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RMS SENTINEL

Editor : D. THEAGARAJAN

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DECEMBER 2011

RMS EMPLOYEES WILL NOT GIVE UP

The RMS Workers are aware that the Department appointed a committee vide Directorate letter No.08/9-211-SR dt.12-7-2011 to look into the issues relating to Mail network optimization project and Speed Post re-structuring.

The committee met four times three meetings were conducted by the present Secretary, Dept. of Posts (i.e., 27-9-2011, 10-10-2011, 11-10-2011). In all the three meetings both Federations Secretary Generals participated. The fourth meeting was held on 2-12-2011 under the Chairmanship of Sri Santhosh Gauriar, the present Member (O).

During the meeting, the Chairman of the committee declared that the Dept. would go ahead to implement the Mail Network optimization project (First class mail office Re-design) and he also declared very categorically that the Re-design of the Speed post re-structuring would not be reviewed, and it is a closed Chapter. However they agreed to open intra-Circle Speed Post hubs wherever it is required.

1. Department's assurance about Speed Post : On 27-9-2011, the present Secretary, Posts

agreed to open more intra-circle hubs in the Circles. But it was not implemented in many circles. The Department has issued change of administrative jurisdiction of Speed Post hubs from Postal side to RMS side. This power has been delegated to Heads of Circles. But till date no Speed post hubs have been transferred to RMS side. (Orders were published in P.No. 8)

The Staff side not agree L1 and L2 re-design on the following reasons:

Processing of mails requires the following parameters.

- a. Less number of handling.
- b. Fast forward movement
- c. Mails should not be detained anywhere.

The above parameters were not kept in the mind while re-designing L1 and L2 concept. Further more any project introduced by the Department should be based on the following principles.

- i. It should be beneficial to the customers.
- ii. It should be of less operative cost compared to earlier.

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JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
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iii. It should not affect the employees.

The proposed L1 and L2 project does not meet the above-stated principles.

The Department desires to implement L1, L2 project despite our sincere objection.

Our apprehension Department Assurance and Possibilities are furnished below:-

APPREHENSION : If the project is implemented properly, more than two hundred L2 offices will face closure within a span of one year.

ASSURANCE : Department does not agree with us and they assure that no Mail office will be closed.

POSSIBILITIES : The assurance of the Dept. is not possible, because, for example, in Tamilnadu circle the Dept. has declared that villupuram will be L-1 office and Tindivanam, Tiruvannamalai, Tirupapuliur, Chidambaram and Vridachalam as L2 offices and linked with L1 office (Villupuram). Total Volume of the mail of L-2 offices 72698. The mail volume of Villupuram (L-1) is 53005. If the L1 and L2 project is implemented, L-2 offices will lose at least 42 to 60% mails which they are getting today. Villupuram (L-1) will get more mails. Hence, the Dept. has no alternative except to close some L2 offices mentioned above.

APPREHENSION : If L1 and L2 project is implemented it will affect the promotional avenues of the staff.

ASSURANCE : The Dept. assured that promotion aspects would be addressed appropriately.

POSSIBILITIES : The Dept. will not fulfil this promise because every promotion requires some functional justification.

APPREHENSION : If L1 and L2 project is implemented, there would be inordinate delay in delivery mails to customers.

ASSURANCE : The Dept. promised that there would be no delay to mails.

POSSIBILITIES : This promise cannot be fulfilled by the Dept. because they cannot send the mail within the time if they strictly observe L1 and L2 concept.

The staff side demanded that following points should be clarified properly.

i. How long the Dept. will not resort to transfer of staff in the event of implementing L1 and L2 re-design.

ii. How long the present mail offices will be retained? (L2 offices)

For the above, the Dept. is not ready to clarify properly.

Further, the following points were also not clarified by the Dept. during the meeting as well as through RTI.

a. Cost of mail operation before re-design and after re-design.

b. Any improvement in delivery of mails after re-designing.

c. Details of mail profile in respect of L1 and L2.

The staff side is aware that the Department cannot answer / clarify properly for the above doubts because they have not calculated operational cost after re-designing as well as they have not collected as on date mail profile of L1 and L2 offices.

Above all, the Staff Side demanded that McKenzie report should be made available to the staff side. For this also the Department is not ready to reveal the full report to the staff side.

Further the staff side pointed out the failure of the pilot project which was launched in Hyderabad some months back. The Department is not ready to accept its lapses and they are adamant to implement all operations under one roof in all Metro-cities, as in the case of Hyderabad. If this is implemented, there will be mass transfer of officials from one Division to another in all Metro-cities. Further it will affect the promotional avenue badly and inter-se seniority among the officials.

For the above genuine apprehensions of the staff side, the Dept. has not given proper clarification.

Under the circumstances, the RMS employees are forced to take weapon of industrial action against wrong policies of the administration. In this struggle, the RMS Employees will not give up and if we give up, our survival will be doubtful.

