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RMS SENTINEL

Editor : D. THEAGARAJAN

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BRIEF REPORT ON STUDY TOUR, GERMANY

The team led by Director (SR) reached Bonn, via Frankfurt on 22-3-2009.

Welcome and introduction of the Agenda

Mr. Ashutosh Bajpai, Directorate Public Policy India welcomed the team in the entrance of the Deutsche Post Directorate (42 storeyed building made of glass and iron constructed by German-born architect). He took us to Headquarters room and introduced us with Dr. Jurgen Lohmeyer, Vice President Inter-national relations and Mr. Jorg Hanser, Programme Manager.

Dr. Jurgen Lohmeyer welcomed the Indian delegates and briefed the Agenda. While briefing the Agenda, he explained about the structure of the Deutsche Post and its international policy. After the introduction, he requested Dr. Monika WULF-Mathies, Executive Vice President, Corporate Public Policy and sustainability. Dr. Monika explained shortly about reunification East Germany and West Germany and subsequently explained about Deutsche Post in the last twenty years. During her address, she pointed out that

- ☞ Deutsche Post was incurring deficit of 750 million Euro from 1992 to 1997.
- ☞ From 1998 onwards, Deutsche Post was earning profit.

- ☞ Present net profit is 1274 million Euro.
- ☞ Between 1990 and 1997 many confrontation including strikes took place.
- ☞ In 1998 both workers and Management reached an understanding. In the last ten years, there is no remarkable differences between Management and staff side.
- ☞ The union welcomes the changes and they feel changes are required for development.
- ☞ After her presentation, Indian delegation was allowed to clarify the doubts.

From India Post, Director (SR) initiated the debate and it was followed by other delegates.

After the lunch break, Mr. Jorg Hanser presented about introduction into Deutsche Post (Business Model)

He revealed that

- ☞ How DHL was purchased?
- ☞ Development and position of Deutsche Post
- ☞ How Deutsche post turned around to profit by wiping out the deficit.

JOURNAL OF THE NATIONAL UNION OF RMS & MMSEMPLOYEES, GROUP 'C'
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

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- ☞ Explained seven principles of Deutsche Post they are –
 - i) To deliver excellent quality
 - ii) To make our customers successful
 - iii) To foster openers
 - iv) To act according to clear priorities
 - v) To act in an entrepreneurial way
 - vi) To act with integrity internally and externally
 - vii) To accept social responsibilities

The above guiding principles will apply to everyone working in Deutsche Post

- ☞ Deutsche Post adopted Corporate value in 2005 and communicated them widely.
- ☞ The work-force is increased from 4, 47, 626 to 4, 56, 716 i.e. two percent more.
- ☞ Revenue increase in the last financial year was 54, 478 i.e. 0.8% more.
- ☞ He also explained how Deutsche Post help the country environmentally by adopting 'go-green' policy.
- ☞ Deutsche Post involved itself to many social activities
- ☞ Recent innovation and electronic franking.

After this presentation, delegate were allowed to clear their doubts.

The India Post team submitted a brief report on India Post.

The Director (SR) described about the India Post Vision and structure.

Sri Samuel presented about 'Project Arrow' Sri D. Theagarajan presented about 'India Post activities'.

Sri T.N. Rahate and Sri M. Mohanaragam explained the net work and challenges.

After this presentation, the first day session concluded at 16.30 hours.

The team went to Colongue Cathedral, fourth largest Cathedral in the world. It took 600 years to build. It is UNESCO's world heritage site. Due to bad weather condition, the team was unable to spend more time in Cathedral. We returned Hotel at 8 p.m. The first day programme was over.

SECOND DAY

Mr. Toneychen, Director Public Policy, greater China picked the team and took tour to old Bonn City. Bonn city is situated on the bank of River Rhine. Bonn was capital of West Germany. When reunification took place in 1991, re-united German Government decided to move back to Berlin. It shocked many. But now no one feels sorry for Bonn. Changes bring opportunity and rather than dark depth provincialism. The ex-capital has reinvented itself with creativity and vigour.

