



**SINGLE COPY = Rs. 3/-**

# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

Vol. I No. 5

MAY 2011

JOINT COUNCIL OF ACTION  
NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANIZATIONS  
ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION  
NATIONAL UNION OF GRAMIN DAK SEVAKS  
NEW DELHI

No. JCA/AGTN/2011

Date - 20.04.2011

To,  
Ms. Radhika Doraiswamy  
Secretary  
Department of Posts  
Dak Bhawan, New Delhi - 110001

Madam,

Sub: - Problems faced by the Postal and  
RMS Employees - Submission of  
Charter of Demands - regarding

Ref: - Our Letter No. JCA/AGTN/2011  
dated 01.04.2011

The joint meeting of the National Federation of Postal Employees (NFPE), Federation of National Postal Organisations (FNPO) and GDS Unions has reviewed the situation prevailing in the Department of Posts and has decided to organize agitational programmes culminating in indefinite strike from 5th July 2011 for realization of the genuine demands of the Postal and RMS Employees and also to stop the disastrous policy offensives unleashed by the authorities such as closure/merger of Post offices/RMS offices, outsourcing, contractisation etc. we have already submitted a letter dated 01.04.2011 detailing the issues which are agitating the minds of the entirety of Postal/RMS employees including Gramin Dak Sevaks.

Accordingly, we hereby submit a Charter of Demands containing the items which are to be discussed and settled amicably, failing which we will be compelled to resort to agitational programmes as mentioned in our letter dated 01.04.2011.

With regards,

Yours faithfully,

M. Krishnan Secretary General, NFPE	D. Theagarajan Secretary General, FNPO
K. V. Sridharan GS, AIPAU Group 'C'	D. Kishan Rao GS, NAPE Group 'C'
Ishwar Singh Dabas General Secretary AIPAU -PM & MSE/Group 'D'	T. N. Rahate General Secretary NAPE PM, MTS & Gr. 'D'
Giriraj Singh General Secretary AIRMS & MMS EU Group 'C'	D. Theagarajan General Secretary R-3, FNPO
P. Suresh General Secretary AIRMS & MMS EU MG & Group 'D'	A. H. Siddique General Secretary R-4, FNPO
Pranab Bhattacharjee General Secretary AIPAOEU - NFPE	O.P.Khanna General Secretary AIPAOA(FNPO)
S. S. Mahadevaiah General Secretary AIPEDU	P.U.Muralidharan General Secretary GDS - NUPE
T. Satyanarayanan General Secretary AIPAEA	H.L. RAMTEKE General Secretary AIPAOA
S. Appanraj General Secretary AIPSBCEA	S. Sambandam General Secretary NASBCO
S. A. Raheem General Secretary AIPCWEA	Pratha Pritam Ghorai General Secretary NUCWEA

Copy of the Memorandum submitted to Secretary,  
Department of Posts, CPMGs/PMGs/Divisional  
Heads on 20.04.2011

**Please visit our website : [www.fnpo.org](http://www.fnpo.org) for day-to-day news.**

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

**ANNUAL SUBSCRIPTION RS. 30/-**

**The Postal JCA has decided the following General Secretaries to be incharge of the Circle level JCAs as shown in the list.**

CIRCLES	NFPE	FNPO
Assam N.E, West Bengal Kerala, Tamilnadu Karnataka, M. P A. P., Chhattishgarh Orissa, Bihar, Jharkhand U. P., Uttarakhand Punjab, J & K Haryana, Delhi, Rajasthan, H.P Maharashtra, Gujarat	Com. Pranab Bhattacharjee, G/S, Admn Com. S. Appanraj, G/S, SBCO Com. S. S. Mahadevaiah, G/S, AIPEDU Com. Satyanarayanan, G/S, Postal Accounts Com. P. Suresh, G/S, R4 Com. Raheem, G/S, Postal Civil Wing Com. Giriraj Singh, G/S, R3 Com. Ishwar Singh Dabas, G/S, P4 Com. K. V. Sridharan, G/S, P3	Shri.O.P.Khanna, G/S Admn. Shri S.Sambandan, G/S, SBCO Shri P.U .Muralidharan G/S,NUGDS Shri.H.L.Ramteke G/S, Postal A/Cs Shri Abdul Haffiz Siddique G/S, R4 Shri. P.P.Ghorai G/S, Postal civil wing Shri.Deepak Muharjee W.Presi R3 Shri.TN Rahate General Secretary P4 Shri. D.Kishan Rao, G/S, P3