RMS AND MMS STRIKE IN MAHARASHTRA CIRCLE

Maharashtra Circle administration has issued orders to abolish F-28 and L-26 sections. This has resulted in 'F' Dn. Nagpur 'L' Dn. Bhushawal employees compel to go on strike under the banner of JCA. This was informed to GS R III while he was attending R III Circle Conference in A.P. Circle. On hearing this, the GS discussed the matter with the officers in the Directorate. The Chief PMG Maharashtra Circle was not in Mumbai and he was in Ghaziabad (Postal Staff College) to attend a meeting.

The Circle Unions have no alternative but they went on strike for restoring the sections. The strike went on for 7 days from 3-11-2011 to 9-11-2011. The GS R III reached Delhi on 8-11-2011 and met the Secretary Posts and CGM, Mail Business with the RMS General Secretaries of FNPO and NFPE.

Four rounds of discussion took place between CGM Mail Business and the RMS General Secretaries. Meanwhile Maharashtra Circle administration has taken following action against the striking employees:

- i. Invoking provisions of FR 17-a
- ii. Served show-cause notice to the temporary employees.

- iii. Threatening to close some more mail offices.
- iv. Threatening transfer of RMS work to Postal Wing.

The employees stood strong like rock against the on slaught of the administration. On 9-11-2011, the Chief PMG called all the Circle Secretaries of R III and R IV and had detailed discussion. To avoid further conflict with administration, the Circle JCA decided to withdraw the strike. It was informed to the CHQ.

On 9-11-2011 at NFPE R IV office in the late night, RMS General Secretaries met again and decided to go on hunger-strike in front of Dak Bhavan on 15-11-2011 and 16-11-2011 as token protest. Notice was served to the Dept. on 11-11-2011. The Department called RMS General Secretaries for meeting on 14-11-2011 at Fore-noon. After the meeting, the proposed hunger-strike was called off by RMS General Secretaries. The minutes of the meeting was got issued and the same is published next page. The CHQ congratulates Maharashtra Colleagues for their unity to save the RMS in Maharashtra Circle.

ADMINISTRATIVE CONTROL OVER SPEED POST CENTRES/SORTING / HUBS

No.6-5/2011-D

20-10-2011

Subject: Administrative Control over Speed Post Centres/Sorting / Hubs

The matter relating to the administrative control over Speed Post Centres/Sorting Hubs falling under existing Postal or RMS 'Division was raised by the staff side and was under consideration of this Directorate.

2. It has been decided that ,the issue of administrative control over Speed Post Centres/Sorting Hubs in terms of placing under the administrative jurisdiction of Senior Superintendent/Superintendent of a Postal or RMS Division of a Postal or RMS Division may be decided by the CPMG concerned taking into account local needs, administrative convenience and effective monitoring.

(RISHIKESH)
Director (Mail Management)

**MINUTES OF THE MEETING TAKEN BY MEMBER(OPERATIONS) WITH STAFF
SIDE REPRESENTING NFPE AND FNPO, ON 14.11.2011**

As a protest against closure of F-28 and L-26 sections in Maharashtra circle with effect from 31.10.2011. the staff of RMS in the circle remained on strike till 09.11.2011. As a fall out of the above, the unions representing NFPE and FNPO gave a notice of observing hunger fast in front of Oak Bhawan on 15 and 16th November. 2011. On receipt of the above notice, it was decided to discuss the matter with the staff side in the forenoon of 14.11.2011.

2. The meeting took place as per schedule in the chamber of Member (Operations) which was attended by the following:-

Official Side	Staff Side
1. Member (Operations)	Shri R.N. Parashar, ASG, NFPE
2. CGM (Mail Business)	Shri Giri Raj Singh, AIRMS GS, Gr. C
3. Director (Mail Management)	Shri P. Suresh, GS, AIRMS Gr. IV
4. Director (SR)	Shri Devender Kumar, CS NUR C

The meeting started with Member (Operations) welcoming the staff side, thereafter the staff side raised the issues of : (i) restoration of F-28 and L-26 Sections; (ii) regularisation of period of strike by granting leave; (iii) withdrawal of application of FR-17 A in case of employees absenting during that period; (iv) Withdrawal of notices issued in terms of Temporary Govt. Service Rules; and (v) placement of Staff dislocated by closure of sections, as per choice stations given by them;

3. The above issues were examined in details based on which the following decisions were taken.

Restoration of F-28 and L-26 Sections was ruled out especially in view of the closure

already having taken place and surrender of premises to the Railways. Regarding regularisation of strike period, the staff side was apprised that in such a case, the principle of no work, no pay applies. which is in the form of direction of the Cabinet and any deviation in the matter lies within the competence of the Cabinet only. However the staff side was assured that in future, before taking any decision in regard to closure of sections, staff side would be consulted and the Circle Office referring a proposal to this office would be required to indicate the process of consultation with staff representatives. As regards break-in service envisaged under FR - 17 A, Departmental instructions inter alia provide for applicability of the aforesaid rules only in case of employees who are involved in incitement, violence/sabotage etc. In the instant case, no such incident has been reported. However the Circle office may be advised to consider these cases as per the standing instructions of the Department. The Circle office has already agreed to withdraw notices issued under Temporary Govt. Service Rules

Member (Operations) assured the Staff side against victimization of the officials as also placement of the dislocated staff if any as far as possible. to the nearest office, for which they will be required to give their request.