Bonn university is the biggest employer in Bonn.

The guide took us to Beethoven House. Beethoven was the great composer in music.

During music festival, more than one million people would visit the Beethoven House. After the lunch break, we went to Post tower (Deutsche Post Directorate). Mr. Volker Schroeter Economic adviser Group works Council presented about

- ☞ Labour policy of Germany
- ☞ Trade union activities of Deutsche Post employees in the last 20 years
- ☞ Details of his presentation is available in our web site.

After this, we were taken to retail outlet (Post office) and pack station.

Retail out let :

Retail outlet's main transaction is ATM. We were told that at least 500 transactions were made daily. The sale of Postal stationery is very low.

Pack Station :

It is a facility to retail parcel customer. The customer parcels were kept in pack station.

Intimation will be given to customer over cell phone or E-mail with secret code. The Customer can pick up the parcel within next five working days at their convenience (24 hours). Customers can also book the parcels in the same manner.

All the above operations are done through machine and man-power is not required.

Visit to Mail Processing Centre

We were taken to Mail Processing Centre. Mr. Peter Wunsch, Vice President Mail Processing Centre welcomed the team. Mr. Ashutosh Bajpai and Mr. Tonychen accompanied the team.

This is a medium Mail Processing Centre. It looks like a big factory. 88% regular employees and 12% temporary employees are working in the Centre. The temporary employees are working 5 hours daily. Hourly wage of temporary employee is 5 Euro. Mail Processing Centre's operation is under OCR process (Optical Character Reading).

The machine sort out all national centres as well as beat sorting. Therefore after the processing, mails are delivered by Postmen directly. The Postmen deliver the mails through cycle or car. We were told the Centre can process 5 million letters at a time. Parcel processing is also done through machine.

After the visit, we returned hotel at night 8.30 p.m.

THIRDDAY

ON 25-3-2009, the session commenced with question and answer. The session was chaired by Mr. Ashtosh Bajpai and Jorg Hanser. Free and frank discussion took place during the question-hour. Union/Association Secretaries were asked about the experience in Germany and how this trip was helpful to India Post. On behalf of India Post we responded that the experience was useful to Union/Association General Secretaries.

In regard to changes in India Post, if the Dept. of posts propose any charge it will be put up before the rank and file and decision will be taken thereof.

After the question hour, we were taken to innovation centre by Sri Asuthosh Bajpai.

According the Director of Technology and Innovation Management, they are delighted about Duetsche Post DHL Innovation Centre.

It is unique research and meeting Centre, it provides a Central Platform for the innovative forces of the world's leading logistics company.

Innovation centre provides facilities for all interested parties to meet and exchange the latest ideas and solutions in the area of global logistics – whether for customers, partners in the industry or the scientific communities or employees.

After the visit of Innovation Centre, the team felt that the statement of Director of Technology and innovation Management was true.

After the visit, the team returned to Deutsche Post Directorate. Mr. Wolf Gang Pickave Director Regulation Strategy presented about Deutsche Post summery of activities from 1990 to 2008. He revealed that –

- ☞ Prior to 1990, it was a Govt. organization
- ☞ In 1990, it was corpoptised
- ☞ In 1995 it was privatized
- ☞ In 1998 it was liberalized However universal service obligation was guaranteed by the constitution.
- ☞ At present, no civil servant is in Deutsche Post
- ☞ Prior to 1990 the Management is administered by MOC.
- ☞ Today the Management is administered by the Board of Members.
- ☞ In 1990 there were 328 Sorting stations and 11000 delivery stations.
- ☞ In 2006 there are 82 sorting stations and 3700 delivery stations.
- ☞ Prior to 1990 there were 140 Parcel processing Centres with nine handlings.

