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# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

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SEPTEMBER 2011

## THE FEDERAL WORKING COMMITTEE MEET IN CHENNAI

The Federal Working Committee met at Chennai on 8-8-2011 in connection with KR's hundredth birthday celebration.

Sri T.N. Rahate, the President FNPO presided the meeting. The Federal Working Committee passed the following resolutions after debate.

1. FWC decided to celebrate centenary birth anniversary of KR by every circle in a grand manner. The details printed elsewhere.
2. On his centenary birth anniversary statue of KR will be erected at the ensuing Federal Congress.
3. The venue of the next Federal congress will be Chennai.
4. FWC discussed all the strike settlements and passed the following resolutions:
  - i) FWC requests the Secretary, Dept. of Posts to write .D.O. letter to all Heads of

Circles not to close any post office in the wake of strike agreement.

- ii) FWC conveys its bitterness for not incorporating the assurances of the Secretary Dept. of Posts in the strike agreement (Charter of Demand No. 1)
- iii) FWC insists the Secretary, Dept. of Posts to have meeting with Administration union and Civil Wing union in the presence of the Secretary-Generals on Charter of Demands No. 7 and No. 15.
- iv) FWC demands the Secretary, Dept. of Posts that in the name of MNOP, the RMS establishments should not be disturbed under any circumstances.
- v) FWC discussed the issue relating to the New Pension rules and resolved
  - i) To hold a rally on 24-8-2011 to protest against the bill.
  - ii) To submit Memorandum to Prime Minister through the State Governors

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JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
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(Copy of the Memorandum is published elsewhere).

- iii) To join one day strike called by Central Government Employees organizations to lodge our strong protest on the Bill.

**Accounts :**

The Finance Secretary, FNPO placed the Accounts of the Federation for the last two years. The details of Accounts are published below.

The Federal Working Committee discussed the GDS issues including getting recognition for NUGDS and directed the SG to take appropriate action.

The FWC seriously discussed the issue of Cadre Re-structuring and directed the SG to act upon the issue by discussing with the members of Cadre Re-structuring committee and take decisions.

The FWC discussed the anomalies of MACP Scheme and directed the SG to take up the issue with National Council leader, Sri M. Raghaviah.

The FWC has empowered the SG to chalk out the programmes to implement the resolutions.

At the start of the meeting, the SG FNPO submitted a brief report on the activities of the Federation.

All the FWC members spoke on agenda.

The FWC mourned death of Sri Ashok Pawar, CSP IV Maharashtra, Sri Mishra, CSP III Bihar, Sri K.V. Narayanan, former GS NUR 'C' and others by observing two minutes silence.

The meeting concluded with the address of Sri T.N. Rahate, President and vote of thanks by Sri G.P. Muthukrishnan, Vice President.

FNPO Statement of Receipts & Payments For the period of 1-4-2009 to 31-3-2010 (Subject to Audit)			
Receipts		Payments	
By Quota	124043	Audit Fee	4000
Donation	82451	Books and Periodicals	537
Interest of Bank	942	Conveyance	5140
Journal	110	F.W.C.	15999
Loan	4200	Federal Congress	29006
UNI	10000	Honorarium	
		Secy. HQ	18000
		Honorarium Secy./F	7100
	221746	Honorarium ASF	2900
Balance Last Year	67356	JCA	1880
Total	289102	Journal	7740
Less Payment	223247	License Fee	7890
Closing Balance	65855	Loan Refund	4200
		Miscellaneous	20286
Cash in Hand	65855	Office Establishment	1200
		Photostat	6686
		Postage	19042
Quota Detail		Printing	1280
P3	30829	Stationery	1291
P4	59906	Sumptuaries	1200
R3	16189	Telegram	151
R4	11069	TA & DA	3344
EDA	4850	Telephone	13622
AIPAOA	1200	UNI	32500
		Water and Electric	18253
		Total	223247
Secretary General		Secretary Finance	