The meeting ended with a vote of thanks to the Chair.

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

No: JCA/AGTN/2011

Dated 05.12.2011

To

Ms. Manjula Prasher,
Secretary Department of Posts,
Dak Bhawan, New Delhi-110 001.

Subject: Non implementation of assurances and revival of postponed Indefinite Strike.

Respected Madam,

The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

During the discussion with the Secretary [Posts] on 5th July deferred strike demands, it was assured that there will be no closure/merger of Post Offices, other than simultaneous relocation. But orders in this regard are yet to be communicated to the Heads of the Circle. Orders on Sorting Postman need further modification.

On GDS issues no favourable orders are issued on any of the items till this date. Payment of Pro-rata wages and absorption of Casual labourers and Part Time contingent employees still remains unsettled, even though it was assured that orders on payment of pro-rata wages to pre-1993 appointees will be issued within a month.

JCM Departmental Council meeting is indefinitely delayed. Cadre-restructuring Committee has not yet finalized its final proposals. Issues relating to Postmen, Mail guard and MTS are still in the negotiating stage and no settlement in sight. Demands of the Circle / Regional Offices administrative staff, Postal Accounts, SBCO and Civil Wing employees are not given serious consideration. In short, abnormal delay is taking place in settlement of the genuine demands raised in the Charter of Demands.

On contrary, even when most of the burning issues of the employees are totally neglected or remains unsettled, the Postal Board is going ahead with implementation of the retrograde recommendations of the McKinsey on Mail Network Optimization Project [MNOP]. In the Committee constituted under the Chairmanship of Member [Operations] for reviewing the issues arising out of the implementation of speed post Hubs and proposed L1, L2 in first class mails, the Staff Side representatives have vehemently opposed the implementation of L1, L2 in first class mails as it will adversely affect the efficiency of the services resulting in abnormal delay thereby leading to erosion of public faith on the postal services. Further it will also result in large-scale dislocation / transfer of employees and will adversely affect their promotional prospects. In spite of our objection and disagreement, the Postal Board has made it clear that they are going ahead with the implementation of the MNOP Project.

In the above circumstances, the Staff Side is left with no alternative, but to revive the postponed strike decision and resort to the agitational path once again. The Central JCA after in depth analysis of the entire situation, have decided to go on indefinite strike from 17th January, 2012. It was also decided to serve the strike notice on 15.12.2011 and to conduct mass demonstrations / dharnas in front of all Chief PMG / PMG Offices and Divisional Offices on that day. As a second phase of the agitation, the Secretary Generals of NFPE and FNPO and the General Secretaries and CHQ Office Bearers of Federations / All India Unions / Associations of the JCA shall sit on hunger fast in front of Dak Bhawan on 26.12.2011.

We hope that the Postal Board shall come forward for a negotiated settlement on all the issues mentioned above.

Detailed charter of demands and strike notice will be served on 15-12.2011.

Yours faithfully,

M. Krishnan
Secy. General, NFPE
S. S. Mahadevaiah
GS APEDEU

D. Theagarajan
Secy. General, FNPO
P.U. Muralidharan
GS NUGDS

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

No: JCA/AGTN/2011

Dated 05.12.2011

**CENTRAL JCA DECIDES TO SERVE STRIKE
NOTICE**

**FOR ALL INDIA INDEFINITE STRIKE FROM
17.01.2012**

**STRIKE NOTICE WILL BE SERVED ON
15.12.2011**

* Against Unilateral Move to Implement Mail Network Optimization Project [L1 and L2] in RMS;

* Against Violation of Assurances and Non-implementation of Agreed Demands of 5th July, 2011 Deferred Strike

* ORGANISE MASS DEMONSTRATIONS / DHARNAS IN FRONT OF ALL CIRCLE / REGIONAL / DIVISIONAL OFFICES ON 15.12.2011.

* ALL INDIA LEADERS OF CENTRAL JCA WILL SIT ON HUNGER FAST IN FRONT OF DAK BHAWAN ON 26.12.2011.

**MAKE THE INDEFINITE STRIKE A GRAND
SUCCESS**

Dear Colleagues,

The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

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The Central JCA calls upon the entirety of the Postal and RMS employees to implement all the above agitational programmes in the true spirit and make the indefinite strike from 17th January, 2012 a grand success.

If the Postal Board is not ready to come for a result-oriented and time-bound negotiated settlement,

the entire Postal and RMS Service should be paralyzed from 17.01.2012. All Circle Secretaries are requested to immediately circulate this circular to all the divisions and branches without any delay to facilitate effectively organizing the programmes and the strike.

It is again a struggle for our survival.