- ☞ Now only 33 Parcel Processing Centre are there with Maximum three handlings.
- ☞ Earlier, there were 29299 retail outlets
- ☞ Now only 13000 retail outlets
- ☞ Prior to 1990 quality of service was low.
- ☞ In 2000, the quality of service is very high
- ☞ In 1990 there were 3,80,000 employees
- ☞ In 2000 there were 2,39,000 employees
- ☞ In 2006 there were 520000 employees. In other words, within a span of 5 years, the strength of the employees has doubled.
- ☞ In 1990 Deutsche Post was running deficit at the tune of 720 million Euro.
- ☞ In 2006, Deutsche Post was earning profit to the tune of 2900 million Euro.
- ☞ In 1990, Deutsche Post had operated its service only in Germany
- ☞ In 2006, Deutsche Post operated in 220 countries.
- ☞ Upto 2002, 200 grams letter was the monopoly of the Deutsche Post.
- ☞ Between 2003-2004, it was reduced to 100 gram.
- ☞ Between 2006-2008, it was reduced to 50 grams.
- ☞ From 2009 onwards, market is open to all
- ☞ In 1998, market share was 88 million i.e. 0.8%
- ☞ In 2007, market share was 1274 million i.e. 12.9%
- ☞ Delivery norm D+1 80% Letter Mail
- ☞ Delivery norm Parcel D+2
- ☞ Working days – 6 days per week
- ☞ Delivery is made in door-steps
- ☞ No uniform tariff
- ☞ At present market share is 90% in Letter Mail by Deutsche Post and 10% by courier
- ☞ Parcel Market share varies from segment to segment

Before the session, a brief discussion was taken place on India Post trade unions.

After the session, the team was taken to dinner in restaurant – “Taste of India”.

Mr. Jorg Hanser and Mr. Ashutosh Bajpai took part in the dinner on behalf of Deutsche Post. With the vote of thanks by Team leader, the session was over.

FOURTHDAY

Visit to International Process Centre on 26-3-2009. The team traveled through train from Bonn to Frankfurt. The distance covered were 300 kilometres and running time was 35 minutes. The team visited International Process Centre accompanied by Mr. Ashutosh Bajpai. Mrs. Petra Scheufer Director Customer Service explained about the Centre.

- ☞ Centre is a joint venture 40:40:20
- ☞ It is housed in six-storeyed building.
- ☞ Total staff – 2139
- ☞ Workers from 45 nations
- ☞ Traffic volume daily 3.4 million letters
- ☞ Parcel and small packets 25900
- ☞ Post cards 36.1 million annually
- ☞ Workers - 59% part time 41% full time
- ☞ Gender - 44% women and 56% men
- ☞ Working Hours – Import 0700 hrs. to 2200 hrs.
- ☞ Export 2200 hrs. to 0600 hours (Two shifts)
- ☞ Bags – 3300
- ☞ Trays – 5800
- ☞ Parcel Working Hours Import : 0600 to 2200
- ☞ Export : 2200 to 1400
- ☞ Bags 1200
- ☞ Trays 10400
- ☞ Others 10100

- ☞ Mails are collected from 82 Mail Centres
- ☞ Parcels are collected from 33 Parcel Centres
- ☞ 140 Drivers carrying 140 Tons of mails to 256 destinations daily.
- ☞ Freight charges are negotiated from every three years.
- ☞ Processing by OCR and VCR 7 OCR and 58 VCR.
(Optical character reading machine and Video coding machine.)
- ☞ Two maximum letter sorting machines with 20 manual coding station.
- ☞ Quality In 1998 – 75.3%
In 2006 – 93.5%

After this visit, the deputation was over.

The Director (SR) and Sri Samuel went to Indian Embassy office and met authorities there. They conveyed our thanks to them on behalf of India Post, stamp Album was presented to all the lecturers. Our union presented shawls to all the lecturers.

Conclusion

The Study Tour was very invaluable one and it gave sufficient exposure in the World Postal transactions to all the team members. It is true the study tour has made us a strong craving as to when our India Post will reach high as in the developed countries.

