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RMS SENTINEL

Editor : D. THEAGRAJAN

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OUR DOUBTS ARE NOT CLARIFIED BY THE DIRECTORATE

The Department is discussing parcel network optimization project last one year with the Head of circles and other officers based on the Consultant M/s KPMG recommendations/ suggestion.

After finalizing the project Department supplied a paper PNOP to the Federation/ RMS Unions. Our union participated in the meeting and raised many doubts and views on PNOP in a 2-page letter (The copy of the letter published our sentinel) seeking clarification on 11 points.

As expected Department did not clarify our doubts and supplied minutes covering a common issue of PNOP.

In this connection, our union sends a letter to the Directorate the copy of the letter reproduced below for your information.

To
The Member (O),
Postal Services board,
Dark bhwan,
New Delhi 110 001.

Sub: - Our views on PNOP.

Ref: - Lr.No .28-3/2018 B-D

Kindly recall the discussion during the meeting with my federation & unions submitted a letter on PNOP wherein we raised 11 doubts to give our clear view on PNOP. Unfortunately, minutes (under reference) supplied to my federation/ unions Department is not answered/ clarified our doubts. Without details, we are unable to complete our internal consultation within the time frame of 3 weeks.

We request the Directorate to kindly clarify our genuine doubts raised by my federation/unions at the earliest.

Yours Sincerely,

N.K, Tyagi.
General Secretary.

JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
CH 17-1-18, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

MINUTES OF MEETING HELD WITH R-III AND R-IV OFFICE BEARERS OF FEDERATION OF NATIONAL POSTAL ORGANIZATION (FNPO) ON 28-5-2018 IN CONNECTION WITH PARCEL NETWORK OPTIMIZATION PROJECT OF DEPARTMENT OF POSTS

No. 28-3/2018-D

Department of Posts

Mail Business (Development & Operations) Division

Minutes of Meeting held with R-III and R-IV office bearers of Federation of National Postal Organization (FNPO) on 28-5-2018 in connection with Parcel Network Optimization Project of Department of Posts

A meeting with the R III and R-IV office bearers of the Federation of National Postal Organization (FNPO) in connection with the Parcel Network Optimization Project (PNOP) was held at Postal Directorate, Dak Bhawan, New Delhi on 28-5-2018 under the chairpersonship of Ms. Usha Chandrasekhar, Member (O). The meeting was attended by Sh. A.P. Singh, Sr. DDG (PBI & Head, Parcel Directorate), DDG (MB) and other officials from the Mail Business Division. The meeting was also attended by R-III and R-IV office bearers of FNPO. The list of officers and representatives from FNPO who attended the meeting is placed at Annexure 1.

2. In her opening remarks, Member (O) welcomed the representatives of FNPO and discussed the background of the engagement of consultant for the Parcel Network Optimization Project (PNOP) of the Department.

3. A presentation was also made during the course of the meeting by the DDG (MB) and details of the following were shared with the Service Union :

- a) Composition of parcel market in India
- b) Ambition of Department for share in parcel market by 2026 and the steps to be taken therefore
- c) Redesigning of the Parcel Network
- d) Proposed layout of the parcel hubs under PNOP (Manual/Semi-Automatic)
- e) Proposed processes in parcel hubs under PNOP
- f) Equipment specifications

4. Following are the points which were raised by the representatives of FNPO during the course of the meeting and the discussion that followed as given below.

i. Delivery of parcel through nodal delivery centres has not resulted in improved delivery performance. Also, delivery staff is facing problems in delivery through bike/car due to congestion in major cities. Hence, delivery should continue to be made from Pos.

Reply : It was explained that due to bulky and voluminous nature, parcels cannot be delivered through existing foot and cycle beats and parcels need to be delivered centrally through mechanized means i.e. bikes, car, etc. Also, it was explained that existing nodal delivery centres have been operationalized by the Circles as per their own initiatives and lacks standardized processes. The issue is being deliberated by the consultant and processes in nodal delivery centres will be standardized once the same are finalized. The standardized processes will greatly help the Department in improving the delivery standards.

ii. Back-routing issues in the new network parcel need to be addressed to maintain the delivery standards.