It is a struggle of life and death to lakhs of Postal Workers.

Let the Postal,, RMS, Administrative, Postal Accounts, GDS, SBCO and Civil Wing employees come together to stage another glorious indefinite strike.

Fraternally Yours,

-/Sd/

All General Secretaries affiliated with NFPE & FNPO

-/Sd/

Secretary General NFPE & FNPO

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

No: JCA/AGTN/2011

Dated 15.12.2011

To,

The Director General
Department of Posts
Dak Bhawan, New Delhi – 110001

Ishwar Singh Dabas
GS PM, MTS & Gr. 'D'

T. N. Rahate
GSNAPE PM, MTS & Gr. 'D'

Giriraj Singh
GS, AIRMS & MMSE EU Gr. 'C'

D. Theagarajan
GS NUR 'C'

NOTICE

Madam,

In accordance with the provisions of Sub Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal/RMS/MMS/Administrative & Postal Accounts Employees and the Gramin Dak Sewaks will go on indefinite strike from 17.01.2012. The demands for acceptance of which the employees embark upon this indefinite strike are detailed in the Charter of Demands enclosed.

P. Suresh
GS, AIRMS & MMSE EU Gr. 'D'

A. H. Siddique
GS NUR 'D'

Pranab Bhattacharjee
GS, AIPAOEU Gr. 'C' & 'D'

O.P.Khanna
GS AIPAOA

S. S. Mahadevaiah
GS AIPEDU

P.U. Muralidharan
GS NUGDS

T. Satyanarayana
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GS AIPAOA

S. Appanraj
GS AIPSBCEA

N. Sivakumar
GS NASBCO

M. Krishnan
SG, NFPE

D. Theagarajan
SG, FNPO

K. V. Sridharan
GS, AIPUEU Gr. 'C'

D. Kishan Rao
GS, NAPE Group 'C'

S. A. Raheem
GS AIPCWEA

Pratha Pratim Ghorai
GS NUCWE

CHARTER OF DEMANDS

1. (a) Drop the Mail Network Optimisation Project (MNOP) and reject the McKinsey Consultancy's disastrous recommendations. In spite of the opposition and disagreement expressed by the staff side in the MNOP Committee, the Department is going ahead with the implementation of L1, L2 (hub system for first class mails). Further the request for additional intra-circle speed post hubs proposed by the staff side is not yet fully implemented. Change of administrative jurisdiction of speed post hubs from Postal side to RMS side is also not considered favourably.

(b) Stop closure/merger of Post offices including Branch Post offices. Even though it was assured by the Secretary (Posts) in the minutes of the discussion held on 01.07.2011, that there will be no closure/merger of Post offices, except simultaneous relocation, instructions in this regard are yet to be communicated to the Circle/Regional heads. Even now some Regional heads are closing Post offices indiscriminately.

(c) Drop the proposed move to introduce delivery hubs for delivery of articles by withdrawing delivery from all town sub post offices in the urban areas. Orders for rotation of the Sorting Postmen work among Beat Postman may be withdrawn.

(d) Review CRC, EPP and logistics norms.

2. Grant status as Central Government Civil Servants to Gramin Dak Sevaks employees for all purposes including service matters, pay scale, increment, allowances, pension, promotion, leave, bonus, trade unions rights and other terminal benefits. Scrap the new Recruitment rules for appointment of postmen by 25% outside recruitment which curtails the promotional avenues of GDS and restore the previous Recruitment rules. Enhance the bonus ceiling of GDS to 3500/- at par with regular employees. Withdraw the tightened norms for cash handling, stamp sale, and other norms for assessing the workload of BPMs, stop reduction of TRCA in case of reduction in workload. Modify the orders restricting compassionate appointment of GDS. Scrap the newly notified "GDS Conduct & Engagement Rules" and restore the previous "GDS Conduct and Employment Rules". Fill up all GDS Mailmen Posts in RMS. Providing norms for

NREGS and till that time the higher rate of incentive may be paid. In spite of assurances to reconsider the orders, no favourable orders have been issued so far.

3. Revise the wages of casual labourers including part-time and contingent employees w.e.f. 1.1.2006 as per Supreme Court orders based on the minimum pay implemented as per Sixth CPC recommendations. Stop outsourcing the work of casual labourers and contingent employees. Grant temporary Status to all full time casual labourers. Convert part-time into full-time by combination of duties. Absorb all part-time casual and contingent employees creating GDS posts. In spite of favourable assurances during discussion no orders have been issued so far.

4. Immediate revision of OTA rates and stop recovery of OTA paid to officials who are engaged compulsorily on OTA overlooking the pay-ceiling.

5. Implement the assurances made on 12.07.2010 strike settlement and also in the JCM Departmental Council Meeting held on 23.08.2010. Ensure prompt holding of Departmental Council Meetings. In spite of assurance that next JCM meeting will be held within one month, no meeting has been notified so far.

6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation. In spite of the assurance that the proposals will be finalized within one month, the process is still in the initial stage.

7. Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save DPLI office, Kolkata and ensure job security to the staff of DPLI. Certain items of work relating to PLI has been decentralized unilaterally.

8. Expedite the process of filling of all vacant posts in all wings including GDS. Create additional new post wherever workload is heavy. 2/3 posts for the period up to 2008 kept in skeleton may be redeployed to offices where additional post is justified.

9. Ensure 100% filling up of LSG, HSG-II, HSG-I promotional posts 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. Create the System Administrators posts as assured with specified norms and other works and make it a separate 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. Stop imposing unmanageable workload on staff in the name of verification of applications and delivery of Adhar cards to public. Settle the items already submitted by Postmen Unions.

12. Fixing norms for newly assigned works of Multi Tasking Staff. Allow to decline postman promotion for MTS under seniority quota without loosing MACP promotions 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.

14. Declare SBCO Staff as Divisional cadre, Stop harassment of SBCO officials under contributory factors. Complete the Ledger Agreement Work and update the SBCO before launching Core Banking.

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

16. Ensure full fledge 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. Expedite the process of filling up of vacant posts in the Postal Accounts Wing.

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

18. Implement Apex Court Judgment in case of RRR Candidates in true sprit 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 percentage 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 Accountant 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 clarificatory orders and rectify the issues like, non drawal of special 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 per Judicial verdict. Ensure prompt holding of DPCs at Circle and Divisional level as per DOP&T latest instructions. Grant of Grad pay 1900, 2000 with effect from 01.01.2006 to those Group D (MTS) who were given TBOP/BCR before 1.01.2006.

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 and review petition 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 arranged by the department. In spite of the instructions issued by Directorate, some of the lower authorities are still compelling the staff to attend melas and meetings on Sundays and holidays.



RETIREMENT



1. Sri HARI SINGH, Asst. Circle Secy. NUR 'C' Delhi Circle (Delhi Air Mail Stg. Dn.) retired from service. During his service, he worked extremely well for the development of our union. He has donated Rs. 500/- to the CHQ.



3. Sri DHARAM PARKASH, Carpenter, MMS Delhi retired from Service. The service rendered to the union by Sri Dharam Parkash is unforgettable. He has donated Rs. 500/- to the CHQ.

2. Sri KARTAR SINGH, Driver MMS Delhi retired from service. He has rendered yeoman service for the development of National Union. He has donated Rs. 500/- to the CHQ.



4. Sri K.T.P.S. NAMBHODRI, SRO Talassery retired from service after completion of 38 years of service. He has functioned as Branch Secretary, Circle Organising Secy., Circle Asst. Secy., Circle Finance Secretary and Circle Vice President.



SRI P. SETHU MADHAVAN



S.A. Shoranur RMS retired from service. He was the man who organised FNPO Branch of Shoranur RMS. He was pioneer member in FNPO.

Dak Seva Award was received by him from the

Department. He was a continuous winner in sorting completion for several years.

The CHQ greets all the above retired members a happy and peaceful retired life.

Sri T.S. RAJENDRA PILLAI, Circle President of AP Circle retired from service. He formed FNPO Branch in Khammam RMS in 1976. He worked as Branch, Divisional Secretary. A grand felicitation was offered to him by the employees of Hyderabad Air Stg.



The GS R III and GS R IV of NFPE Sri P. Suresh and all important leaders of AP Circle participated in the felicitation.

**NEW RECRUITMENT RULES FOR POSTAL ASSISTANT/SORTING ASSISTANT
MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (Department of Posts)**

No. 37-47/2010-SPB-I

18-11-2011

Subject: Framing of Recruitment

Rules in respect of Postal Assistants/
Sorting Assistants in Department of Posts.

I am directed to forward herewith a copy of revised Recruitment Rules dated 3.11.2011 for the posts of Postal Assistants/Sorting Assistants in Department of Posts notified in the Gazette of India, Extraordinary, Part-II Section 3, Sub-section (i) dated 3.11.2011.

It is requested that the provisions of Recruitment Rules may be brought to the notice of all concerned.

Yours faithfully,

(Alka Tewari) , Asst. Director General (SPN)

NOTIFICATION

New Delhi, the 3rd November, 2011

GS.R. 794(E).-In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Posts (Postal Assistants and Sorting Assistants) Recruitment Rules, 2002, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the posts of Postal Assistants and Sorting Assistants in the Department of Posts, Ministry of Communications and Information Technology, namely:-

1. Short title and commencement.—(1) These rules may be called the Department of Posts (Postal Assistants and Sorting Assistants) (Group C non-Gazetted). Recruitment Rules, 2011.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Number of posts, their classification and Pay Band and Grade Pay/Pay Scale.- The number of posts, their classification and the Pay Band and Grade Pay /Pay Scale attached

thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. Method of recruitment, age-limit, qualifications, etc.- The method of recruitment, age-limit, qualifications and other matters relating to the said post shall be as specified in columns (5) to (13) of the said Schedule.