AMENDMENT IN CONSTITUTION OF NATIONAL UNION OF RMS & MMS EMPLOYEES UNION, GROUP 'C'

Government of India, Ministry of Communication & IT
Department of Posts, Dak Bhawan, Sansad Marg, New Delhi - 110 001.

No. 15/04/2006-SR

Date : 5-3-2009

To
General Secretary,
National Union of RMS & MMS Employees Group C,
Chambri No. CH 17-1-18, Atul Grove Road, New
Delhi - 110 001.

Conference shall have the power to prescribe compulsory levy for Circle Journal, if any

Article 15 Allocation of Subscription:

The monthly subscription shall be allocated as under:-

Branch	Rs. 3.00
Division	Rs. 5.00
Circle	Rs. 5.00
CHQ	Rs. 6.00
FNPO	Rs. 1.00

Sub : Amendment in Constitution of National Union of RMS & MMS Employees Union, Group 'C'

Sir,

I am directed to refer your letter No. 1/ Constitution/04/2009 dated 12-1-2009 on the above mentioned subject and to inform that the Government has provisionally approved the proposed amendments to the Constitution of National Union of RMS & MMS Employees Union, Group 'C'. The amended version will now read as under:-

Article 16A Funds

The funds of the union shall be deposited in a Nationalised Bank in the name of the union, to be jointly operated by the General Secretary and Financial Secretary.

Proposed amendements

Article 14 Subscription

The monthly subscription for membership of the Union shall be as follows:- Rs. 20 per month which shall be payable in advance, Notwithstanding anything contained in foregoing, the Circle

This may be incorporated in the existing constitution of the Union and a fresh copy of the constitution submitted to the Department for office record.

Yours faithfully,

(Subhash Chander), Director (SR & Legal)

REPLY FROM THE DEPARTMENT

No. 16/8/2009-S

Date 2-4-2009

**Sub : Alleged irregular promotion to
Sri P.K. Choudhary, RMS 'RN' Dn. Ranchi,
Jharkhand Circle.**

Sir,

I am directed to refer to your letter No. 31/JH/12/09 dated 12-1-2008 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office. As reported the position is as under:

i) There is one official namely, Shri. Bipin Kumar Choudhary, working in RMS 'RN' Dn. Ranchi (not P.K. Choudhary) who has passed Fast Track Examination, 2003.

ii) Shri Bipin Kumar Choudhary appeared in the Fast Track Examination, 2003 but his result was not declared as Divl. Head reported that there was no vacancy available under 66.66% from the Fast Track Examination. Then Shri Bipin Kumar Choudhary represented and requested to examine the vacancy position of LSG (NB) cadre under Fast Track Examination.

iii) On examination of vacancy position of LSG (NB) cadre in RMS 'RN' Dn. Ranchi, it was found that the DPC was convened by SRM 'RN' Dn. Ranchi to consider the notional promotion to LSG (NB) cadre as per instructions contained in Postal Directorate letter No. 4-16/2-2-SPB-II dated 12-11-2002. Total 12 officials were promoted notionally to the cadre of LSG (NB). Out of these 12 officials two officials were retired on superannuation.

iv) As per revised Recruitment rules for the post of LSG (NB), vacancies arisen after 2002, were to be filled up by giving 66.66% quota from the Fast Track Examination and 33.33% quota was to be filled up from seniority basis. There were 02 vacancy arisen due to retirement of the above 02 officials, in which one vacancy was filled up from Fast Track Examination, 2003. Shri Bipin Kumar Choudhary was declared successful

in the Fast Track Examination, 2003 and therefore, was promoted to LSG (NB) cadre.

v) After completion of 03 years of service in LSG (NB) cadre, Shri Choudhary promoted in HSG-II (NB) Cadre vide Memo. Dated 26-5-2008. At present Shri Choudhary is working against the post of HRO RMS 'RN' Dn. Ranchi (HSG - I Post) on adhoc basis.