FNPO Statement of Receipts & Payments For the period of 1-4-2010 to 31-3-2011 (Subject to Audit)			
Receipts		Payments	
By Quota	163721	Audit Fee	4000
Donation	1300	Books and Periodicals	60
Interest of Bank	928	Conveyance	3315
Journal	365	Honorarium	
		Secy. HQ	10500
Loan	5000	Honorarium Secy.F	7200
TA	3000	Honorarium ASF	3000
		JCA	1570
	174314	Journal	27899
Balance Last Year	65855	Loan Refund	5000
Total	240169	Miscellaneous	9201
Less Payment	194659	Office Establishment	2800
Closing Balance	45510	Photostat	4541
		Postage	9260
Cash in Hand	45510	Printing	1300
		Stationery	1291
		Sumptuaries	4080
		Telegram	320
P3	49789	TA & DA	34373
P4	45118	Telephone	14121
R3	49088	UNI	30645
R4	2675	Water and Electric	20974
EDA	14851		
AIPAOA	1200		
Civil Wing	100		
		Total	194659
Secretary General		Secretary Finance	

# DEFEAT PFRDA BILL

Circle Secretaries are requested to organise March to Raj Bhavan preferably on 24-8-2011 at all State Capitals and submit the Memorandum to the Prime Minister through State Governor.

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

To  
Sri/Smt.....  
Governor of.....  
State Capital

Respected Sir/Madam,

Sub : Protest against PFRDA Bill

We, the Circle Secretaries of FNPO affiliated unions, submit to you the enclosed Memorandum addressed to the Honourable Prime Minister of India with our kind requests to forward the same to the Prime Minister. The Memorandum is to voice our grave concerns and to register our strong protests to the move of the Central Government to adopt the PFRDA Bill moved in Lok Sabha. We also request that you may kindly use your good offices to impress upon the Central Government about the serious threat to the social security of all Central Government Employees through enactment of the said PFRDA Bill. We are highly thankful for your valuable time.

Thanking you Sir,

Yours Sincerely,

(Circle Secretaries)

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

To

Dr. Manmohan Singh  
Honourable Prime Minister,  
Govt. of India  
New Delhi 110 001.

Respected Sir,

We, the Federation of National Postal Organisations and its affiliated unions submit this Memorandum that expresses our deep concern and strong opposition to the PFRDA Bill tabled in Parliament, with a request for re-consideration of the direction being taken by your esteemed Government.

The Pension Fund Regulatory and Development Authority Bill [PFRDA Bill] has been introduced in the Parliament and the same is likely to be adopted soon. We submit that the adoption of the said bill will finish the social security ensured so far to the retiring Government Employees and their families. The PFRDA Bill opens the gates for finishing the existing system of Defined Benefit Scheme into Defined Contributory Pension Scheme with the arrival of a Pension Fund Manager for investment of the pension fund in the share market that entails enormous risks. It is obvious that with the passing of the bill, the Government will be arming itself with the powers to bring the pre-2004 employees as well as all the existing Pensioners also under the ambit of the New Pension Scheme. It is most ironical that despite the serious crisis faced by the millions of poor pensioners placed under private Pension Fund Managers in different countries during the recent financial melt-down, your Government has chosen the same path of abdicating its responsibility of paying pension to Government Retirees by enacting this dangerous legislation. We are shocked to witness the action of the Government despite strong protests and opposition from all sections of Government Employees.

