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# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

VOL. II NO. 11

NOVEMBER 2016

## Observance of Protest week from 12th to 19th December 2016

### REASONS FOR PROTEST WEEK :

On 30th June 2016 & 06th July 2016 Group Of Ministers called our NJCM leaders and gave assurance that a High-Level Committee will examine the 7th CPC issues, mainly the Minimum Wage and Multiplying Factor. Based on the assurance, the JCM Constituent deferred the Strike action on 06th July 2016.

Accordingly, the following committees were constituted .

1) Committee to examine the 7th CPC issues mainly the Minimum Wage and Multiplying Factor: The committee met once and the outcome of the meeting not known.

2) Allowance Committee: Met once they discussed HRA & other allowances, but no commitment from the official side. Committee chairman conducted the meeting with all Departments. On 03/11/2016, a meeting was conducted under the Chairmanship of Finance Secretary & Secretary (Expenditure) with regard to postal department. During the meeting India Post Chairman, Postal board, Member (P), DDG (Esst.), DDG (P) & Director (Esst.) were present. Secretary Generals of the three Federations represented the staff side.

The Department of Posts submitted a proposal for retaining the following allowances.

- Fixed Monetary Compensation to Postman.
- Special Allowance to PO & RMS Accountants.
- Cycle allowance to Postman.
- Cash handling and Treasury allowance.
- Headquarter allowance
- Fixed Medical allowance.
- Overtime Allowance

After a long discussion on the revision of above allowances, the Finance Secretary asked to furnish the quantum of Fund required by the Department of Post to meet the Expenditure. Our departmental officers who were present at the meeting agreed to give the required fund details. According to our information, our department has sent the details to the Finance Secretary.

Let us hope that Finance Ministry will agree to our Departments proposal.

3) Anomaly committee was constituted department vice. Awaiting to know the outcome.

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
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4) NPS Committee: According to our information the committee is constituted but no official information.

5) Pension option committee: To examine the feasibility to implement option -1

Now four months have lapsed, we are yet to know the committees decision on the issues of Minimum Wage, Pay Fixation Formula, Allowances and National Pension system (NPS) etc. as on date. Besides these, after implementing the 7th CPC (only pay), the Government is accepting all the

recommendations affecting the employees one by one such as the benchmark for MACP from "GOOD" to VERY GOOD" which has created unrest in the minds of every employee.

FNPO cannot be a mere silent spectator after reading the employees mind, therefore FNPO and its affiliated unions have decided to observe protest week from 12th to 19th December 2016.

We request all Divisional / Circle secretaries to go through the programs and make it a grand success.

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## PROGRAM OF THE PROTEST WEEK 12 TO 19-12-2016

To

All Circle/Division/Branch Secretaries of FNPO affiliates.

Dear colleagues,

FNPO affiliated unions decided to observe protest week from 12th to 19th December 2016 on the 16 points Charter of Demands.

Program of the Protest week

13/12/2016 - Demonstration at Divisional office.

15/12/2016- To submit a letter to the Prime Minister through the State Governors by the Circle Secretaries.

16/12/2016 Lunch hour Demonstration at Circle/Regional offices

19/12/2016 Lunch hour Demonstration at Directorate&submission of letter to the Prime Minister.

Our Circle/Division/Branch Secretaries of FNPO affiliated unions are requested to observe the above program in their respective places in an energetic manner.

With regards,

SG FNPO.

Circle Secretaries are requested to organise March to Raj Bhavan preferably on 15/11/2016 at all State Capitals and submit the letter to the Prime Minister through State Governor.

MODEL COPY OF LETTER TO THE GOVERNOR AND THE PRIME MINISTER.

To,

His/Her Excellency.....  
Governor of..... State  
Capital

Respected Sir/Madam,

Sub: Request to consider the issues of Postal employees related to 7th CPC & other related issues.

We, the Circle Secretaries of FNPO affiliated unions, submit to you the enclosed letter addressed to the Honourable Prime Minister of India with our kind requests to forward the same to the Prime Minister to voice our grave concerns.

We also request that you kindly use your good offices to impress upon the Central Government by conveying our genuine feelings.