No. 16/7/2009-SR

Date : 15th April, 2009

**Sub : Alleged non grant of promotion to the FTP
officials working in West Bengal Circle - reg.**

Sir,

I am directed to refer to your letter No. 31/WB/10/09 dated 12-1-2009 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office. As reported, the preparation of combined seniority list of notionally promoted LSG officials and FTP LSG officials is in progress. After the combined seniority list is prepared, further promotion of HSG - II will be given according to the seniority in the said list.

No. 16/11/2009-SR

Date : 16-4-2009

**Sub : Alleged goondaism towards loyal officials-
Case of Sri Perai, MM(BCR) of RMS 'CB' Dn.
Coimbatore - Reg.**

Sir,

I am directed to refer to your letter No. NUR/IV/TN/31 Dated 24-2-2009 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle office. As reported, alleged incident took place on 17-12-2008, the first day of the strike. Shri P. Periadurai, Mailman of RMS 'CB' Dn. Coimbatore who arrived at Thiruvananthapuram Central in TV 32 IN was manhandled by striking employees of TVM RMS, while unloading the bags to the platform. In this connection the Railway Police filed FIR against Shri C. Murugan, GDS MM and Shri A. Anil

Kumar, GDS MM HRO TVM. Based on the FIRs, the officials were put off duty pending enquiry.

As per the directions Shri C.V. Raju, ASP Tiruvalla RMS/2 conducted enquiry and submitted report on 30-12-2008. Charge sheet under Rule 10 of GDS (Conduct and Emplacement) Rules 2001 were issued against two GDS MMs on 2-1-2009. The TV C Crime No. 67/08 under Section, 323, 324, 294 (b), 353 and 34 IPC have been charged on 5-1-2009 against the accused at Chief Judicial Magistrate Court (C-11/09), TVM. The case is pending trial at the above court.

No. 8-02/2009-WL. & Sports Date : 16-4-2009

Sub : Recruitment under sports quota Tamil Nadu Circle - regarding.

Sir,

I am directed to refer to your letter No. Sports/TN/39 Dt. 24-2-09 addressed to the Secretary (Posts) on the above mentioned subject.

The case of recruitment under Sports quota in respect of Sh. R. Premkumar and Sh. K. Thiravidamani has been examined on the basis of the detailed report received from Tamil Nadu Circle.

During 2003-2004, one post in PA Cadre was allotted to Hockey event and the Departmental Selection Committee has selected the eligible and deserving candidate namely Sh. K. Kamalakannan (national player) after due verification of original sports and educational certificates. Incidentally it may be stated that S/ Sh. R. Premkumar and K. Thiravidamani have not at all represented India Post Team or State Team from the year 2003 till date in the National Tournaments. Hence they are not eligible for absorption under sports quota as per the instructions issued by the Department from time to time.

From 2002 to 2004 no Group 'D' vacancy was approved and allotted to sports quota for the Circle. For the year 2005, one Group 'D' vacancy was allotted to the Circle under Sports quota and it was earmarked for carom discipline. The Circle Administration does not appear to have

committed any irregularity in the process of making recruitment under sports quota.

Yours faithfully,

(Subhash Chander), Director (Welfare & Sports)

No. 28-10/2007-D Dated : 22-4-2009

Sub : Down-gradation of Air Mail Stg. Dn. Kolkata.

This is with reference to your letter No. 31/WB/05/09 dated 12-1-2009 on the subject noted above. The matter was taken up the West Bengal Circle.

The overall supervision of Director (MB) over all RMS Divisions in City is intended to improve the working of mail offices. The post of Director (MB) has been vested with significant financial & administrative powers for this purpose.

(Ashish Kumar), Director (Mail Mgt.)

No. 38(2)/2008/PA-Admn.I/12 Dated 21-4-2009

Sub : Grant of Special Allowance to JAO qualified officials - regarding.

Sir,

I am to refer to your letter No. DPA/41/09 dt. 2-3-2009 on the above subject and to state that necessary clarification in this regard have already been issued vide this office letter dated 6-3-2009 (copy enclosed).