4. Disqualification. -No person,-

(a) who, has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Power to relax.-Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. Saving : Nothing in these rules shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-Serviceman, Other Backward Classes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

1. Name of Post : Postal Asst. and Stg. Asst. (in offices other than Foreign Post Organisation)

2. No. of Post : 120291 * (2011) *Subject to variation dependent on workload.

3. Classification : General Central Service, Group C (Non-Gazetted, Ministerial)

4. Pay Band and Grade Pay/Pay Scale : Rs. 5200-20200 PB-I Grade Pay Rs. 2400

5. Whether selection post or non-selection post : Selection

6. Age limit for direct recruits :

18-27 years (Relaxable for candidates belonging to Scheduled Castes/Scheduled Tribes up to 5 years and for candidates belonging to Other Backward Classes up to 3 years and for Government servants up to the age of 40 years in accordance with the instructions or orders issued by the Government of India).

Note 1: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangl Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

Note 2 : In the case of recruitment made through the Employment Exchange the crucial date for determining the age limit shall be the last date up to which the Employment Exchange is asked to submit the names.

7. Educational and other qualifications required for direct recruits

(i) 10 +2 standard or 12th class pass with at least 60% marks, from recognised University /Board of School Education Board of Secondary Education with English as a compulsory subject (excluding vocational streams), 55% for Other Backward Classes and 45% for Scheduled Castes Scheduled Tribes.

(ii) Should have studied local language of the State or Union Territory of the concerned Postal Circle or Hindi as a subject at least in Matriculation or equivalent.

8. Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees : No

9. Period of probation, if any : Two years

METHOD OF RECRUITMENT: Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods
In case of recruitment by promotion or deputation or absorption on grades from which promotion or deputation or absorption to be made

10. (a) 50% of the posts by promotion through a Limited Departmental Competitive Examination failing which the unfilled vacancies shall be filled up by direct recruitment of Gramin Dak Sevaks* of the recruitment division or unit on fulfilling the following conditions, as on 1st day of January of the year to which the vacancy(ies) pertains to, on the basis of examination limited to such (Hillm Oak Sevaks and if the posts still remain unfilled by the Gramin Dak Sevaks, these shall be filled by direct recruitment from amongst other open market candidates of the same year, fulfilling the age and qualification conditions.

(i) The Gramin Dak Sevaks should have obtained at least 50% marks in 10+ 2 Standard or 12th Class With English as a Compulsory subject (excluding vocational streams) and have put in a minimum service of five years;

(ii) They should be within 30 years of age (35 years for those belonging to Scheduled Castes/Scheduled Tribes and 33 years for Other Backward Classes). *Gramin Dak Sevaks are holder of Civil Posts but they are outside the regular Civil Service due to which their appointment will be by direct recruitment;

(b) 50% by direct recruitment.

EXPLANATION :- The examinations for promotion and direct recruitment shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria of the applicants, syllabus and pattern of test etc. from time to time.

11. PROMOTION :

1. Postman/Mail Guard, in the Pay Band I of Rs. 5200-20200 + Grade Pay Rs. 2000 of the concerned Unit/Division with three years of regular service in the Grade.

2. Despatch Rider in the Pay Band I of Rs.5200-20200 + Grade Pay Rs. 1900 of the concerned Unit/Division with five years of regular service in the Grade including any regular service put in the erstwhile Group 'D' post on regular basis.

3. Multi Tasking Staff: in the Pay Band I of Rs. 5200-20200 Grade Pay Rs. 1800 of the concerned Unit Division With five years of regular service in the Grade including any regular service put in the erstwhile Group 'D' post on regular basis.

Note : For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1st day of January 2006, the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended) shall be deemed to be service rendered in the corresponding pay/pay scale extended based on the recommendations of the Pay Commission.

If a Departmental Promotion Committee exists, what is its composition

Circumstances in which Union Public Service Commission is to be consulted in making recruitment

12. Departmental Promotion Committee (for considering Confirmation) :-

(for considering Confirmation):-

1. Senior Superintendent of Post Offices/
Superintendent of Post Offices -Chairman

2. Two Group 'B' (Gazetted) Officers

- Members

13. Consultation with Union Public Service Commission not necessary.

1. Postal Assistant and Sorting Assistant (in the Foreign Post Organisations in Delhi, Kolkata, Chennai and Mumbai

2. 457* (2011) * Subject to variation dependent on workload.

3. General Central Service, Group 'C' (Non-Gazetted, Ministerial)

4. PB-I Rs. 5200-20200 (Grade Pay Rs. 2400)

5. Selection

6. 18-27 years (Relaxable for candidates belonging to Scheduled Castes/Scheduled Tribes up to 5 years and for candidates belonging to Other Back-ward Classes upto 3 years and for Government servants up to the age of 40 years in accordance with the instructions or orders issued by the Government of India).

Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

Note 2 : In the case of recruitment made through the Employment Exchange. the crucial date for determining the age limit shall be the last date up to which the Employment Exchange is asked to submit the names.