Reply : It was explained that the L-1 and L-2 parcel hubs are allowed to close bags for each other (within Circle) to

avoid the back-routing of mail. Also, exception will be provided to the Circle if any significant back-routing is noticed in the new network. Further, the network will be constantly reviewed and issues pointed out by the Circles will be suitably addressed. Also, new routes under road transport network are being operationalized to ensure the expeditious transmission of parcels.

iii. Adequate measures should be put in place so that discrepancy in content of parcel i.e. customers are sending different content than declared in the body of the article, is addressed.

Reply : It was explained that under the revised booking process, customers will be required to make a declaration regarding contents on the body of the articles. Also, contents of these booked parcels especially of bulk customers are also proposed to be randomly checked by the booking staff to minimize the cases of discrepancy in the contents of the article.

iv. An apprehension was raised that reduction in number of L-2 parcel hubs under new network may result in transfer of officials.

Reply : It was explained that the reduction in the number of L-2 parcel hubs may not result in the transfer of officials as these hubs are already functioning with L-2 officials and may be adjusted in other existing offices where there is shortage of staff. On the other hand, some officials may also opt for the transfer to some other location.

v. It was suggested that sufficient accommodation and manpower need to be made available at all parcel hubs. It was also stated that parcel hubs may be retained at places where Department has availability of sufficient space.

Reply : Unions were assured that under PNOP, sufficient space is being provided for identified parcel hubs and wherever possible, hubs are being shifted to alternative suitable locations. As regards retention of hubs with available space, it was explained that availability of sufficient space has already been considered while selecting parcel hubs in the identified cities. It was also assured that staff will be made available at parcel hubs to maintain the smooth flow of work.

vi. Guns and other debarred articles are posted by the customers and X-Ray machines need to be supplied at Pos as debarred articles resulting in rejection of bags at Airport cargo's X-Ray point and results in delayed transmission of bags.

Reply : It was explained that to address the issue, customers will be required to make a declaration regarding contents on the body of the articles under the implementation of revised booking processes under PNOP. Also, to avoid the delay in transmission of detained bags, Department is considering re-closing of bags at the X-Ray points at airports after withdrawing the non-permissible articles.

vii. Department is facing problem in transmission of parcels as Railways is not providing sufficient accommodation. There is need for strengthening transmission by introducing more Departmental vehicles by avoiding outsourcing of vehicles under road transport network.

Contd. P. No. 8

15 POINTS CHARTER OF DEMANDS & REPLY FROM THE DEPARTMENT

No. 08-03/2018-SR (Pt.) Date : 14-6-2018
Government of India, Ministry of Communications
Department of Posts, Dak Bhawan, Sansad Marg,
New Delhi 110 001.

To
Secretary General,
National Federation of Postal Employees,
1st Floor, North Avenue post office Building,
New Delhi – 110 001.
Secretary General
Federation of National Postal Organisations,
T-24, Atul Grove Road,
New Delhi – 110 001.

Sub : 15 points charter of demands submitted by Postal Joint Council of Action comprising National Federation of Postal Employees and Federation of National Postal Organisations.

Sir,

I am directed to refer to your letter No. PJCA/1/2018 dated 17-5-2018 jointly submitted by Postal Joint Council of Action comprising NFPE and FNPO regarding undue and arbitrary delay in considering the problems pertaining to Postal Employees.

2. The 15 points charter of demands has been examined by the concerned Divisions and replies to each item of demands showing the present status are enclosed herewith as Annexure – I.

Yours faithfully,

(R.S. Mawar)

Asstt. Director General (SR & Legal)

Demand 1

Implementation of positive recommendation of GDS committee Report

Reply 1

Recommendation of the GDS committee report is under active consideration of the Government and recommendations will be implementation once the intra department approvals/formalities is completed.

Demand 2

Grant of civil servant status to GDS employees restoring the GDS conduct and service rules 1964 and expunging the GDS conduct & Engagement rules, 2011

Reply 2

Hon'ble Supreme Court has already delivered as judgment that in R.K. Rajamma (1997) case that Extra Departmental Agents (now Gramin Dak Sevaks) are the holders of Civil post but outside the regular civil service.

Demand 3

Recognition of Service Association as per the verification & Membership under RSA Rules 1993 conducted in 2015 and unlawful extension of Trade Union facilities to the unions affiliated to BPEF and supervisory association.

Reply 3

The matter relating to membership re-verification process 2015 for departmental employees is sub-judice. As such, Bharatiya Postal Employees Association Group C, Rajasthan Circle filed writ petition no. 8707/15 on 13-8-2015 and All India Association of Postmaster Cadre filed Write petition No. 6895/15 on 3-7-2015 before the Hon'ble High Court of Rajasthan, Jodhpur requesting to stay the re-verification process, the competent authority has decided to wait till the final outcome of the litigations.