We are unable to appreciate the argument advanced by some of the representatives of the Government that the present pension liability is a huge drain on the Government exchequer and that the Government is not in a position to bear it. We strongly differ with the contention mainly because of the fact that with the intended New Pension Scheme, the expenditure to the Government will be increasing rather than decreasing and that for the next three decades and more the strain on the exchequer will be very huge under the new scheme. This is because of the fact that the Government has to contribute 10% towards Pension Fund. It is pertinent to mention that even the VI CPC after subjecting to deep study of the issue, has clearly mentioned in their report that new contributory pension scheme will increase the outflow from the exchequer from Rs. 14,284 crores to Rs. 57088 crores by the year 2038. The VI CPC has also observed that pension liability of the Government which was 0.5% of the GDP in 2004-2005 under the defined benefit scheme is likely to decline if the same is not replaced by the contributory pension

scheme as envisaged in the PFRDA Bill. It was in this background that the VI CPC recommended to the Government that the existing "Pay as you go" Pension, which is presently in vogue, will be ideal and may be continued. We are pained to note that while some of the retrograde recommendations of the VI CPC opposed by the employees were implemented without modification, how come this positive recommendation of the Pay Commission welcomed by the employees is out rightly rejected by the Government in an arbitrary manner? The move of the Government is totally against the spirit of Joint Consultative Machinery.

The Supreme Court has clearly mentioned in its judgment in the case of B.S. Nakra Vs. Union of India that the pension is a "deferred wage". In another judgment, the full Constitution Bench of the Apex Court headed by Sri Y.B. Chandrachud and other judges Sri V.D. Ulsapurkar, Sri D.A. Desai and Sri O. Chinnappa Reddy and Sri Baharu Islam pronounced that "As per Indian Constitution, Government is obliged to provide Social and economic security to pensioners and that the Govt. retirees had the Fundamental rights to Pension".

Above all, the New Pension Bill does not provide any minimum pension to the employees except market based guarantee. Primarily this must be the reason for exempting the Army Personnel of Defence from the purview of the new pension scheme. Therefore subjecting the social security and future of the entire civilian Government Employees in peril through such legislation cannot be a progressive move by any standards.

The Federation of National Postal Organisations together with all its Affiliated Unions and Associations strongly protest the action of the Government to amend the Pension Rules in a most retrograde manner to harm the interests of millions of Government Employees and Pensioners and to facilitate Stock Market forces to gain huge profit at the peril of the millions and at the cost of Government Exchequer. We unequivocally demand withdrawal of the PFRDA Bill from Parliament to protect the existing constitutional right of social security to Government Employees.

Thanking you,

Yours Sincerely,

(Circle Secretaries)

In Contn. P.No.7

17. Counting of past services rendered by erstwhile RTPs for promotions and MACP.

The Dept. agreed to re-examine the issue.

18. Implement Apex Court Judgement in case of RRR candidates in true spirit and extend to all approved RRR candidates awaiting for absorption.

Not agreed to

19. Stop Harassing and victimization of innocent officials under contributory negligence factors. Implement the true spirit of Govt. orders and Volumes and no recovery should be made if the concerned is not directly responsible for the loss sustained to the department.

Orders issued.

20. Stop discrimination towards PO & RMS Accounts Cadre, Create separate cadre and earmark percentage of posts for norm based promotions in the same cadre.

Further meetings will be held to discuss the issue.

21. Enhance the LR strength on all cadres to the extent of 20% and fill up all vacant LR posts.

Further discussion will take place.

22. Ensure prompt grant of Child Care Leave as per the liberalized orders, unnecessary hurdles put forth should be dropped.

Instructions issued.

23. Review the MACP clarificatory orders and rectify the issues like, non drawal of special allowance on acquiring MACP.

Will be discussed further.

24. Stop attack on Union office bearers by misusing Rule 37 transfers and Rule 9 of CCS (CCA) Rules.

The Department wants specific cases.

25. Denying the legitimate right of employees to avail holidays & Sundays by compelling them to attend frequent meetings/ Melas.

Agreed Orders Issued.

# PROGRESS ON THE CHARTER OF DEMANDS

## ITEM 1 PROGRESS

- i. The Dept. agreed to not to close the Post offices.
- ii. The Dept. has appointed a committee to discuss the issue.
- iii. The Dept. issued clarificatory order on the nomenclature of sorting postman.

