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# RMS SENTINEL

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## ALL INDIA STRIKE ON 28-2-2012

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

### ALL INDIA STRIKE ON 28-2-2012

Joint call of All Central Trade Unions &  
Federations

INTUC, BMS, AITUC, CITU, HMS, AIUTUC,  
AICCTU, UTUC, TUCC, LPF, Sewa against the  
Anti working Class Policies of the Government  
Postal Joint Council of Action  
(NFPE, FNPO, AIPEDU & NUGDS)  
Unanimously decided to join the Historic  
strike on 28-2-2012

Dear Comrades and Colleagues,

The attack on Postal and RMS Employees including Gramin Dak Sevaks is mainly due to the policy of the Government against which all the Central Trade unions and Federations are jointly fighting. We as Postal workers, it is our duty to join the working class in its fight against the anti-labour policies of

the Government. The Central JCA (NFPE, FNPO, AIPEDU, NUGDS) calls upon the entire Postal and RMS employees including Gramin Dak Sevaks to conduct intensive preparations for making the 28<sup>th</sup> February 2012 All India Strike a complete success. Strike notice will served by the Central JCA to the Secretary, Department of Posts.

With fraternal greetings,

Yours Sincerely,

M. Krishnan  
SG, NFPE

S.S. Mahadevaiah  
GS, AIPEDU

D. Theagarajan  
SG, FNPO

P.U. Muralidharan  
GS NUGDS



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JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'  
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**ANNUAL SUBSCRIPTION RS. 30/-**

## **MEMORANDUM SUBMITTED TO SHRI SACHIN PILOT**

**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**

**Ref: PJCA/GENL/2012 Dated – 21.01.2012  
MEMORANDUM SUBMITTED TO SHRI SACHIN  
PILOT, HON'BLE MINISTER OF STATE FOR  
COMMUNICATIONS & INFORMATION  
TECHNOLOGY ON 21.01.2012**

To,  
**SHRI SACHIN PILOT**

**Minister of State for  
Communications & Information Technology  
Government of India, New Delhi - 110003**

Respected Sir,

We record our immense pleasure for the kind gesture of the Hon'ble Minister of State for Communications & I. T. for arranging an interview with the staff unions to discuss the pending issues.

We record our sincere thanks to the Hon'ble Minister and we assure our fullest cooperation in the improvement of service to public. We further desire to bring the following issues which are pending for a long to the kind notice of Hon'ble Minister requesting his kind intervention for the mitigation of the same.

### **1. Issue relating to Gramin Dak Sevaks**

The following long pending issues of the three lakhs Gramin Dak Sevaks may kindly be considered favourably.

- (a) Grant of civil servants status for all purposes.
- (b) 25% outside quota recruitment in Postmen promotion may be withdrawn.
- (c) Enhancement of Bonus ceiling to Rs.3500/- at par with regular employees.
- (d) Revision of tightened norms for cash handling etc.
- (e) Stop reduction of existing allowance (TRCA) and grant full protection.
- (f) Review of the tightened norms for compassionate appointment.

(g) Scraping of the newly notified "GDs Conduct and Engagement Rules" and restore previous "GDS Conduct and Employment Rules".

(h) Counting of GDS service for pension on promotion to the post of postmen and Group 'D' (MTS).

2. Grant of Minimum Pay to the casual labourers working in postal department and regularization.

Despite crystal clear orders in existence to grant the minimum of Group 'D' Pay on pro-rata basis to the casual labourers as per the Sixth CPC report, it has not been extended so far to the casual, part-time, contingent employees working in the Postal department. There is an inordinate delay in releasing the orders. In all other departments pro-rata payment has already been made in the year 2008 itself. Notwithstanding the implementation of the recommendations of the committee on casual labour issues constituted by the Postal Board, it is requested to cause immediate orders to pay the minimum of the pay to the casual labourers w.e.f. 1.1.2006. Action may also be taken for regularization of the service of casual, part-time, contingent employees.

3. Regularization of RTP Services and ending the discrimination between the restwhile RTPs

(i) As per the Directorate letter dated 19.4.96, the implementation of the Ernakulam CAT judgment granting the past RTP service as regular service for all purposes was restricted only to the applicants of the O.A. This is against to the decisions of the various judicial pronouncements that the benefits should be extended to the similarly situated persons.