Demand 4

Implement cadre restructuring for left out categories i.e. RMS, MMS, PACO, Postmaster Cadre Postal Civil Wing etc.

Reply 4

The cadre restructuring of left out cadres, i.e. RMS, MMS, PACO and PASBCO is currently under examination in consultation with

the Department of Expenditure. The Department of Expenditure has raised some queries on the above proposal. However, the commends on the said queries are being prepared by this office for furnishing the same to department of Expenditure. The process of cadre restructuring of Postmaster Cadre has been initiated and necessary information is being collected from the circles.

Demand 5

Withdraw New Pension Scheme and restore old pension system for all

Reply 5

The demand for withdrawal of NPS (Contributory Pension Scheme) is outside the purview of this Department. As regards guarantee of 50% last pay drawn as minimum pension, it is mentioned that govt. has already enhanced minimum pension to Rs. 9000/- w.e.f. 1-1-2016. The pension of retiring employees is fixed at 50% of emoluments or average emoluments, whichever is more beneficial under Rule 49(2) of CCS (Pension) Rules.

Government has also decided to revise pension of pre-2016 pensioners to 50% of notional pay in pay matrix of 7th CPC by fixing pay on notional basis during each intervening pay commission.

Demand 6

Immediate solutions for CSI and RICT related issues.

Reply 6

Infrastructure :

Hardware is being provided as and when funds are made available. CSI will be rolled out only after the complaint hardware is there, either new, existing or upgraded.

Bandwidth:

Bandwidth is being upgraded wherever required. The powers of bandwidth up-gradation/down-gradation are decentralized to the Circles in almost all the cases.

The Digital advancement of Rural Post offices for a new India (DARPAN) project aims to cover 1/29 lakhs BOs by providing handheld RICT devices which will enable the Branch Postmasters to carry out online transactions. As on date 54308 devices have been rolled out.

Equipment connected with the DARPAN such as Handheld device and solar panel are supplied to all Branch Post offices which have been rolled out.

In addition to the above, Infrastructure items e.g. table, chair, Iron safe, Amirah etc are also supplied as per target fixed every year under the scheme "Rural Business & Access to Postal Network".

As regards to connectivity issue decision has been made to on board Network Aggregator for providing better network connectivity of various service provider to the Branch Post Offices.

M/s TCS imparts the User Champion training to concerned staff in the Circle. Then trained staff gives the End User training to all the staff of the Division before Roll out. All pre rollout activities (such as DCT Freezing) are completed. 14 days before the CSI Roll out by the Circle. Mentor Circles are allotted to all Circles so that staff of Circle which is going to roll out can visit the mentor Circle to understand the CSI working environment.

CSI project ownership is for the entire Department. The project belongs to the Circles/Divisions as much as it does to the Directorate. Each employee is a stakeholder. We are implementing CSI in collaboration and consultation of field units. Enthusiastic participation of each employee is solicited and expected.

Bandwidth for both type of network i.e. NSP-2 and NSP-2 are provided depending on status of the office.

Demand 7

Filling up vacant posts in all cadres

Reply 7

In respect of Pas/SAs DR Vacancies, it is submitted that:

i. Vacant posts of Pas/SAs for the year 2015-16, 2016-17 and 2017-18 have been given to the Staff Selection Commission, New Delhi for recruitment. Result of CHSL Exam, 2015 conducted by SSC has been declared. Recruitment of Pas/SAs under CHSL 2015 has been completed. As per the website of SSC, the final result of CHSL examination 2016 will be declared on 16-2-2018.

ii. Vacant posts of PA/SA DR 2013-14 exams of 6 Circles (UP, Bihar, Delhi, MP, Jharkhand and HP) had been given to the SSC for recruitment. These vacancies are also included under CHSL Exam. 2015 conducted by the SSC.

iii. Maharashtra Circle is completing the recruitment of PA/SA DR Exam. 2013-14 as the result of the same has already been declared by Maharashtra Circle.

iv. As per the order dated 13-7-2017 of Hon'ble Supreme Court of India, the Department is reinstating the candidates who had been terminated in five circles namely Chhattisgarh, Uttarakhand, Rajasthan, Gujarat and Haryana Circle. As per report furnished by the Circles, total 643 reinstatement orders have been issued to the candidate as on 2-2-2018

For the Postman/ Mail Guard and MTS cadre exams, instructions have been issued to all the Circles to fill up the vacancies by giving top priority.