- ✘ They will be incharge for overseeing all the arrangements in organizing struggle programmes jointly under the banner of JCA.
- ✘ If there is no existence of JCA that should be formed before 05.05.2011 in the presence of nominated incharge by JCA. There should be no deviation in this regard.
- ✘ All Branch/Divisional Secretaries convention of all constituents of Postal JCA at Circle level shall be held on 25.05.2011. As per the dates mentioned in the Annexure. The leaders attending the Circle level convention shall be informed in advance about the arrangements.
- ✘ The authorized representative (respective G/S) shall obtain all telephone number of all affiliates of their Federation and co ordinate among them for the smooth functioning of Circle JCA.
- ✘ Secretary General NFPE, FNPO & General Secretaries of GDS unions will intervene incase of any dispute/problems in any circle and their decision is final in the formation and functioning of circle JCA.

**CIRCLE LEVEL JOINT CONVENTIONS**

No	Circle	Date	NFPE	FNPO
1	Andhra Pradesh	29.05.2011	Com. R. Seethalakshmi, ASG,NFPE	Shri B.Shivakumar ASG FNPO
2	Assam	29.05.2011	Com. S. P. Mukherjee, V.Presi, NFPE	Shri HC Dutta CS NUR-C
3	Bihar	29.05.2011	Com. Giriraj Singh, GS, R3	Shri DeepakMuharjee,W.Presi.NUR-C
4	Chattisgarh	29.05.2011	Com. D.K. Rahate, President, NFPE	P.Jaiswal NAPE-C
5	Delhi	05.06.2011	Secy. Generals & Gen Secretaries	SG&GS
6	Gujarat	29.05.2011	Com. K. V. Sridharan, G/S,P3	Shri D.Kishanrao GS P/3
7	Haryana	29.05.2011	Com. K. K. Sharma, V.P, NFPE	Shri Brij Mohan F/S FNPO
8	Himachal Pradesh	29.05.2011	Com. Raj Kumar, F/S, NFPE	Shri OP Chauhan C/S NAPE-C
9	Jammu & Kashmir	29.05.2011	Com. Pranab Bhattacharjee, G/S, Admn.	Shri OP Khanna G/S ADMIN
10	Jharkhand	29.05.2011	Com. R. N. Parashar, ASG, NFPE	Shri RK Ambasta,Deputy GS NUR-C
11	Karnataka	29.05.2011	Com. S. Raghupathi, ASG, NFPE	Shri G.P Muthukrishnan VP FNPO
12	Kerala	29.05.2011	Com. S. Appanraj, G/S , SBCO Com. C. Chandrasekhar, W/P, NFPE	S.Sambandan G/S SBCO T.N.Rahate President FNPO
13	Madhya Pradesh	29.05.2011	Com. M. Krishnan, S/G, NFPE	B.S.Kashid Deputy SG FNPO
14	Maharashtra	05.06.2011	Com. I. S. Dabas, G/S, P4	Shri P.Charabarthy C/S N.E Circle.
15	North East	05.06.2011	Com. Pranab Bhattacharjee, G/S, Admn.	Shri AH.SIDDIQ G/S R-4
16	Orissa	29.05.2011	Com. P. Suresh, G/S, R4	Shri Ashokkumar Sharma, DY G/S P/4
17	Punjab	29.05.2011	Com. I. S. Dabas, G/S, P4	Shri G.S Shankar Goud, ASG FNPO
18	Rajasthan	05.06.2011	Com. R. N.Parashar, ASG, NFPE	Will be announced later
19	Tamilnadu	05.06.2011	Com. M. Krishnan, S/G, NFPE	Shri ShakeelAhmed burney, VP FNPO
20	Uttar Pradesh	05.06.2011	Com. Giriraj Singh, G/S, R3	N.K.TYagi AGS NUR-C
21	Uttarakhand	29.05.2011	Com. D.S. Chauhan, V/P, NFPE	Partha Pratim Ghorai G/S Civil wing
22	West Bengal	29.05.2011	Com. S. A. Rahim, G/S, Civil Wing	

Apart from these JCA representatives All India office bearers of respective unions shall be invited for the convention.

JOINT COUNCIL OF ACTION  
NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL  
ORGANIZATIONS  
ALL INDIA POSTAL EXTRA DEPARTMENTAL  
EMPLOYEES UNION  
NATIONAL UNION OF GRAMIN DAK SEVAKS  
No. JCA/AGTN/2011

Dated - 31.03.2011

To,  
Ms. Radhika Doraiswamy  
Secretary, Department of Posts  
Dak Bhawan New Delhi - 110001

Madam,

Sub:- Problems faced by the Postal and RMS  
Employees - Reg.