## PENDING

Norms of CRC, EPP and Logistics not yet finalized.

## ITEM 2 GDS ISSUES PROGRESS

- i. Civil Servant status, bonus and pension to GDS.  
The Dept. has said that the above demands do not come under the purview of the Dept.
- ii. The Dept. agreed to Norms for cash-handling fix Rs. 10000/- instead of Rs. 20000/-
- iii. Restricting compassionate appointments to the dependents of the deceased GDS.  
The Dept. agreed to remove the restriction.
- iv. Scrapping of GDS conduct and Engagement Rules.  
The Dept. did not agree.
- v. To fill up all GDS posts in RMS  
The Dept. agreed to fill up the posts
- vi. Norms for NREGS agreed to  
The Dept. concede the demand.

## ITEM 3 PROGRESS

- i. Revised wages for casual Labour  
The Dept. has already taken up the issue with the Ministry of Personnel.  
Our Federation has sent a reminder to the Department.
- ii. Stop out-sourcing  
Not agreed to
- iii. Grant of appointment to Part Time casuals/contingent employees in vacant GDS posts  
Orders will be reiterated in order to give preference to part Time casuals/contingent Employees.

## ITEM 4 : REVISION OF OTA AND OSA

### PROGRESS

Orders were issued to revise the OSA with retrospective effect.

In the case of OTA, it is under the purview of the Dept.

### Item 5 : PENDING DEPARTMENTAL COUNCIL ITEMS PROGRESS

- i. Grant of officiating pay for HSG II & HSG I.  
Orders issued.
- ii. Imparting training to non-matriculate Group 'D' promoted to Postman/Mail Guard/PA/SA  
Orders issued.
- iii. Replacement of Night Halt Allowance to Mail over-seers with TA/DA.  
Not Agreed.
- iv. Increasing the number of chances to appear in the LGO Exam.  
Orders issued.
- v. Removal of minimum cyclable distance for grant of cycle Maintenance allowance to postmen.  
The decision not yet taken.
- vi. Clarification regarding eligibility for appearing in LGO Exam.  
Agreed.
- vii. Counting of special Allowance for pay fixation in the case of PO & RMS Accountants.  
No decision so far.
- viii. Discontinuing the Fidelity Band from employees handling cash  
No decision so far.
- ix. Non-drawal of HRA to Officiating SPMSs working in offices having attached quarters beyond 90 days by suspending quarters.  
16-6-2011 orders issued by the directorate under No. 7-1/2010-Bldg. will be reiterated.
- x. Protection of pay of defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88-PE.I dt. 1-12-92.  
Not yet decided.