Calendar of departmental Examinations scheduled to be held in the year 2017-18 has already been issued to all the Circle by giving tentative schedule for filling up the vacancies of decentralized examination i.e. PO & RMS Accountant Examination, LDCs to Junior Accountants in PAOs (Exam has been conducted by respective Circles), LGOs examination for promotion to Assistants of other wings i.e. MMS, Foreign Post, RLO, Stores Depot and CO/RO and other exams.

Calendar of departmental Examinations scheduled to be held in the year 2018-19 will be issued soon.

As regards recruitment of DR Postal Assistants is concerned, 5205 candidates have been allocated to various Circles under CHSL 2015 exam. Result of CHSL 2016 has been announced and allocation of 3295 is under way. Further, 2359 vacancies have been reported to Staff Selection Commission for filling up through CHSL 2017 exam.

LGO exam for CO/RO is scheduled for 17-06-2018. Circles have been requested to fill all the vacancies. Calendar examination has already been issued on 13-4-2018. Vacancies in all the cadres are expected to be filled up in a scheduled manner.

Demand 8

Restore OTA, OSA & Special allowance of PO & RMS Accountants

Reply 8

So far as the OSA is concerned, the matter was referred to Integrated Finance Wing at the Directorate for concurrence of the proposal to take up the matter with Finance Ministry. The case is under process.

Demand 9

Removal of ambiguity in the fixation of pay of re-employed ex-servicemen and grant of the benefit extended to commissioned officers to personnel below officer rank also.

Reply 9

To be taken up with Department of Personnel & Training.

Demand 10

Implement five days week for operative staff

Reply 10

Reply is awaited from concerned Division.

Demand 11

Stop Privatization, Contractorization and outsourcing

Reply 11

BD & MD:

Business Development & Marketing Directorate issued instructions in past to outsource certain kind of activities/ services which could not be managed with the available manpower/resources. These were new kind of activities, for which there is no provision of manpower/less man power due to increased workload, but they have good impact on the revenue generation. Therefore in order to continue the business growth, without adversely impacting the existing staff arrangements, BD & M Directorate issued instructions to outsource certain kind of activities like pre-mailing, pick up etc.

In the express industry, collection from the customer's premises is a norm as it provides convenience to the customer. Speed post OSA scheme was introduced in the year 1998 to extend the collection facility from customer's premises and increase booking points as the infrastructure and resources for Speed Post collection is not adequate to meet the customer requirements. Further to strengthen this outsourced Postal Agent Scheme was also introduced in 2016/

Demand 12

Payment of wages to casual labours based on 7th CPC Order has already been issued payment of wages to casual labourers with temporary status following the recommendations of 7th CPC issued vide DoP & T OM NO. 49011/2/2017-Estt. © Dated 19-2-2018 and further re-circulated in Department of posts vide letter No. 7-2/2016-PCC dated 5-3-2018.

In so far as, remuneration payable to full time casual labourers (ther than temporary status/part time casual labours/workers engaged on contingency basis is concerned, the order has already been issued vide letter No. 7-10/2016-PCC dated 1-3-2017.

Demand 13

Implement Apex Court orders like RTP, MACP for LDCE officials, MACP from 1-1-2006

Reply 13

The MACP Scheme is formulated by the DoP & T. The Department is not aware about any such judgment. Moreover, no directions/ instruction has been received from DoP & T in this regard.

Demand 14

No change in Recruitment Rules of PACO/PASBCO, Inspector Posta and Postal Accounts (AAOs) and grant of Auditor status to SBCO staff in the backdrop of CBS

Reply 14 :

RR of AAOs : The comments/views have been examined and disposed off vide O.M. No. 301(20)/2017/PA Admn. III dated 15-1-2018.

Cadre Restructuring in PAOs : The matter will be examined on receipt of proposal from the Association in this regard.

The Cadre Restructuring proposal of Group C Employees of RMS, SBCO and CO/RO is currently under examination in consultation with Department of Expenditure, Ministry of Finance. The Cadre restructuring of MMS Staff is under active consideration of the department, the restructuring process is being examined in consultation with Personnel Division.