We are highly thankful for your valuable time.

Thanking you, Sir,

Yours Sincerely,

(Circle Secretaries)

**LETTER TO THE HONOURABLE PRIME MINISTER OF INDIA BY THE FEDERATION OF NATIONAL POSTAL ORGANIZATIONS AND ITS AFFILIATED UNIONS / ASSOCIATIONS.**

To  
Shri Narendra Modiji,  
Hon'ble Prime Minister of India,  
South Block, Raisina Hill,  
New Delhi-110011

Respected Sir,

We, the Federation of National Postal Organisation and its affiliated unions submit this letter to express our deep concern and request to honour the commitment given by the Group of Ministers in the meetings held with JCM (Staff Side) leaders on 30th June 2016 & 06th July 2016.

Subsequently an assurance was given that a High-Level Committee will examine the 7th CPC issues, mainly the Minimum Wage and Multiplying Factor. Based on the assurance,

the JCM Constituent deferred the Strike action on 06th July 2016.

Though a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response has been disappointing.

The employees of the Postal and other Central Government employees are greatly disappointed over non-settlement of the main issues.

More so, many of the recommendations of the 7th CPC have created unrest in the minds of Central government employees in general and Postal employees in particular.

The issues raised after the implementation of 7th CPC & other long pending issues are enclosed.

We request your kind attention to the issues listed in the enclosure and action thereof at the earliest.

Thanking you, sir,

Yours Sincerely,



(D. THEAGARAJAN)  
SG FNPO



D. Kishan Rao  
General Secretary  
NAPE Group C



T.N. Rahate  
General Secretary  
NUPE Postmen & MTS



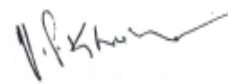
P.U. Muralidharan  
General Secretary,  
NUGDS (FNPO)



D. Theagarajan  
General Secretary  
NURMS & MMS Group C



(N. Ramappa)  
General Secretary  
NURMS & MMS MG/MTS



O.P. Khanna  
General Secretary  
AIPAOA (Admin. Union)



K. Shivadasan  
General Secretary  
NUCWE (Civil Wing)

## **THE ISSUES RAISED AFTER THE IMPLEMENTATION OF 7TH CPC & OTHER LONG PENDING ISSUES**

1. Request to Settle the demands raised by NJCA regarding modifications of 7th CPC recommendations as submitted in the memorandum to Cabinet Secretary on 10th December 2015. Honour the assurance given by the Group of Ministers to NJCA on 30th June 2016 and 6th July 2016, especially the increase in minimum wage and fitment factor. Grant revised HRA, at the existing percentage itself, i.e. 30%, 20% and 10%. Accept the proposal of the staff side regarding Transport Allowance. Settle all anomalies arising out of implementation of 7th CPC recommendations, in a time bound manner.
2. Request to Implement option-I recommended by 7th CPC and accepted by the Government regarding parity in pension of pre-2016 pensioners, without any further delay. Settle the pension related issues raised by NJCA against item 13 of its memorandum submitted to Cabinet Secretary on 10th December 2015.
3. Request to Scrap PFRDA Act and New Pension System (NPS) and grant pensions and Family Pension to all Central Government employees recruited after 01.01.2004, under CCS (Pension) Rules 1972.
4. Request to Treat Gramin Dak Sewaks of Postal department as Civil Servants, and extend all benefits like pay, pension, allowances etc. of departmental employees to GDS.
5. Request to Regularise all casual, contract, part-time, contingent and Daily rated mazdoors and grant equal pay and other benefits. Revise the wages as per 7th CPC minimum pay.
6. Request to avoid Downsizing, Privatisation, outsourcing and contractorisation of Government functions.
7. Request to Withdraw the arbitrary decision of the Government to enhance the benchmark for performance appraisal for promotion and financial upgradations under MACP from "GOOD" to VERY GOOD" and also decided to withhold annual increments in the case of those employees who are not able to meet the bench march either for MACP or for regular promotion within the first 20 years of service. Grant MACP pay fixation benefits on promotional hierarchy and not on pay-matrix hierarchy. Personnel promoted on the basis of examination should be treated as fresh entrants to the cadre for grant of the MACP.
8. Request to Withdraw the draconian FR 56 (J) and Rule 48 of CCs (Pension) Rules 1972 which is being misused as a shortcut as a purity measure to punish and victimize the employees.
9. Request to Fill up all vacant posts, including promotional posts in a time bound manner. Lift ban on creation of posts.
10. Request to remove 5% ceiling on compassionate appointments and grant appointment in all deserving cases.
11. Request for Grant five promotions in the service career to all Central Govt. Employees..
12. Request to Reject the stipulation of 7th CPC to reduce the salary to 80% for the second year of Child Care leave and retain the existing provision.
13. Request for Ensure cashless medical treatment to all Central Government employees & Pensioners in all recognized Government and Private hospitals.
14. Request to Revision of Overtime Allowance (OTA) and Outstation allowance (OSA) w.e.f 01.01.2016 based on 7th CPC pay scale.
15. Request to Revision of wages of Central Government employees in every five years.
16. Request to Revive JCM functioning at all levels.