- xi. Enhancement of S.B. incentive to all Postal Assistants.  
Orders issued.
- xii. Payment of honorarium for drawal of pension arrears.  
Govt. Agreed to consider.
- xiii. Anomaly in fixation of pay in respect of officials promoted on 1-1-96 under BCR Scheme.  
Matter will be referred to Finance Ministry again.
- xiv. Dropping of confirmation examination.  
Orders issued.
- xv. Arbitrary and forcible allotment of Staff Quarters in Rajasthan Circle.  
Agreed to reconsider the earlier decision.
- xvi. Upward revision of conveyance Allowance or bring under TA Rules for journeys beyond 16 kms in case of PRI (P)s.  
Orders issued.
- xvii. Non supply of statement of Balance to the officials brought under New Pension Scheme 2009.  
PAOs are instructed to complete the work
- xviii. Non grant of Special Allowance to unqualified Accountants.  
Not yet decided.
- xix. Settlement of incentives and clear pending bills for the work related to Mutual funds.  
Orders issued that 25% of the Revenue earned by the Dept. on security mutual Fund products is distributed to eligible employees as incentive.
- xx. Enhancement of Financial powers of LSG, HSG II & HSG I Postmasters.  
Not yet finalized.
- xi. Separate budgetary allotment of funds for computer advance to Postmaster/Postal Assistant.  
No decision so far.
- xii. Fixing norms/Time factors to Postal Stores Depot, Circle Stamp Depot & creation of establishment.  
Not yet finalized.
- xiii. Grant of Road Mileage Allowance to the staff entrusted with the work of clearance of cheques.  
Orders issued.
- xiv. Stop harassing staff on contributory factors and causing clear cut guidelines not to impose the provision if not directly responsible.  
Instructions issued.
- xxv. Recovery of Alleged over payment of Pay & Allowance to Postman on account of fixation from the officials working in Accounts branch.  
Further discussion will beheld.
- xvi. Enhancement of honorarium for RD Premature closures.  
Final decision not yet taken.
- xvii. Tenure posting of officials in single & double handed offices - request to withdraw the conditions.  
No progress.
- xviii. Enhancement of honorarium for engaging officials in departmental examinations.  
Final decision not taken.
- xxix. Remove the restriction in posting of SPM due to minor penalties /CR entries  
Orders not yet issued.
- xxx. Allowing to appear the physically handicapped officials for Departmental exam. Like IPOs  
Orders will be issued
- xxxii. Grant of Fixed Conveyance Allowance to Marketing Executives  
Provision of TA has been reiterated.
- xxxiii. Transfer of all HSG-I Posts to General line  
Agreed.
- xxxiiii. Payment of honorarium to supervisors & Staff divisional office for RPLI/PLI work.  
Separate discussion will be held.
- xxxv. Providing administrative powers to grant leave to staff by HSG-I Postmasters.  
Orders issued.
- xxxvi. Counting the training period for benefits of promotion under TBOP/BCR Scheme.  
Reports from Circles were called for

xxxvi. Revision of Cash Allowance to the SPMs handling cash in the absence of Treasurer and grant of Treasury allowance to all Pas irrespective of their grant of MACP promotions.

Under examination.

**ITEM NO. 6 :**

Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation

Committee has been formed with P4 Representatives.

**ITEM 7 :** Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save DPLI office, Kolkata and ensure job security to the staff, DPLI.

Staff desired for further discussion.

**ITEM 8 :** Expedite the process of filling of all vacant posts in all wings including GDS.

Agreed.

**ITEM 9 :** Stop implementation of Postmaster Cadre till finalization of Cadre Restructuring. Ensure 100% filling up of LSG, HSG-II, HSG-I before implementation of Postmasters Cadre, remove the retrograde eligibility conditions for appearing the examination of Grade I and PSS Group B and allow Account line officials also.

i & ii Will be considered positively.

iii. Other items will be discussed further.

**ITEM NO. 10 :** Drop the proposed move of ending the services of existing System Administrators by outsourcing the technology work to the outsider agencies. Create the System Administrators Posts as assured with specified norms and other works and make the cadre as a promotional cadre to PA/SA.

This will be discussed during Cadre Restructuring.

**ITEM NO. 11** Stop combination of beats / double duty, stop harassment of staff insisting 100% impracticable condition for delivery under Project Arrow. Settle the demands raised in the Postmen Committee such as distance factor, number of articles, Grant of Cycle allowance without distance condition,

cash payment for uniform and kit items, Supply of good quality uniforms, Revision of norms. Stop imposing unmanageable workload on staff in the name of verification of applications and delivery of Adhar cards to public

Separate meeting was held with P IV General Secretaries and Secretary-Generals by the CGM Mail Business. The CGM (MB) called for reports from Heads of Circles. Final Minutes will be issued shortly.

12. Fixing norms for newly assigned works of Multi Tasking Staff.

Not yet finalized.

13. Grant promotions to Drivers/Artisans at par with other C.G. organizations like Railways/Defence. Higher Pay Scales to charge hand & Drivers.

Not agreed.

14. Declare SBCO Staff as Divisional cadre.

No significant development.