All the HoCs have been requested to furnish their comments on the proposal submitted by the All India Association of Inspectors and Assistant Supdt. Posts. Further, the approval of the Secretary (Posts) has also been obtained for constitution of a High Powered Committee to examine the issue of Cadre Restructuring of Inspector Posts and ASP Cadre.

Grant of Auditor status to SBCO Staff in the backdrop of CBS : Information received from Circles is enclosed herewith.

Demand 15

Stop harassment of staff under contributory negligence factor, in the name of achieving unscientific targets and trade union victimization.

Reply 15

There is no case of harassment and victimization in the name of new scheme and technology induction.

DEPARTMENTAL ORDERS

No. 4-7/MACPS/2009-PCC (Pt.) Date : 2-7-2018

Government of India
Ministry of Communications
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi 110 001.

To
All Heads of Circles.

Sub : Modified Assured Carrier Progression Scheme (MACPS) to Central Government employees w.e.f. 1-9-2008 – clarification on counting of pre-appointment training w.r.t. Para 9 of MACPS guidelines – regarding.

The MACP Scheme promulgated by DoP & T vide OM No. 35034/3/2008-Estt. (D) DATED 19-5-2009 was circulated in the Department vide OM no. 4-7/(MACPS)/2009-PCC dated 18-9-2009. Directorate has been receiving numerous references from service unions/federations and Circles to clarify as to whether the pre-appointment training period will be counted for the purpose of MACPS or not with reference to Para 9 of the Scheme.

2. The matter was taken up with the nodal Department i.e. DoP & T for clarification. The DoP & T has clarified vide Dy. No. 1312914/18/CR dated 5-6-2018 as under:-

“as per provisions of MACP Scheme as contained in Para 9 of Annexure – 1 of MACP Scheme dated 19th Masy 2009, pre-appointment training before regular appointment is not counted for the purpose of MACP Scheme.”

3. All concerned may take action accordingly.

(R.L. Patel)
Asstt. Director General (GDS/PCC)

No. 7-8/2016-PCC (Pt.) Date : 2-7-2018

Government of India
Ministry of Communications
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi 110 001.

To
All Heads of Circles.

Sub : Clarification on applicability of “Very Good” benchmark for financial upgradation under

MACPs and consideration of “Good” benchmark for the previous years before 25-7-2016.

References from various Service Unions and Circles have been received in this Directorate seeking clarification about applicability of “Very Good” benchmark for financial upgradation under MACPS. Being the nodal Department for MACP Scheme, the matter was referred to DoP & T vide Dy. No. 1313564/18/CR dated 15-6-2018 is given against each point for guidance and strict observance :

Point of doubt

Whether grading of “very good” is applicable from 25-7-2016 onwards and for previous period the old grading i.e. “good” may be taken into while considering MACPS or the “very good” grading is to be considered for the whole period of 5 years w.e.f. 25-7-2016 as per the DoP & T’S order dated 27/28-9-2016.

Clarification

The DoP & T vide OM dated 28-9-2016 has implemented the recommendation of 7th CPC, accepted by the Government for enhancing benchmark for grant of MACP to “Very Good”. These instructions are applicable w.e.f. 25-7-2016, the date of issue of Government Resolution by D/o. Expenditure. Therefore, in cases where MACP falls due on or after 25-7-2016, the revised benchmark of “very Good” is to be followed. In other words, the overall grading of the APARs reckonable for grant of MACP should be atleast “Very Good”.

Point of doubt

If, the whole period of ACR (APAR) to be taken as “Very Good” then officials be allowed to represent, if any, in case they have below benchmark than “Very Good” or the Department may review all cases at its own.

Clarification

There is no question of allowing second opportunity of representation against the APAR which are post 2009 as there are already disclosed to the employees in APAR process.

2. All concerned may be informed accordingly.

(R.L. Patel)
Asstt. Director General (GS/PCC)

DOPT ORDERS

No.13018/6/2013-Estt.(L) Dated: 22.06.2018
Department of Personnel & Training
Estt.(Leave) Section
JNU Old Campus, New Delhi
OFFICE MEMORANDUM

Sub: Child Care Leave – reg

The undersigned is directed to say that it has now been decided that the limit of 22 years in case of disabled child for the purpose of Child Care Leave under the provisions of Rule 43-C of the CCS (Leave) Rules, 1972 has been removed. It has also been decided that Child Care Leave may not be granted for a period less than five days at a time.