(ii) During 1970 to 1974, even the pre training services of certain officials engaged as postal clerk were regularized. The RTPs were trained and utilized full time in the clerical posts to manage all the works of the post office. They were recruited only under the Postal Assistant recruitment Rules and no separate recruitment rules were framed at this time.

(iii) The CAT, Chennai held that the services rendered by the ex RTPs at APS shall be counted as qualifying services for all purposes. The Chennai High Court, on appeal by the department has upheld the decision of the CAT in WP no 37117 to 37119 of 2002 and directed the department to extend the benefits. Based on this the service rendered by RTP was regularized for several APS RTPs.

(iv) In another case, the Apex court under Civil Appeal No.5739 of 2005 filed by Sri M. Mathivanan, Postal Asst, Cuddalore division upheld the decision of extending the benefits and dismissed the appeal filed by the department with costs. Several APS RTPS were regularized based on this also.

(v) The Directorate has directed the Circle Heads to collect, compile and furnish details of ex-RTPs deputed to APS to consider for extending the benefits to all similarly situated persons. There after there is no action in this regard.

(vi) The Mumbai High Court has also delivered favourable judgment in this regard on 31.8.2010.

(vii) When the issue was earlier taken up through the Minister of State by our union, the department has called for the particulars about the RTPs from all circles vide its letter no 44-1/2011- SPB II dated 13.01.2011.

(ix) We are not demanding the wages for the past periods and only seeking the service be taken for promotion. This will not affect any one's seniority since during 1983 to 1989, there was no recruitment due to ban in filling up of vacant posts. By construing their service, they will get their LSG and other promotions earlier which will not have any financial benefits to them since all of them, by that time will be in Pay Band II. If their services of RTP are taken for MACP, they will get some monetary benefits for which also there is no provision in the existing rules.

Since this will not have any financial implications, it is requested to kindly consider the same without sticking to the Apex Court judgment issued in 1986 in different context in this case by brushing side the bare facts of justification and other subsequent judgments.

#### 4. Creation of System Administrators cadre & extend other facilities

A rapid modernisation takes place in the department and around 1872 crores have been allotted for further extension of modernization. To modernize the existing Post offices, the role of the existing System Administrators are laudable. They are working from dawn to dusk for the efficient functioning of Pos in computers. But for their active involvement, the modernization of Postal Services could not be possible without incurring any expenditure to the department in the initial stage. Most of the softwares were developed by these section of employees. Now the Department is stating that creation of system

Administrator posts is not viable. We have already dropped the demand of creation of System Administrators which carry 5400 Grade Pay as there is no full time justification for such post. 'System Assistant' cadre with Grade Pay of Rs.4200/- is in existence in other Government departments. Similar kind of System Assistant cadre may please atleast be created in the department and all the existing personnel may please be absorbed in the existing vacancies since the role of these Technocrats are very much essential for the maintenance of computers & software.

5. Revision of OTA rates and stop recovery of OTA paid to the officials who are engaged compulsory on OTA overlooking the pay ceiling.

At present, over time Allowance is being paid at the rate of Rs.15.85 per hour which was fixed by the Fourth Pay Commission in 1987. There was to revision eventhough the committee of secretaries to look into the OTA issue has decided to continue the scheme of OTA without revising the rate of OTA. In the Railways the rate has already been revised. Further the pay ceiling as fixed by 4th CPC as Rs. 2200/- P.M. has not also been revised. As per the new pay, almost all crossed the ceiling amount and they have been

ordered to perform OTA compulsory and in many cases they have been charge sheeted for not performing OTA. The meager amounts paid at the rate of Rs. 15.85 has also been recovered subsequently. In all the departments, except Postal, the OTA rates have been revised.

It is therefore requested to kindly cause action to revise the OTA rates and waive the OTA amount already paid based on the duty performed due to unscientific application of OTA ceiling fixed by the 4th CPC.

6. Grant of cash payment for uniforms and kit items for Postmen, Mailguard, MTS/Group 'D'

At present the quantity of the uniform supplied is not good. Abnormal delay is also taking place. Action may be taken for cash payment for uniforms and kit items.