15. Fill up all Postal Civil Wing and Electrical Wing posts as per CPWD norms. Creation of one Civil Circle and Electrical and Architectural Division in every Circle. Expedite the Restructuring of Civil Wing Cadres. Restrict the transfer of non-gazetted staff within the concerned Postal Circle only.

Retain Head clerk designation instead of Assistant and declare Head clerk as supervisory posts.

Separate meeting was held with Chief Engineer and minutes were issued.

16. Ensure full fledged functioning of newly formed Postal Accounts Offices by providing adequate staff strength and accommodation. Rectify the anomaly caused due to promotion of Group 'D' officials to the cadre of LDC after 2006. Restore the residency period of three years in respect of JA to SA promotion retrospectively w.e.f. 13-12-2006. Grant MACP to those joined in Sorter Cadre treating LDC as entry grade as the Sorter grade has been defunct since 2000.

Separate meeting was held and minutes were issued.

Contd. P. No. 4



# CENTENARY BIRTHDAY OF K.R.



FNPO and its affiliated unions celebrated 100th Birthday of Sri K.Ramamurti founder of FNPTO and architect of NFPT at Chennai on 8-8-2011. The celebration was presided by D. Theagarajan, SG FNPO. On that occasion a Souvenir was released by Justice P. Bhaskaran (Retd.) (Chairman Loss of Ecology) prevention of payments of Compensation Authority. Govt. of India. Souvenir was received by Ms. Bhakirathy, D/o. K. Ramamurti. During the celebration Smt. Muthulakshmi Ramamurti was also present. Sri P.S. Raghavachari, Former, Secretary, Dept. of Posts. And Sri S. Brahmandam, former Chief PMG, T.n. Circle attended as guests. Dr. U. Srinivasa Raghavan, former DG Posts, S/Shri G.K. Padmanabhan, former Secretary General FNPO, V.V.R. Rao, Former General Secretary, NUGDS sent their greetings to the celebration.

S/Shri K. Vallinayagam, GS FNTD, D. Kishan Rao, G.S. NUPE 'C', T.N. Rahate, President FNPO. A.H. Siddiqui, GS NUR IV, P.U. Muralidharan, GS NUGDS, P.P. Ghorai, GS Civil Wing, Circle Secretaries G.P. Muthukrishnan, P3, K. Gunasekaran P4, G. Kothandaraman, NUGDS, Antony, CS Civil Wing, D. Rajendran, CS R4, Sivakumar, CS SBCO, P.S. Babu, P.V. Subramanian, A. Somasundaram and B. Ghouse Basha, City co-ordinating committee Secy. addressed the celebration Sri P. Kumar offered vote of thanks.

The above program was organized by Chennai Sorting NUR 'C' Division.

## KR'S 100<sup>TH</sup> BIRTHDAY CELEBRATION CIRCLEWISE

The Federal Working Committee decided to celebrate the Centenary Birth Anniversary of KR in every circle. Exact date of celebration may be decided by the concerned Circle co-ordinating committee by discussing with the FNTD.

Sep 2011	A.P. Circle
Oct 2011	Delhi, Punjab, Haryana, J & K, & H.P. (Date 5-10-2011 with FNTD)
Nov 2011	Bihar
Dec 2011	Orissa
Jan 2012	Karnataka
Feb 2012	Maharashtra
Mar 2012	Rajasthan, MP & Chatisgarh
April 2012	Gujarat
May 2012	Kerala
June 2012	U.P.
July 2012	Assam & N.E. Circle
Aug 2012	Tamilnadu (Chennai)

West Bengal Circle will decide the month of celebration after consulting their co-ordinating committee.



### DIVISIONAL SECRETARIES

Please remit quota to Federation @ 50 paise per member per month to

**Sri BRIJ MOHAN**

Secretary (Finance), District Court Post Office, SPM Patra Char Vidhalaya, Delhi - 110 054.



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