**POSTAL JOINT COUNCIL OF ACTION  
NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
ALL INDIA POSTAL EMPLOYEES UNION – GRAMIN DAK SEVAKS  
NATIONAL UNION OF GRAMIN DAK SEVAKS  
NEW DELHI - 110001**

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No.PF-PJCA-12/2016  
To  
The Secretary,  
Department of Posts,  
Dak Bhawan,  
New Delhi-110 001

Dated- 17.11.2016

recruited after 01.01.2004, about their pension benefits. Department unilaterally issued orders for outsourcing booking and delivery of registered, speed post and express parcel post articles and engaging staff on each Sunday & holiday to deliver parcels of e-commerce companies . The task force committee recommendations have not yet been dropped, no effective remedial measures are taken to streamline the functioning of CBS/CSI, revision of wages and payment of arrears of casual labourers from 01.01.2006 is still pending in many circles, more than 60000 vacancies in various cadres including promotional posts are remaining unfilled. Now, due to monetization Scheme more difficulties are being faced by the staff due to lack of proper infrastructure and engaging staff beyond duty hours. All the above issues are agitating the minds of the employees for a long time.

Sub: Non-settlement of long pending demands.

Sir,

A meeting of PJCA comprising NFPE, FNPO, AIPEU-GDS & NUGDS was held at NFPE office North Avenue Post Office Building, New Delhi on 16th November, 2016 under the presidentship of Shri D. Theagarajan Secretary General FNPO. All General Secretaries of both the Federations participated in the meeting. After threadbare discussion the following resolution, programme of action and Charter of Demand was finalized.

**RESOLUTION**

Postal Joint Council of Action (PJCA), views with grave concern the totally negative attitude of the Central Government in settling the common demands of the Central Government employees, including an increase in minimum wage and fitment formula and other modifications sought for by the National Joint Council of Action (NJCA) and JCM (NC) staff side.

This PJCA further notes that in the Postal department also due to the negative attitude of the Government and Postal administration long pending demands are remaining unsettled. None of the 7thCPC related demands of various cadres of Postal department are settled. Regularization of Gramin Dak Sevaks and grant of all benefits of regular employees on pro-rata basis is still pending. The New Pension Scheme (NPS) has created uncertainty among the employees

The PJCA after reviewing the situation prevailing in the Postal department came to the unanimous conclusion that to settle the above issues, serious agitational programmes are to be launched. Accordingly the PJCA resolve to implement the following phased programme of action.

**PROGRAMME OF ACTION**

1. December-7th-2016 -Mass Demonstration in front of all offices and submission of resolution and Charter of Demands to Minister(C) and Secretary (Posts).
2. Submission of Memorandum:  
Submission of Memorandum to Minister by both Secretary Generals between 19th to 23 December, 2016 by meeting personally..
3. PJCA Meeting 23rd December, 2016 Evening (Further course of action will be decided.)