7. Delay in filling up of vacancies in all cadres especially in Postal civil wing and Postal Accounts and Postmen cadre.

(a) Eventhough Government has lifted ban on filling up of vacant posts in 2009 itself, the recruitment process for filling up of vacant posts in civil wing and Postal Accounts are yet to be completed. Postmen posts are also lying vacant

due to non-conducting examination. Action for filling up vacant posts in their cadres may also be expedited.

(b) Further it is requested to take action to revive all the 2/3rd vacant posts kept in skeleton for the period from 2005 to 2008. In metro cities/sub urban areas additional justified Postmen post may be created. Action may also be taken to fill up all MTS posts.

#### 8. Decentralisation of PLI/RPLI work

It is requested to roll back the decentralization of PLI/RPLI work.

9. Extend Apex court Judgement in the case of Relaxation of Recruitment Rules (RRR) candidates to all approved candidates awaiting absorption

It is requested to kindly extend the benefits already provided to RRR candidates of Tamilnadu circle to the similarly situated candidates, They are praying mercy and fair play from the Minister as they are being continuously engaged over 14 years and there is no chance for any employment at this stage.

#### 10. Convening the 11th Meeting of Postal Service Staff Welfare Board

The Hon'ble Minister of State for communication & IT has fixed to 11th meeting of postal services Staff Welfare Board on 05.04.2011 for discussions on 27 items in the agenda which was subsequently postponed. Almost all the items placed in the agenda are pertaining to the welfare of the staff. We request the Hon'ble Minister to convene the meeting and decide the items as notified in the agenda as welfare measure to Postal staff.

#### 11. Counting of Special pay to PO & RMS Accountants on TBOP promotion

For implementation of High Court, Karnataka judgment in W.P. No. 7593/2003 dt. 18.11.2010 on this issue, the Ministry of Law has opined that this is not a fit case by way of filing SLP before Apex Court. However, the Directorate has sought the opinion from all circles about filing SLP against Karnataka High Court orders. A kind attention is drawn to order 1 of Appendix 8 of FR & SR 1 which is stated inter alia: -

“The Special Pay would henceforth be termed as Special Allowance as recommended by 5th CPC in para 109.5 of the report and would be granted as hitherto fore subject to same conditions as are stipulated in FR 9 (25)”

(Dept of per & Trg OM No. 4/4/97-Estt (Pay II) dt. 22.4.1998)

The Karnataka High Court has upheld the order of Ministry of Personnel granting special Allowance subject to the same conditions of special pay vide FR 9 (25). In the Draft memo circulated by Directorate to all Heads of Circles seeking their opinion, the following are not reflecting the facts of the case.

i) In para 6, 3rd line it has been mentioned that “special pay having been converted into special Allowance” ..... Whereas in Government order, “as per recommendations of 5th CPC, special pay has been termed as Special Allowance.”

ii) In para 6, 9th line, it has been mentioned that “Payment of special pay was completely stopped,” – but the stoppage of special pay was not accepted by Govt. As per Vth CPC recommendations, the Special pay is now termed as Special Allowance and would be granted as hitherto are subject to same conditions as are stipulated in FR 9 (25)

Under these circumstances, it is not fair to move with SLP in this case as the DOPT vide its OM dated 22.04.1998 clearly stipulated that the special pay was now termed as special allowance subject to the same condition and as such the problem of pay fixation by taking Special Allowance can be sorted out.

It is therefore requested to kindly implement Karnataka High Court decision to all the similarly situated officials and render justice to the aggrieved officials.

12. Recovery of alleged overpayment of pay and allowances to postman on account of fixation from the officials of Accounts branches of HPOs

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol I, any excess payment can be recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims.

On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The



Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders.

Instead of filing SLP against the decision of the principal CAT, the department has resorted to imposing recovery on APM Accounts and Accountants for the excess drawal resultantly, many officials were charge sheeted and lakhs of rupees is being ordered as recovery. This is totally unjust and against to the natural justice. The Secretary during the talks held on 10.01.2012 has agreed to consider the issue on humanitarian angle.

It is therefore requested to kindly protect the innocent officials from the recoveries arbitrarily imposed in many circles.