2. These orders shall take effect from 13.06.2018.

3. Formal amendments to the relevant provisions of Rule 43-C of Central Civil Services (Leave) Rules, 1972 have already been issued vide Notification dated 13.06.2018.

4. Hindi Version will follow.

(sunil Kumar), Section Officer

Overtime Allowance in 7th CPC to Central Govt Employees -DoPT Order

No.A-27016/03/2017-Estt.(AL) Date: 19th June, 2018.
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Block-IV, Old JNU Campus, New Delhi – 110067,
OFFICE MEMORANDUM

Subject: Implementation of the recommendation of 7th CPC on Over Time Allowance – reg.

The undersigned is directed to say that as per Dept. of Expenditure's Resolution No. 11-1/2016-IC dated 06.07.2017, following is the decision of Government on Overtime Allowance (OTA):

“Ministries/ Departments to prepare a list of those staff coming under the category of 'Operational Staff'. Rates of Overtime Allowance not to be revised upwards”.

2. Further it has been clarified by the Dept. of Expenditure that the Government has decided that given the rise in the pay over the years, the recommendations of the 7th CPC to discontinue OTA for categories other than Operational Staff and industrial employees who are governed by statutory provisions may be accepted.

3. Accordingly, it has been decided to implement the aforesaid decision of the Government on Overtime Allowance across all the Ministries / Departments and attached and subordinate office of the Government of India. The following definition shall be used to define Operational Staff.

“All non-ministerial non-gazetted Central Government servants directly involved in smooth operation of the office including those tasked with operation of some electrical or mechanical equipment.”

4. The concerned Administration Wing of the Ministries / Departments will prepare a list of operational Staff with full justification based on the above parameters for inclusion of a particular category of staff in the list of operational staff with the approval of IS (Admn.) and Financial Adviser of the concerned Ministry / Department.

5. The grant of OTA may be linked to biometric attendance subject to the conditions mentioned below.

a) OTA should be paid only when his/ her senior officer directs the concerned employee(s) in writing for staying back in office to attend urgent nature of work.

b) The OTA will be calculated on the basis of biometric attendance.

c) The OTA for Staff Car Drivers should be linked with biometric system as normally, the designated parking is allotted in the office building. However, in cases where the parking lot is provided far from office, the Staff Car Driver would mark his/ her attendance while leaving from his office and a grace time of not exceeding 2 hours should be allowed to cover the distance travelled after leaving office, including the time to drop the officer and then reaching the parking lot. In such cases, calculation can be done from log books, duly verified by the officer concerned.

d) The OTA to field officials should be calculated on the basis of biometric attendance, as normally, such officers are given facility of official transport to attend the field work. Such officers are supposed to report in office before proceeding to field. In cases, where officials are required to attend the field work directly from home, they may be extended facility of official transport from home in lieu of transport allowance and OTA may be given on the basis of the log book of that vehicle, duly verified by their senior officers.

6. Since, the Government has decided not to revise the rates of OTA, the rates as prescribed in this Department's OM dated 19th March, 1991 for Office Staff, Staff Car Drivers and Operative Staff will continue to operate subject to their fulfillment of the above conditions.

7. All the existing instructions, except “to the extent superseded by this O.M., will continue to remain in force.

8. These instructions will be applicable with effect from 01 July, 2017.

9. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these instructions are being issued after consultation with the Comptroller & Auditor General of India.

10. Hindi version will follow.

sd/- (Pramod Kumar Jaiswal)

Under Secretary to the Government of India
Reservation for OBCs - Revision of Income Criteria -
Equivalence of posts in CPSE/Banks with posts in Govt for
establishing Creamy Layer Criteria: DoPT OM 08.06.2018

F. No. 36033/2/2018-Estt.(Res.) Dated June 8, 2018
Government of India

Ministry of Personnel, Public Grievances and Pensions,
Department of Personnel and Training
Establishment (Reservation-I) Section
North Block, New Delhi

To

The Chief Secretaries of all States / Union Territories

Subject:- Reservation for candidates from Other Backward
Classes - Revision of Income Criteria and determining
equivalence of posts in Central Public Sector Enterprises

(CPSEs), Public Sector Banks, Public Financial Institutions, etc. with Posts in Government for establishing Creamy Layer criteria - regarding

Madam/ Sir,

I am directed to invite attention to this Department's Office Memorandum No. 36012/22/93-Estt.(SCT) dated 08.09.1993 which, inter-alia provided that sons and daughters of persons having gross annual income of Rs.1 lakh or above for a period of three consecutive years would fall within the 'creamy layer' and would not be entitled to get the benefit of reservation available to the Other Backward Classes.

