion, orders were got issued by the Directorate on 25-6-2010 under NO. A-3401301/2009-DE (Pt.)

### **MEETING WITH PRIVATE SECRETARY OF HON'BLE MOS ON 1-7-2010**

The SG FNPO, General Secretaries of NAPE 'C' and AIPAOA (FNPO) met the Private Secretary of Hon'ble MOS and submitted a memorandum about malpractice and maladministration and vindictive attitude on the part of PMG, Aurangabad Region.

After this the team met Chairman, Postal Services Board and submitted a copy of the Memorandum which was submitted to the Private Secretary of Hon'ble MOS. The Secretary Posts agreed to send a team from the Directorate in order to inquire the matter in depth.

### **THE SG NFPE RETIRED**

Sri K. Raghavendran, the Secretary General, NFPE has retired from service on superannuation on 30-6-2010 at Chennai.

A grand felicitation party was got organized by the Chennai City North Postal Division on 4-7-2010. The SG FNPO participated and addressed the felicitation. The SG FNPO recalled his best association with Sri K. Raghavendran from the year 1982 till date. He praised the services rendered by him to the Postal employees. The FNPO wishes Sri K. Raghavendran a happy, peaceful and healthy retired life.

### **POSTAL SPORTS BOARD MEETING IN CHENNAI**

Postal Sports Board met in Chennai on 5-7-2010. With the Chairman, Postal Board. The SG FNPO participated in the meeting. The meeting discussed 48 items. Details of the discussion and decisions thereof will be published on receipt of the minutes from the Department.

### **RESPONSE TO ACTION TAKEN REPORT**

Both the Secretary-Generals discussed the Action Taken Report given by the Department on the charter of Demands on 5-7-2010.

We decided to send a letter to the Secretary-Posts. The copy of the letter and ATR are published elsewhere.

**The Secretary, Dept. of Posts has called for meeting on 12-7-2010.** In response to our letter, the Secretary called for meeting on 12-7-2010 for discussing charter of Demands with the Postal JCA.

Let us hope for the best.

**Yours fraternally,  
(D. THEAGARAJAN)**

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

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