#### 13. Denial of three MACP benefits to the Promotees in the Department of Posts

As the promotion to Postal Assistant acquired by writing competitive examination is equated with one MACP promotion, the senior promotees even after acquiring 30 years of service in Postal Assistant cadre could not get the benefits of Rs.4600/- Grade Pay under MACP, where as their juniors are reaching the benefits without any hurdle.

Similarly the Group 'D' promoted to Postmen and then appeared for Postal Assistant examination and becoming Postal Assistant could avail only upto Rs.2800 Grade Pay whereas he was earlier availed 4200 Grade Pay under the BCR Scheme. This has caused a resentment among the postal employees and the officials may be discouraged in writing promotional examination if this anomaly is not sorted out. It is requested to kindly consider that in the case of promotees, if they completed 10 years service in the cadre continuously they shall be accorded MACP promotion with next grade Pay.

Further application of bench mark shall be deleted upto pay band II levels as in the Postal there is no provision of review of C. R. entries at divisional level and whatever be the entry made by the divisional superintendent, it becomes final. It is requested to consider deletion of bench mark application in case of officials up to pay band II level in the Department of Post.

#### 14. Stop harassing staff on Contributory factors for simple and flimsy reasons by misusing the

provision of unbecoming of Govt. servant' deviating the rules contained in Volume II, FHB etc.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 09.7.1959, 25/44/60-Disc dt. 30.11.60 and 15-9/74-INV dt. 10.02.75 and subsequent orders are being violated and the officials are being proceeded under contributory negligence factors on flimsy reasons and awarded with huge recoveries. The provisions contained in Rule 106,107,108 & 111 of Postal volume III and the provisions of honest errors can be condoned contained in Rule 204 A (1) Vol. II and the provision of Rule 58, Appendix 4 of FHB Vol. I in dealing of recovery have been totally ignored and sidelined.

The main intention of the Govt. while deciding the degree of an officer's pecuniary liability, it will be necessary to look not only to the circumstances on the cases but also to the financial circumstances of the officer since it should be recognized that the tendency should not be such as to impair his future efficiency.

We placed this item in the Departmental Council for issuing proper guidelines in deciding, such cases. But it is constrained that the orders issued vide letter No. 14013/03/2010 – VP dt. 22.06.2011 does no mention about all the above said provisions and not a speaking one. Resultantly no one is showing any cognizance to such clarification and innocents are being harassed continuously.

In many cases, the officials at the verge of retirement are being charge sheeted and amount recovered making them as scape goats – The real culprit and main offender become scot free. The main offenders are being dealt with casually. In many places instead of initiating action to recover the amount from the depositors in respect of minus balances, straightaway charge sheets are being issued to recover the amount. The contributory negligence provisions is being misused as a tool against the innocent employees.

It is therefore requested to direct the department to kindly cause appropriate instructions by citing all the above said orders on the subject and to avoid misuse of the provisions.

We seek the intervention of benign Hon'ble Minister of State on the above said items for the immediate settlement of these problems for which we will ever be grateful.

We assure our fullest cooperation in the improvement of service and providing better customer satisfaction to the public.

**MINUTES OF THE MEETING TAKEN BY SECRETARY (POSTS) WITH POSTAL JOINT COUNCIL OF ACTION (PJCA) ON 10-1-2012 ON THE CHARTER OF DEMANDS SERVED WITH NOTICE OF INDEFINITE STRIKE WITH EFFECT FROM 17-1-2012.**

In continuation of the meetings taken by respective Members of the Postal Services Board on 27-12-2011 with the Postal Joint Council of Action (PJCA) and to review the follow up action taken on various issues raised in the charter of Demands, Secretary (Posts) took a meeting on 10-1-2012 starting at 11.00 hrs. in Dak Bhawan. A list of officers and office bearers/members of PJCA who attended the meeting may be seen at Annexure-I. The meeting started with welcome address of Secretary (Posts) and thereafter the issues raised in the charter of demands were taken up and the gist of discussions held during the course of the meeting is as follows.