2. The aforesaid limit of income for determining the creamy layer status was subsequently raised to Rs. 2.5 lakh, Rs. 4.5 lakh Rs. 6 lakh and Rs. 8 lakh vide this Department's O.M. No. 36033/3/2004-Estt.(Res.) dated 09.03.2004, O.M. No.36033/3/2004-Estt. (Res) dated 14.10.2008, O.M. No. 36033/1/2013-Estt.(Res.) dated 27.05.2013 and CM. No. 36033/1/2013-Estt. (Res) dated 13.09.2017, respectively.

3. This Department is in receipt of references seeking clarification on the status of equivalence and revision of income criteria, in Central Public Sector Enterprises (CPSEs) and Financial Institutions with posts in Government. In this regard, copies of the following Office Memorandums issued by Department of Public Enterprises, Department of Financial Services and this Department are enclosed for ready reference:

i) O.M. No. 36033/1/2013-Estt.(Res.) dated 13.09.2017 of this Department regarding revision of income criteria;

ii) O.M. No. DPE-GM-/0020/2014-GM-FTS-1740 dated 25.10.2017 of the Department of Public Enterprises on establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Government for establishing Creamy Layer criteria; and

iii) O.M. No. 19/4/2017-Welfare dated 06.12.2017 of the Department of Financial Services on establishing equivalence of posts in respect of Public Sector Banks, Public Financial Institutions, Public Sector Insurance Companies.

4. It is requested to please bring the contents of the above mentioned O.M.s/ instructions to the notice of all concerned for information / compliance.

Yours faithfully,

Sd/
(Raju Saraswat)

Under Secretary to the Government of India
Telefax - 23092110

No. 6/1/2017-Estt (Pay-I) Dated the 11th June 2018
Government of India

Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)
North Block, New Delhi

OFFICE MEMORANDUM

Subject: Grant of special increment in the form of personal pay to Central Government Servants for participation in sporting events and tournaments of National or International importance, in the 7th CPC Scenario- reg.

Subsequent to the implementation of the recommendations of the 7th CPC and issuance of CCS(RP) Rules 2016, the system of running Pay Bands and Grade Pays have been replaced by pay matrix. Accordingly, in partial modification

of this Department's OM No. 6/1/2013-Estt.(Pay-I) dated 19.09.2013, the President is pleased to revise the rates of special increment granted in the form of personal pay to Central Government Servants, for participation in sporting events and tournaments of National or International importance, as indicated in Column 5 of Annexure to this Office Memorandum.

2. The revised rates and these guidelines will be effective from 01.07.2017.

3. In respect of the Government Servants who are already getting the special increments as Personal Pay in accordance with this Department's OM dated 19.09.2013, the rates for them have also been revised as per Column 5 of the Annexure to this Office Memorandum. The rate of revised Personal Pay to these Government servants is to be granted based on the Grade Pay attached to the post in which they were placed at the time of participating in the sporting event for which they are getting special increment as Personal Pay.

3.1. Illustration: (a):

Grade Pay at the time of participating in sporting event

: 2000/-

Personal Pay granted on the basis of OM dated 19.09.2013 : 710/-

Revised Personal Pay w.e.f. 01.07.2017 : 480/-

3.2. Illustration: (b): Grade Pay at the time of participating in sporting event : 4200/-

Personal Pay granted on the basis of OM dated 19.09.2013 : 400/-

Revised Personal Pay w.e.f. 01.07.2017 : 900/-

4. The Central Government servants who become eligible for grant of special increment in the form of personal pay on or after 01.07.2017, shall be entitled to the Personal Pay prescribed in Column (5) of the Annexure to this OM, corresponding to the level of the post in the Pay Matrix [indicated in Column (4)], in which the Government Servant is placed at the time of participating in the sporting event.

4.1. Illustration:

Level of the post in the Pay Matrix in which the Government Servant is placed at the time of participating in sporting event : Level 7

Amount corresponding to Level 7 in Column (5) of the Annexure to this OM ?1020/-

5. This Personal Pay shall not count for any service matters like pay fixation on promotion, retirement benefits or any other allowances like HRA etc.