7 (i) 10 + 2 standard or 12th class pass with at least 60% marks, from recognised University/Board of School Education/Board of Secondary Education with English as a compulsory subject (excluding vocational streams), 55 % for Other Backward Classes and 45% for Scheduled Castes/Scheduled Tribes candidates.

(ii) Should have studied local language of the State or Union Territory of the concerned Postal Circle or Hindi as a subject at least in Matriculation or equivalent.

8. No

9. Two Years

10. (a) 50% of the posts by promotion through a Limited Departmental Competitive examination.

(b) 50 % by direct recruitment.

Explanation:- The examinations for promotion and direct recruitment shall be governed by the instructions issued by the Department of Posts regarding the short listing criteria of the applicants, syllabus and pattern of test etc. from time to time.

11. PROMOTION

1. Despatch Rider, in the Pay Band I of Rs. 5200-20200 -I Grade Pay Rs. 1900 of the concerned Unit/Division with five years of Regular service in the Grade including any regular service put in the erstwhile Group 'D' post on regular basis.

2. Multi Tasking Staff, in the Pay Band 1 of Rs. 5200-20200 + Grade Pay Rs. 1800 of the

concerned Unit Division With five years of regular service in the grade including any regular service put in the erstwhile Group 'D' post on regular basis. For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1 st day of January, 2006 (the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has been extended) shall be deemed to be service rendered in the corresponding pay.' pay scale extended based on the recommendations of the Pay Commission.

(12) Departmental Promotion Committee (for considering Confirmation) :-

1. Senior Superintendent of Post Offices/ Superintendent of Post Offices
Chairman
2. Two Group 'B' (Gazetted) Officers
Members

(13) Consultation with Union Public Service Commission not necessary.

[F. No. 37-47/2010-SPB-I]
RAJ KUMAR, Director (Staff)

REPLY FROM THE DEPARTMENT

No. 28-1/2011-D

Date : 18-11-2011

Sub : Harassment of Bihar Circle administration in Speed Post Concentration Centre - Reg.

This has reference to your Letter No. FNPO/ Bihar-SPCC/2011 Dated 14-09-2011 on the subject noted above.

The matter has been examined. Bihar Circle has informed that no instructions have been given/issued to the staff at SPC Patna regarding productivity of 3000 articles per S.A. as alleged. Nor has any official been suspended on this ground. An official was suspended/transferred by the Circle on administrative grounds.

(R. Kumar Raj), Asst. Director (Task Force)

**X-MAS,
NEW YEAR
MAHARA SANKARATHI
&
PONGAL GREETINGS**



MNOP पर झगडा क्यों ?

हमारे सगठन ने विभाग को रे०ड०से० के नवीनीकरण पर निम्नलिखित बिंदुओं पर बेहतरीन सुझाव भेजे:-

१. दोनो महासंगठनों के बीच ३०-११-१० को एक सन्ध हुई जिसमें यह मान लिया गया था कि कर्मचारी वर्ग की तरफ सभी मिटिंग में एक नुमायदा रखा जाएगा जिससे दो भी अपने विचार डाक के इस नवीनीकरण में रख सके । लेकिन वादे के अनुसार जब मैवनजी कम्पनी को नियुक्त किया गया तो कर्मचारी वर्ग से कोई सलाह नहीं की गई ।
२. विभागा ने एक कमेटी बनाई जिसमें मैवनजी को डाक के नवीनीकरण के पहलुओं पर विचार करने के लिए नियुक्त की लिया गया । मैदनजी सलाहकार ने इस विधय पर अपनी एक रिपोर्ट विभाग को सौपी, जिसकी एक प्रति कर्मचारी संघ ने मागी तो विभाग के बिना किसी खास कारणों से पूरी रिपोर्ट देने से इकार कर दिया । बाद में जब आर०टी०आई० द्वारा ये पता लगा कि इस विषय में डाक विभाग के बोर्ड से कोई वार्तालाप नहीं किया किसी खास कारणों से पूरी रिपोर्ट देने से इकार कर दिया । बाद में जब आर०टी०आई० द्वारा ये पता लगा कि इस विषय में डाक विभाग में बोर्ड से कोई वार्तालाप नहीं किया गया एव परिमंडलों से भी इस विषय पर कोई रिपोर्ट नहीं मांगी गई । केवल दो पावर पॉइंटों के द्वारा विभागीय बोर्ड के सदस्य व परिमंडल के मुखियों को अवगत कराया गया । जो कि विभाग के १५० सालों से चल रहे डाक के इस विस्तार को एक नया देने के लिए पआयप्त नहीं है ।
३. २७-९-११ को मेल के इस नवीनीकरण विषय पर हुई मिटिंग में निम्नलिखित कमियाँ निकाली गई ।
- क. इस नवीनीकरण में स्पीड पोस्ट वितरण में कोई महत्वपूर्ण सुधार नहीं आया है ।
- ख. बी०एन०पी०एल० ग्राहकों द्वारा प्राप्त पत्रों से और भी ज्यादा मिसट पत्रों का प्राप्त होना । एव बी०एन०पी०एल० ग्राहक पत्रों से प्राप्त आमदनी विभागीय खर्च से कम प्राप्त होना ।
- ग. उपरोक्त दोने बिन्दुओं को मिटिंग में ठीक प्रकार से नहीं रखा गया ।
- घ. फस्ट क्लास मेल के नवीनीकरण का हमने कठोरता से विरोध किया और वार्तालाप में इस विषय पर कमियों को