1. The joint meeting of all the All India Unions/Associations affiliated to National Federation of Postal Employees (NFPE) and Federation of National Postal organizations (FNPO) and the GDS Unions held at New Delhi on 30.03.2011 has reviewed the situation prevailing in the Postal Department and has come to the unanimous conclusion that many unilateral orders issued by the Department is causing much concern and are also detrimental to the interest of the department and also to the employees including GDS.

2. We are really shocked to read the contents of Directorate's letter No. 40-60/2010/PIg dated 25.01.2011 addressed to all CPMGS/PMGs wherein it is directed to complete the process of closure/merger/relocation of about 9797 Post offices functioning at present in Urban areas on the plea that they do not conform with the distance condition prescribed by the Directorate for opening of new Post Offices. The total number of Departmental Post Offices as on 31.03.2010 is 27360. Closure of 9797 Post offices means reduction of about 36% of the existing Postal network. We cannot accept the argument put forward by the Department justifying such mass scale closure/merger/relocation. We are at a loss to understand why our Department is resorting to such mass-scale closures, when all other private couriers and companies are competing to canvass our customers by opening more and more outlets in the urban areas for extending their services to the doorstep of the customer. We fear that in the name of rationalization and optimization, our department is giving more space for the private companies to occupy more shares in the mail market segment. We have already made it clear that we are not against relocation of offices to the needy areas if

ordered simultaneously for closure and opening of the POs to the needy areas without reducing the existing number of Post offices. Large scale closure of Post offices and RMS offices will not only lead to inconvenience to the public but leading to discontentment and also adversely affect the interest of the employees. Further this is nothing but an abrupt violation of strike agreement made on 12.07.2010 in which it was categorically assured that there will be no closure/merger of Post Offices. We strongly protest against such unilateral closure/merger of offices.

3. We have already pointed out in many meetings and also through correspondences about the adverse impact of the introduction of speed post hubs which were formed without taking into account the ground realities. The experience during the last six months has proved that the speed post hubs have resulted in abnormal delay in transmission and delivery of speed post articles and thereby eroding the traffic due to loss of faith among the general public in the speed post system itself. We have already requested the Department to review the functioning of the speed post hubs and take either remedial measures or to revert back to the old system. We are dismayed to note that the Staff Side has been totally ignored and sidelined and the department is blindly going ahead with the unscientific proposals of the multinational consultancy called Mckensy. Much damage has been caused and it is high time that a thorough review shall be conducted for removing the deficiencies by rolling back to the old scheme. A damage control exercise to regain the lost faith of the customer is the need of the hour. It is reported that in many circles that after the introduction of Speed Post hub, the revenue on account of Speed Post has slashed heavily.

4. It is reported that in the name of optimisation, the Mckensy Consultancy has suggested closure and merger of many RMS sorting offices and the Department is simply implementing their orders. Similarly withdrawal of delivery from urban Sub/Head Post offices and creation of delivery hubs by amalgamating three or four delivery offices are also ordered. The way in which the recommendations of the Mckensy are implemented in Hyderabad in A. P. Circle has resulted in provocation of the entire employees and agitation programmes are launched on throughout Andhra Circle. Further the Department is unilaterally implementing the single batch system and combined duty for delivery staff causing much difficulty to them.

5. The New Recruitment Rules for the Postmen notified recently by the Department envisages that direct recruitment from open market is to be resorted to for filling up 25% Postmen vacancies and 25% among MTS staff in case of non availability of casual labourers. This clause virtually snatches away the right and opportunity of the Gramin Dak Sevaks having appointed against 50% of the Postmen vacancies hitherto ear-marked for GDS employees. Further unilateral orders have been issued like restricting the compassionate appointment of GDS to the extent of 10% of the vacancies, tightening of norms for cash handling and stamp sale etc. Further the discrimination in payment of bonus to GDS which is against the spirit of Bonus Act still continues. A large scale of abolition of EDMM, EDSV Posts are also ordered. The basic demand of GDS such as grant of Civil Servant Status, Pay scale, increment, allowances, promotion, leave, bonus, terminal benefits and trade union facilities as recommended by Justice Talwar Committee are yet to be granted.