6. The entitled Central Government servant should claim the benefits within six months from the date of completion of the overall sporting event.

7. All the other terms and conditions governing the subject matter shall remain unchanged and will continue to apply.

8. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

9. Hindi version will follow.

(A.K. Jain)

Deputy Secretary to the Government of India

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GENERAL SECRETARY'S LETTER

UNIFORM MEETING :

Department called for a meeting on 30/06/2018 to decide uniform for the staff. The meeting was postponed to 06/07/2018 in the last minute.

UP CIRCLE CONFERENCE :

The circle conference of NUR-C UP Circle was held at Allahabad from 04/07/2018 to 06/07/2018. NUR-C General Secretary Shri N.K.Tyagi addressed the open session and subject committee along with former CHQ President Deepak Mukherjee & Vice President Ashok Singh. S/Shri Jogendra Singh, Santosh Kumar Singh and A.S.Khan. was elected as President, Circle Secretary and Treasurer respectively. Circle office bearers list will be published in the August RMS Sentinel.

PNOP MEETING

You are aware that PNOP meeting was held on 28/05/2018. I participated in the meeting and raised many doubts and submitted a letter signed by our federation President and General Secretaries of RMS unions. Now Directorate supplied minutes of the meeting the minutes does not clarify our

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Reply : It was explained that first preference of the Department in conveyance of mail is Railways and Department is trying to get extra accommodation in the identified trans. However, Railways is often unable to provide the extra accommodation for various reasons. Therefore, to overcome the transmission constraints, Department is introducing road based transmission routes between the cities wherever Department is hard pressed for extra accommodation in Railways. As regards, introducing Departmental vehicles, it was explained that Department is facing problems in incurring capital expenditure and road based transmission routes can best operationalized through outsourced mechanism.

viii. An issue was raised regarding the need to ensure proper security of parcels and fixing of responsibility in case of lost article when article is handled by multiple sorting assistants as is prescribed under new operational processes. Further, union members also stress the need to stop the outsourcing of work in processing hubs on the pretext that outsource staff are involved in cases of abstraction and Departmental staff has to make good the losses.

Reply : It was explained that under revised operational processes, elaborate system of scans have been

doubts hence I sent a letter to Directorate. Minutes of the meeting and my letter published elsewhere.

New Members to our union. In RMS SH Division: The following members joined our union Kiran Singh, Ramansu Rajan, Rajatkumar, Ashish kumar Shukla, Nitin Misra, Anuj srivastava, Jaiveersingh jadonVevak Kumar verma, kr Ankita Sharma, Anujgupta. Vishal Meena Sandeep Daini, Kumar A.kRajoriya. MunnaBabu. Brahamsingh. Jitendra Kumar. J.k.Kanojia. Roshanlal. Pawanmittal. SmtEtiverma. Mukesh Kumar. Dinesh jaint. Amit Kumar. Asish Kumar Singh. Ujwal. Parveenkumar, SuneelKumar, Tirathpal, Deepak Meena, Smt Jasvirkor, Kuldeep srivastva. Kr Ronak Misra. Tejveer Singh. Pardeep Kumar Sharma. Manish Verma, Smt Rekha, Smt. Manju JitendraKumar.

We warmly welcome the new members.

Yours fraternally,

N.K.TYAGI, General Secretary

prescribed to capture the movement of bag/article at each stage of processing. Also, the processes will ensure the detection of loss of articles at the end of working of the Set and will make it easier to detect the lost article. Further, elaborate security measure i.e. CCTV, frisking, access control, etc. are proposed to be implemented in the parcel hubs which will ensure the safe and secure processing of the articles.

As regards, the engagement of outsourced staff, it was explained that outsourcing has been necessitated due to shortage of SA/MTS staff. However, it is incorrect to blame only the outsourced staff for cases of abstraction of parcels as Departmental staff are also found to be engaged in certain cases of abstraction.

5. During the course of the meeting, DDG (MB) also requested the union representatives to offer suggestions regarding any changes in the specifications prescribed for the operational equipments.

6. At the end of the meeting, Member (O) asked union representatives to complete the internal consultation within 2 weeks and suggestions in the matter may be forwarded to Directorate within a time frame of 3 weeks.

7. The meeting ended with a vote of thanks to the Chair.
(Abhishek Kumar Singh) ADG (Mail Operations)

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