## CHARTER OF DEMANDS

1. Settle the demands of various cadres of Postal department relating to 7th CPC recommendations submitted to Secretary, Posts in memorandum dated 08.12.2015.
2. Implement cadre restructuring in all remaining cadres in the Department of Posts and settle the residual issues arising at implementation stage. Finalize RRs in MMS Cadres.
3. Grant Civil Servant status to Gramin Dak Sevaks and grant all benefits of departmental employees on pro-rata basis.
4. Revision of wages and payment of arrears from 01.01.2006 to all casual, part-time, contingent and daily-rated mazdoors and regularization of services.
5. Fill up all vacant posts in all cadres including promotional posts and GDS.
6. Conduct membership verification of Gramin Dak Sevaks and declare the result of the verification already conducted among departmental employees during 2015.
7. Revision of OTA & OSA and fixation of norms for CRC/Speed post and Parcel in RMS and FMC for Postman Cadre .
8. Settle problems arising out of implementation of CSI and CBS.

remuneration to the Post Office staff and GDS. The Chairman, Postal Board is requested to find a solution for the above issues in a war footing manner.

A line in reply is highly solicited.

Thanking you,

D.Thegarajan, Secretary General

Ref:OHD/4/170/2016

Dt: 23/11/2016

To

MS MANJU P.PILLAI

The DDG (FS)

Department of Posts

Dak Bhawan, New Delhi-110 001.

9. Grant of upgraded 3050 pay scale to Postmen w.e.f. 1.1.1996 as per Supreme Court Judgment.

10. Withdraw "Very Good" bench mark condition for MACP and future increments and holding of DPCs timely..

11. Grant of S D.A. & HCA to the Assam & NE & remove discrimination.

12. Problems arisen out of demonetization Scheme and grant remuneration and off for extra duty and provide proper infrastructure including Fake Currency detecting Machine and Counting Machines.

13. Stop Sunday/Holiday working completely.

14. Discussion on Memorandum of AIPSCOEA.

15. Declaration of Result of LGO & other LDCEs in remaining Circles.

16. Finalization of Recruitment Rules of AAO Cadre in Postal Accounts.

17. Repairing and Maintenance of Departmental Buildings.

Yours faithfully

/Sd/-

R. N. PARASHAR  
Secretary General

/Sd/-

D. THEAGARAJAN  
Secretary General

Sub: –Deposit of old demonetized notes of 500 and 1000 in Small Savings Scheme  
Ref: Ministry of Finance letter.No.1/042016-NS dt: 22/11/2016

Kindly recall our conversation regarding the above subject. The order under reference created more confusion in the HO/SO/BO for accepting OHD notes in Small Savings Scheme. A clarification on the subject may be issued by the Directorate to clear the doubts.

Your early action is requested.

Thanking you,

D.Thegarajan, Secretary General



## DEMONETISATION – OUR LETTERS TO DIRECTORATE

Request for supply of fake currency detecting machine to all HO/so's at once reg.

Ref:9/NAPE-C2016

09/11/2016

To  
The Secretary,  
Department of Posts,  
Dak Bhawan, New Delhi-110 001.  
Respected Sir

Sub: Request for supply of fake currency detecting machine to all HO/so's at once reg.

You are aware that our honourable. Prime Minister Shri.Modiji had announced that Rs.500 and, Rs.1000. Denomination currency will not be valid from 08.11.2016 midnight. Further, he announced that the exchange of these currencies will be done at banks and post offices. Since the majority of our HO/SOS does not have the fake currency detecting machine, during the exchange of old currencies it will be difficult to detect the fake currency. Hence it is requested to supply of fake currency detecting machines to all HO/SOs on a war-putting measure.

A line in reply is very much appreciated.

Thanking you,  
Yours sincerely,  
/Sd/-

Request to provide a necessary patch in our DOP Finacle

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Ref:9/NAPE-C2016

11/11/2016

To  
Shri. B.V. SUDHAKAR  
Secretary,  
Department of Posts,  
Dak Bhawan,  
New Delhi-110 001.

Dear Sir,

Sub: Request to provide a necessary patch in our DOP Finacle software Reg.

Kindly refer my earlier letter and savinggram. Our staff in HO/SOs is finding difficulties while paying cash for the public due to nonavailability of software which alerts to

arrest the daily payment of maximum limit i.e Rs.10000 & Rs.20000 per week as in the case of banks.