**1(A) MAIL NETWORK OPTIMIZATION PROJECT**

Attention of the staff side was drawn to the relevant part of the minutes of the meeting taken with PJC on 27-12-11. Besides, with reference to the concern expressed by the staff side in the matter of high percentage of "Returned to Sender" (RTS) mail under Speed Post BNPL scheme, the staff side was informed that the existing provisions of the IPO Act do not confer any authority on the Department to charge from the customer in RTS cases. However, the new tool under the project has enabled the Department realize the high instances of RTS mail and taken up the issue with such customers. It was also informed that in order to address the problems relating to back routing of Speed Post, recently 21 new intra-Circle hubs have been created.

With respect to the proposed network redesign for the first class mail in terms of L1 and L2 mail offices, the Chairperson informed that the Project seeks to streamline core mail operations, expedite processing of mail and increase mail and parcel traffic. The Chairperson assured that L2 mail offices will not be closed for the next three years. The present status of L2 mail offices in metro cities (other than those in Delhi & Kolkata where AMPCs are under installation), will not change for the next two years. When AMPCs will be installed in these cities, the matter relating to consolidation of mail offices will be discussed with the staff side. The staff side expressed their reservations about the proposed implementation plan for First Class mail and also the installation of AMPCs in terms of its impact of closure of mail

offices and transfer of staff and also declining mail traffic in future. It is assured that a review will be undertaken after two years.

On the issue of change of administrative jurisdiction over Speed Post Centres/ Sorting Hubs, the staff side was formed that instructions were issued to the circles earlier in this regard. From the report received from 20 cities, it is ascertained that 53 out of 87 sorting hubs are already functioning under the administrative control of an RMS Division. Proposal for change in administrative jurisdiction from Postal to RMS Division has been received from MP circle in case of two Sorting Hubs, which will be examined. Heads of Circles have already been addressed to decide the issue based on local operational requirements.

**1 (B) CLOSURE/MERGER OF POST OFFICES**

The staff side drew attention of the Chairperson to the variance that existed between what was minuted as a result of discussions held in June/ July 2011 and what has been circulated amongst the Heads of Circles vide letter No. 40-6/2011-PLG (Pt.) dated 25-8-2011. The contention of the staff side was that merger of a post office with another post office actually tantamount to closure of post office to which they cannot agree. The matter regarding rationalization of postal network was discussed. Staff side agreed that post offices may be shifted in cases of litigation and poor condition of buildings. Staff side also agreed that closure of post offices should be accompanied by simultaneous relocation of the same to other areas. However the staff side stated that there should not be temporary merger of post offices. The matter was discussed and it was agreed that there was a need for rationalization of postal network. Instead of resorting to temporary merger of post offices. Circles will identify areas where new post offices are required and relocate. As far those post offices that do not meet the norms and do not have sufficient work and cannot be relocated, Circles will submit a report to the Directorate for examination.

1 ( c ) Norms for CRC, EPP and Logistics will be examined separately.

2 (a) Grant of Central Civil Servant status to Gramin Dak Sevaks.

Attention of the staff side was drawn to relevant portion of the minutes of the meeting held on 27-12-2011. Further as recorded in the minutes of the meetings held in June/July 2011, it is not within the competence of the Department of Posts to take a view in the matter. In the matter of scrapping the new recruitment rules for promotion of Postmen, the staff side was explained the view point of Department of Personnel and training regarding prescribing some minimum quota of direct recruitment element, all recruitments to be made at the level of either MTS or Postmen, and was asked to give suggestions in the light of the above for further consideration by the Department.

2(b) In the matter of enhancement of bonus ceiling of Gramin Dak Sevaks to Rs. 3500/- the staff side was apprised of the position as reflected in the minutes of the meeting held on 27-12-2011. It was further made clear that as per decision taken in the meeting held with the staff side earlier, the matter was examined in consultation with Integrated Finance Wing where it failed to find favour. However, another attempt will be made to send the case for approval of Finance Ministry.

2(c) The issue of withdrawal of upward change in norms for cash handing etc. was decided to be relooked into, as per minutes of the meeting held on 27-12-2011. Further the issue of stopping reduction of TRCA in case of reduction of work load will be reviewed in the light of decision taken on the issue of norms for cash handling.

#### 2(D) COMPASSIONATE APPOINTMENT OF GDS

The system of awarding marks for making compassionate appointment in case of GDS will be examined in the light of the proposal given by the staff side.