6. In spite of the assurances given by the Secretary, Department of Posts on 12.07.2010, many issues mentioned in the 13th July strike Charter of Demands and also in the agenda of the JCM Departmental Council meeting held on 27.08.2010 still remain unsettled. The issues relating to the Postmen staff such as fixing of minimum and maximum distance to be traversed, providing time factors and review of existing norms etc. are yet to be resolved. The issue of cadre review, even though assured to be completed before November 2010, still remains in the initial stage and formal discussion is delayed indefinitely.

7. The Department is moving ahead with the proposal for decentralization of Postal Accounts work in the name of accrual based accounting system. Similarly move is on for decentralisation of PLI/RPLI work. Induction of new technology in accounting and providing online facilities at post offices shall lead to centralisation and not decentralization. We cannot agree the decentralisation of the above mentioned work.

8. The revision of wages for the casual, part-time, contingent employees with effect from 01.01.2006 is pending since last three years. Even the eligible DA is being denied in many circles. Further the work done hitherto by the casual, part time and contingent employees are indiscriminately outsourced and large scale reduction in the wages are being ordered. All this has resulted in making

the life of the poor, the low paid employees more miserable. It is high time that justice shall be done to this most downtrodden and marginalized section of employees of the Postal Department.

9. All the above issues are agitating the minds of the Postal and RMS employees and resentment among them is mounting day-by day. The recent orders for closure of large scale Post offices, merger of RMS offices and creation of delivery hubs has further aggravated the situation. Unless the Department comes forward to discuss the above issues with the Staff Side with an open mind, for an amicable settlement, the situation may go from bad to worse.

10. The Central Joint Council of Action comprising NFPE, FNPO and the GDS Unions has decided to submit a charter of demands to the Department and also to organize following phased programme of country wide agitational programmes culminating in indefinite strike from 2011 July 5th.

FIRST PHASE - Submission of Charter of Demands to Secretary, Department of Posts with a mass demonstration in front of Dak Bhawan on 20.04.2011. Copy of the memorandum will be submitted to all lower level authorities also after observing demonstration programmes in front of all offices.

SECOND PHASE - Mass Dharna in front of Dak Bhawan, Circle/Regional/Divisional offices on 25.05.2011.

THIRD PHASE - Country wide indefinite strike from 5th July 2011

11. We appeal the Secretary, Department of Posts to drop and desist from the moves of implementing the retrograde orders mentioned above and also request to settle the burning problems mentioned above; failing which we will be compelled to resort to trade union action including indefinite strike as mentioned above. We earnestly desire to avoid such an unpleasant situation as it may adversely affect the efficiency and productivity of the Postal Services and may also put the public to inconvenience.

We hope that the Department will come forward for a negotiated settlement on the issues mentioned above and take the staff side also into confidence, so that the peace, tranquility and the better relationship between the Staff Side and administration shall remain unaffected.

Awaiting favourable response.

# CHARTER OF DEMANDS

1. Stop closure /merger of PO/RMS Offices including BOs. Review the orders implementing Speed Post Hubs and Delivery Hubs and restore status quo ante. Stop outsourcing the works of Postal, RMS & MMS functions.
2. Grant status as Central Civil Servant to GDS employees for all purposes including service matters, pay scale, increment, allowances, pension, promotion and other terminal benefits, leave, bonus and trade union facilities. Scrap new recruitment rules for appointment as postmen which curtails promotional avenues - restore previous rules and withdraw tighten norms assessing BPM's work. Drop reduction of allowances in case of reduction of workload.
3. Revise the wages of casual labourers and contingent employees w.e.f. 01.01.2006 based on the minimum pay recommended by 6th CPC. Stop outsourcing the work of casual labourers and contingent work. Grant temporary status to eligible full time casual labourers , Convert part time into full time absorb full time , part time contingent employees in vacant GDS posts.
4. Immediate revision of OTA & OSA rates.
5. Implement the assurances made on 12.07.2010 Strike Settlement and also the JCM Departmental Council Meeting held on 23.08.2010.( List enclosed) Ensure prompt holding of Departmental Council Meetings.
6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation.
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.
8. Expedite the process of filling of all vacant posts in all Wings including GDS.
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.
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 and specified norms and other works and make the cadre as a promotional cadre to PA/SA.
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.
12. Fixing norms for new assigned works of MTS. Allow to decline postman promotion for MTS under seniority quota and review the recruitment rules of MTS to Postmen / Mail Guards.
13. Grant promotions to Drivers / Artisans at par with other C.G. organizations like Railways/Defence. Higher Pay Scales to charge hand & Drivers. Revision of CRC EPP and Logistic norms.
14. Declare SBCO Staff as Divisional cadre , Stop harassment of SBCO officials under contributory factors. Complete the Ledger Agreement Work update the SBCO before launching Core Banking.
15. Fill up all Postal Civil Wing and Electrical Wing posts as per CPWD norms. Creation of Postal/Electrical and Architectural Division in every Circle. Expedite the Restructuring of Civil Wing Cadres.
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' official 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.