No. 38(2)/2008/PA-Admn.I/511 to 530

Dt. 6-3-2009

Sub : Implementation of CCS (RP) Rules - revision of special allowance and cash handing allowance.

Sir/Madam,

I am directed to send a copy of D.O.P. & T's OM No. 4/6/2008-Estt. (Pay-II) dated 1-10-2008 on the above subject and to state that the special allowance granted on qualifying JAO examination and qualification pay granted on qualifying departmental examination for promotion to JA cadre/confirmatory examination may be regulated as per the instructions contained therein.

Yours faithfully,

(R. Magadevan) (Asst. Director General (PA-Admn.)



General Secretary's Letter

Visit to Germany

The General Secretary NUR 'C' & NUP IV visited Germany from 23-26 March 2009. The Brief report on study tour is published elsewhere.

Meeting with Chief PMG, WB Circle

The General Secretary Circle Secretary, W.B. Circle Sri P.G. Datta Banik and Sri Primitava Ghosh. Asst. Gen. Sec. met Chief PMG, Smt. Rameshwari Handa on 6-4-2009. We discussed following item.

i) Non-strikers should be penalised.

The Chief PMG assured that necessary steps will be taken to protect the non-strikers.

Meeting with the PMG (MM) WB Circle

The General Secretary, Sri P.G. Datta Banik and Sri Primitava Ghosh met the PMG (MM)WB Circle and discussed goondaism by NFPE WB Circle towards Circle President NUR C. The PMG (MM) assured that necessary action will be taken against the culprits after enquiry.

Bihar Circle Conference

Bihar Circle Conference was held at Gaya on 7-4-2009 to 10-4-2009. The General Secretary attended the Conference. Sri Yedunandan Singh placed biennial report and initiated the debate. After deliberation, the report was got adopted without any modification. The house approved the audited accounts. The subject committee discussed the following issues very seriously:-

- i) misusing the powers by the SRM RMS 'NB' Dn. Samastipur.
- ii) Extension of duty hours in SPCC, Patna.
- iii) Recovery of OTA for senior officials of Patna.
- iv) Relocation of Headquarter of RMS 'C' Dn. and RMS 'P' Dn.

The General Secretary during his speech assured that the issues will be taken up with the appropriate authorities for redressal.

The following addressed the Conference:- Sri Pradeep Singh former CS, Sri Sitaram Pandey, former CS, Sri D.K. Mishra, former All India President, Sri Deepak Mukherjee, Vice President NUR 'C', Sri Kailash Prasad Singh VP NUR 'C' and Ramakant Prasad Ambast, Dy. Gen. Secy. NUR 'C'

Sri Yedunandan Singh has been re-elected as Circle Secretary unanimously. The list of new office-bearers will be published in the next issue of 'RMS SENTINEL'.

Meeting with Chief PMG, Karnataka Circle

The Secretary General accompanied by Sri Gangaiah, CS P IV, Sri K.V. Kuradigi, AGS P IV and Sri Nagarajan, Circle President NUR 'C' met Sri M.P. Rajan, Chief PMG and discussed the following items:-

- i) nodal delivery system in speed post delivery.
- ii) privatisation of speed post and logistics vehicles.
- iii) review list in PA & SA cadre (LGO Exam.)

The Chief PMG assured that the item No. (i) and (ii) will be again discussed with service associations after experimenting the presently introduced system. If necessary, the system will further be improved or scrapped.

In regard to release of review list will be done as per rules on the subject.

The team also met Smt. Shanthi Nair, the PMG SK Region and discussed problems of RMS 'Q' Dn. The PMG assured that the problems will be looked into.

The CWC, NUR 'C'

The CWC, NUR 'C' held at Chennai on 29-4-2009. The details will be issued in the next issue.

With greetings,

Yours fraternally,
(D. THEAGARAJAN), General Secretary

QUOTA TO CHQ

Remit the Quota to CHQ
@ Rs. 6/- per member from the
month of April 2009 and onwards

SRI. R.N. SHARMA

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