Necessary instruction may kindly be issued by authority Concerned to provide a necessary patch in our DOP Finale software to avoid future complication.

Your speedy action is requested in this regard.

Thanking you,  
Yours sincerely,  
/Sd/-

\*\*\*

Ref:9/NAPE-C2016

14/11/2016

To  
Shri. B.V. SUDHAKAR  
Secretary,  
Department of Posts,  
Dak Bhawan, New Delhi-110 001.

Dear Sir,

Sub: Following issues to be considered at once

1. Fake currency detecting machines not supplied to the Sub Post Offices despite of several reminders by our Union.
2. Patch in Finacle software is not provided to arrest the cash payment of Rs.4000/- daily and Rs.20,000/- weekly.
3. Sufficient money doesn't supply to the Post Offices by the Banks. This has resulted in public anger towards Post Offices.
4. Banks are not accepting the OHD notes from the Post Offices. We are compelled to deposit the OHD notes in the Post Office complex itself. It will create more complication in the future.
5. Cash line limits are not maintained.
6. Nationalised Banks are functioning from 1000hrs to 1700hrs only. Whereas in Post Offices there is no time limit. The staff are compelled to work up to 2200hrs.
7. Banks are paying Rs.3000/- as remuneration for the staff who are brought on duty during holidays and Sundays to exchange OHD. Whereas, there is no mention about

Contn. P.No. 6

## FROM THE DESK OF SECRETARY GENERAL

**ALLOWANCE COMMITTEE MEETING:** A meeting was convened by the Finance secretary on 03/11/2016 to discuss the allowances with regard to Postal employee. Detail of the meeting was already published on our website [www.fnpo.org](http://www.fnpo.org).

**DEMONETISATION:** Our prime minister announced demonetisation on 08/11/2016 late evening stating war on black money & corruption. We don't want to comment on this, but it has affected the common man's day to day life. Demonetization has also created additional work on postal employees. In this regard, our federation has written 3 letters (published elsewhere) and also discussed the issues with the Chairman Postal Board & DDG (FS).

**NUPE POSTMAN & MTS CONFERENCE -** A joint circle conference of AP & Telangana was held in Vijayawada on 15/11/2016. SG F.N.P.O & President FNPO participated in the conference. Details already published on our website.

**PJCA MEETING:** on 16/11/2016 PJCA meeting was held and discussed Non-settlement of long pending demand in this regard, a detailed circular was released and the same was published elsewhere.

**NUR-C CWC MEETING:** SG FNPO attended NUR-C CWC meeting on 17/11/2016 in Allahabad He also met the PMG & DPS Allahabad Region details of the visit published in RMS Sentinel.

**MEETING WITH CHAIRMAN, POSTAL BOARD & GDS COMMITTEE CHAIRMAN:** SG FNPO & NUGDS General secretary met the Chairman, Postal board & the GDS Committee

chairman on 18/11/2016 and discussed various issues. The outcome of the meeting already published on our web.

**Observance of Protest week from 12th to 19th December 2016.** Federal Secretariat of FNPO decided to conduct protest week from 12th 19th December 2016. Details of the programme, model letters to Governor & Prime minister are published in this issue. Please go through the circulars in this regard and make the programme a grand success.

**Attention of Circle / Division secretaries of FNPO affiliates.**

Our federation receiving calls from Division / Circle in regard to change of date in Circle & Division level in connection with the protest week, therefore it is clarified that the change of date can be made by mutual consultation between the Division / Circle Secretaries of each circle / Division.

Protest week programme should be completed before 13/12/2016 at the Division level (i.e. 12/12/2016 or 13/12/2016). Before 15/12/2016 at circle level.

No changes in regard submission of our letter to Prime minister's office on 19/12/2016 after the demonstration at Dak Bhawan.

**GDS COMMITTEE REPORT :** GDS Committee Chairman submitted his report to the Chairman, Postal Board on 24/11/2016. The copy of the report not supplied to Federations / unions till this date.

Yours Fraternally,



D. THEAGARAJAN, Secretary General

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