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

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

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.

20. Stop discrimination towards PO & RMS Accounts Cadre, Create separate cadre and earmark % of posts for norm based promotions in the same cadre, Count Special Allowance for fixation on promotion, Withdraw the recovery imposed on Postman Pay fixation and drawal of bonus to GDS.

Restore the date of passing the Acct examination for according LSG promotions instead date of entry in PA cadre.

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

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

23. Review the MACP clarifactory orders and rectify the issues like, non drawal of spl allowance on acquiring MACP, wrong interpretation of Illrd MACP to departmental promotes only after 30 years, Counting as double promotions as Group D & Postmen even in the case of promotion to Postman on GDS quota, non counting of training period for MACP, ignore promotions acquired on deptl exam for MACP, ignore all uncommunicated average bench marks for MACP as Judicial verdict.

24. Stop attack on Union office bearers by misusing Rule 37 transfers and Rule 9 of CCS (CCA) Rules. Dispose all Rule 9 (Pension rules) disciplinary cases pending at Directorate years together.

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

## SAVE POSTAL DEPARTMENT STOP MCKINSEY DICTATED REFORMS INDEFINITE STRIKE FROM 5TH JULY 2011

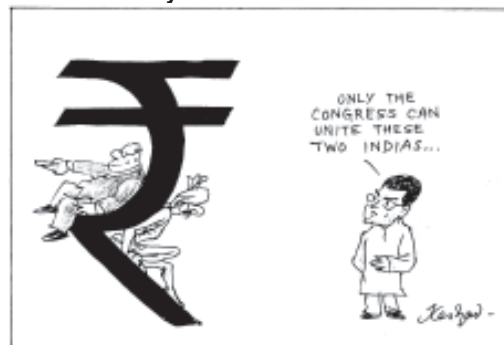
The Central JCA meeting of NFPE, FNPO and GDS Unions held on 30.03.2011 has unanimously decided to go on nation wide indefinite strike from 5th July 2011, protesting against the unilateral orders of the Department to close down large scale post offices and RMS office and also for settlement of the long pending demands of the Postal and RMS employees including Gramin Dak Sevaks.

The copy of the letter submitted to the Secretary Department of posts on 31.03.2011 conveying the JCA decision is enclosed herewith. Please print the letter in local languages in full and circulate among the employees including GDS WITHOUT FAIL.

Copy of the detailed Charter of Demands to be submitted to Secretary, Department of Posts and also to all CPMGs/PMGs/Divisional Heads will be sent separately within a week.

All are requested to make the above mentioned programmes of action a grand success.

With struggle greetings. Yours Fraternally,  
Secy. Generals & General Secretaries