उजागर किया । परन्तु इस तथ्यों को रिकार्ड नहीं किया गया ।

- ड. मिटिंग को उजागर करने से पहले आमतौर पर कर्मचारी संघ से मजूर करवाना होता है लेकिन ऐसा नहीं किया गया ।
- च. कोई भी परोजैवट जो विभाग द्वारा लागू किया जाता है वो निम्नलिखित बिंदुओं पर आधारित होना चाहिए ।
 १. यह आम लोगों के लिए लाभप्रद होना चाहिए ।
 २. यह कर्मचारियों के लिए किसी प्रकार से विपरित नहीं होना चाहिए ।
 ३. वास्तव में यह परोजैवट स्पीड पोस्ट के वितरण में व ओपरेशन के खर्च में किसी प्रकार भी लाभकारी नहीं है । एव कर्मचारियों के हितों के लिए प्रतिकूल है । फस्ट क्लास मेल के नवीनीकरण को अगर इस के हित में नहीं होगा । इत विषय पर तमिलनाडु परिमंडल को स्टडी के लिए निर्धारित किया गया है । हमें इस बारे में विभाग द्वारा कोई विचार नहीं दिलाया गया कि रपी पोस्ट पजीकृत डाक एव करट क्लास डाक के नोरमस को बिना वर्क स्टडी के बढ़ाया जाएगा ।

OUR EVER BELOVED LEADER



MARTYR'S DAY
OCTOBER 31-10-2011

GENERAL SECRETARY'S LETTER

Reached Delhi on 8-11-2011

A.P. CIRCLE CONFERENCE

A.P. Circle conference was held in Hyderabad from 3rd to 5th November 2011 at Suhial Hotel. General Secretary P III and General Secretary RIII of FNPO affiliated attended and greeted the conference. Sri G.M. Rabbani, Circle Secretary P IV addressed the gathering. Sri B. Mohd. Ali presented biennnal report and it was adopted by the house. Sri Narasimhan, SA RMS 'AG' Dn. Has been elected as Circle Secretary.

KR BIRTH CENTENARY

K.R. Birth Centenary was celebrated by A.P. Circle in RJCM office, A.P. on 4-11-2011. The SG FNPO, GS P III and all FNPO affiliated circle secretaries attended and greeted the function.

MEETING WITH OFFICERS

The SG FNPO and NFPE General Secretaries R III and R IV and NUR IV met the Secretary, Posts on 8-11-2011 and discussed the Maharashtra Circle RMS Strike. The Secretary, Posts assured that she would talk to the Chief PMG, Maharashtra and give suitable instructions to him to settle the RMS Strike issue amicably.

On 9th Nov. 2011, the above office-bearers met CGM, Mail Business, Kalpana Tiwari and discussed the above issue. She assured that there would be no victimization and no break-in service and transfers of striking employees. Full report of RMS strike in Maharashtra Circle is printed elsewhere.

MEETING WITH THE MEMBER (O)

On 14-11-2011, the JCA leaders met Member (O) and discussed the issue of Maharashtra RMS Strike. Written agreement were made. On behalf NUR 'C' Sri Devendra Kumar, CS Delhi Circle participated in the above meeting.

CWC MEETING, MAHARASTHRA

On 21-11-2011, CWC Meeting of Maharashtra Circle was held in Pune at Congress office. The GS R III addressed the CWC. The CWC seriously discussed strike issues. The Circle Secretary, Maharashtra Circle explained as to why he has taken decision to go on strike. The CWC suggested the General Secretary to accept the resignation of Sri A.A. Peer Mohammed, AGS CHQ, as who did not participate in the local RMS Strike. The CWC further recommended that Sri A.J. Nikhalje, MMS Mumbai may nominated in the place of Sri Peer Mohammed. The GS assured that the recommendation and nomination of new office-bearer will be placed in the forthcoming CWC meeting of CHQ.

JAPANESE LC SEMINAR

Japanese Unions conducted seminar at Mumbai on 22nd to 26th Novemeber 2011.

The SG FNPO addressed the seminar on 24-11-2011.

MEETING WITH THE OFFICERS IN DRIRECTORATE

On 30-11-2011, the GS R III met the Director (SR) DDG (Personnel) and DDG (Est) alongwith the working President, Sri Deepak Mukherjee.

AN APPEAL

All the Divisional Secretaries are requested to send CHQ quota properly and promptly. If CHQ quota is not received before the end of December 2011, the CHQ has no other alternative except to take action against the defaulting Divisions.

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

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