Courtesy: The Hindu

**NON SETTLEMENT OF AGREED ITEMS OF JCM DEPARTMENTAL COUNCIL  
MEETING HELD ON 27.08.2010**

1. Grant of officiating pay with all benefits to the staff officiating in HSG II, HSG I vacancies.
2. Imparting training to non matriculate Group 'D' promoted to Postman/Mail Guard or PA/SA cadre after 1.1.2006 and prior to the implementation of Sixth CPC orders.
3. Replacement of Night Halt allowance to Mail overseers with TA/DA
4. Increasing the number of chances to appear LGO examination
5. Removal of minimum cycleable distance for grant of Cycle maintenance allowance to Postmen/MSE
6. Clarification regarding eligibility to appear LGO examination
7. Counting of Special Allowance for Pay fixation in case of Po & RMS Accountants.
8. Discontinuing the practice of obtaining fidelity/security bond from the employees handling cash.
9. Non drawal of HRA to the officiating SPMs working in offices having attached Quarters beyond 90 days by suspending quarters.
10. 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. 01.12.92
11. Enhancement or S. B. incentive to all Postal Assistants
12. Payment of honorarium for drawal of pension arrears
13. Anomaly in fixation of pay in respect of officials promoted on 1.1.96 under BCR Scheme.
14. Dropping of confirmation examination.
15. Arbitrary and forcible allotment of Staff Quarters in Rajasthan Circle.
16. Upward revision of conveyance Allowance or bring under TA Rules for journeys beyond 16 kms in case of PRI (P)s.
17. Non supply of statement of Balance to the officials brought under New Pension scheme 2009.
18. Non grant of Special Allowance to unqualified Accountants.
19. Settlement of incentives and clear pending bills for the work related to Mutual funds.
20. Enhancement of Financial powers of LSG, HSG II & HSG I Postmasters.
21. Separate budgetary allotment of funds for computer advance to Postmaster/Postal Assistant
22. Fixing norms/Time factors to Postal Stores Depot, circle Stamp Depot & creation of establishment.
23. Grant of Road Mileage Allowance to the staff entrusted with the work of clearance of cheques.
24. Stop harassing staff on contributory factors and causing clear cut guidelines not to impose the provision if not directly responsible.
25. Recovery of Alleged over payment of Pay & Allowance to Postman on account of fixation from the officials working in Accountants branch
26. Enhancement of honorarium for RD Premature closures.
27. Tenure posting of officials in single & double handed offices - request to withdraw the conditions.
28. Enhancement of honorarium for engaging officials in departmental examinations.
29. Remove the restriction in posting of SPM due to minor penalties/CR entries
30. Allowing to appear the physically handicapped officials for Departmental exam like IPOs
31. Grant of Fixed Conveyance Allowance to Marketing Executives.
32. Transfer of all HSG-I Posts to General line.
33. Payment of honorarium to supervisors & Staff divisional office for RPLI/PLI work.
34. Providing administrative powers to grant leave to staff by HSG-I Postmasters
35. Counting the training period for benefits of promotion under TBOP/BCR Schemes
36. 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.

# From the Desk of Secretary General

May Day Greetings to our Colleagues.

## LUNCH-HOUR DEMONSTRATION

On 20-4-2011, FNPO and NFPE staged a massive demonstration in front of Dak Bhavan. After Demonstration, the Postal JCA submitted a Memorandum to the Secretary, Dept. of posts. The JCA also met on the same day. All details in this regard are published elsewhere.

## MEETING WITH OFFICERS OF THE DEPARTMENT

The SG FNPO met Departmental officers and Postal Board Member on 18<sup>th</sup>, 19<sup>th</sup> and 21<sup>st</sup> April 2011 along with General Secretaries PIII and R IV. Details have already been posted in our website on 24-11-2011.

## LGO EXAM. DATE REVISED

The date of LGO Exam. Has been postponed and fixed as 4<sup>th</sup> Sept. 2011 instead of 29<sup>th</sup> May 2011.

The pattern of the Examination will be of objective type.

## CAN BE REMAIN SILENT SPECTALORE?

The Directorate issued revised rules called the Gramin Dak Sevaks (conduct & Engagement) rules, 2011 vide Directorate's letter No. 21-8/2010-GDS dated 18-4-2011.

Provisions of Rules have been posted on our website on 30-4-2011.

Our Circle Secretaries are requested to go through the Rules and send their opinion to the Federation at the earliest.

## FIRST ALL INDIA WOMAN CONVENTION

The first all India women convention was held in Puducherry on 11<sup>th</sup> and 12<sup>th</sup> March 2011. Under the chairperson of Mrs. Pema Doma Bhutia. Smt. K.J. Dolimma, convener explained the need of womne's convention. The SG FNPO and General Secretaries of FNPO affiliates addressed the convention.

## JOINT COUNCIL OF ACTION DECIDES INDEFINITE NATION WIDE STRIKE FROM 5TH JULY 2011

Submission of Charter of Demands and demonstration on 20th April 2011  
Mass Dharna in front of Dak Bhawan, Circle/Region/Divisional Offices on 25th May 2011  
Joint circle conventions of all Circle and Divisional Secretaries in June 2011  
JCA National Leaders will address the Circle Level Joint Conventions

Mobilise the entire Postal and RMS Employees

Conduct General Bodies, Conventions, Group Meetings and office to office campaign  
Meet the MPs, MLAs and other representatives of the people and seek their intervention

Central JCA will seek the intervention of Hon'ble Minister Communications and IT  
Ensure maximum participation of employees in all programmes

## MAKE THE AGITATIONAL PROGRAMMES CENT PERCENT SUCCESS

Yours fraternally,  
(D. THEAGARAJAN), Secretary-General



MAY DAY GREETINGS  
TO ALL



## DIVISIONAL SECRETARIES

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

**Sri BRIJ MOHAN**

Secretary (Finance)

District Court Post Office, Delhi - 110 054.



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.