#### 2(E) FILLING UP OF GDS MAILMEN POSTS IN RMS

As recorded in the minutes of the meeting held on 27-12-2011 the feasibility of redeployment of mail men posts in new areas eg. Employment in IAP areas will be examined.

The staff side desired the following issued to be examined :

(a) Supply of chappal (b) repairs/replacement of fans (c) review of cash conveyance allowance (d) providing norms for RPLI. It was agreed to look into these.

#### 3. REVISION OF WAGES OF CASUAL LABOURERS

The staff side was apprised that a Committee had been constituted under the Chairpersonship of

CPMG Assm Circle to look into the issued pertaining to casual labourers and it is likely to submit its report shortly. The staff side was advised to give additional inputs, if any, to the Committee which would be taken into account while finalizing the recommendations. The staff side expressed its concern over the delay in decision regarding the union's request for revised minimum wages w.e.f. 1-1-2006. The matter will be examined on priority.

#### 4. REVISION OF OTA RATES

As recorded in the minutes of the meeting held on 27-12-2011, it was decided to examine the proposal keeping in view the OTA rates that are being observed in the Ministry of Railways and Ministry of Defence. The operational requirements of the Department were highlighted by the staff side which were duly appreciated during the discussions. In the matter of punishment of officials due to non performance of OTA duty, earlier instructions of the Department were reiterated on 9-1-2012 and the staff side was supplied a copy of it. Regarding waiver of recovery of OTA already paid, it was agreed to re-examine the same.

#### 5. IMPLEMENTATION OF ASSURANCE MADE ON 12-7-2011

The following issues were discussed in the meeting:

(a) Counting of special pay to PO and RMS accountants by implementation of judgment of High Court of Karnataka

The judgment of High Court of Karnataka in the matter of treating special allowance for fixation of pay etc. was quoted by the staff side with a request not to file an SLP in the matter particularly when the Ministry of Law and Justice opined against it. The staff side was informed of the action taken in the matter in the form of calling for relevant information from the Circles to be examined in consultation with the integrated Finance Wing.

b) Restrictions on tenure postings in single/double handed Post Offices

The staff side was informed that an order relaxing the restrictions in the matter referred to above is under issue.

c) Grant of special allowance to unqualified Accountant

It was informed that instructions already exist on the subject which would be got reiterated.

**d) Protection of pay of defunct PO and RMS Accountants**

The Staff Side requested for extension of benefits as decided in the case of Natha Singh, Punjab Circle. It was agreed to circulate the clarification given to Punjab Circle to the remaining circles also.

**e) Discontinue the fidelity Bond to SPM/Treasurers**

The matter will be looked into.

**f) Arbitrary and forcible allotment of staff quarters**

The view point of the staff side was well taken. It was informed that the information regarding vacant staff quarters lying in various circles had been called for in the light of which policy guidelines will be formulated covering interalia forcible allotment of quarter including post attached quarters especially where such post attached quarters is outside the premises of the post office building, as pointed out by the staff side.

**g) Non supply of balance statement every year to officials covered under NPS.**

The contention of the staff side was that the issuing of the balance statement to officials covered under New Pension Scheme was not being attended to with the result that they are not aware of details of their credits etc. The staff side also mentioned that in the earlier meeting, the Department made a commitment to start issuing balance sheet by 31-3-2011. In this context, the staff side was apprised of the issue of a password to the members of the scheme which would enable them to approach the main server for this purpose. Further instructions will also be issued for issue of balance statements to all members of the scheme.

**h) Enhancement of financial powers LSG, HSG 2 and HSG I.**

The matter is under examination.

**i) Recovery of over payment on account fixation of pay, and allowances to Postmen/bonus to GDSs.**

The view point of staff side was that recovery should not be made from the salary of APM Accounts/Accountants due to over payment made to Postmen in the process of implementation of Fifth Pay Commission recommendations. The staff side however contended that the Department should have filled an SLP against the judgment of High Court to avoid making recoveries from the salary of APM

Accounts/Accountants. Stressing on the point of making recoveries from Postmen's salary who got over paid, it was stated that in case it was not possible, the excess paid amount should be got written off.

The staff side apprised the Secretary that huge amounts are being recovered from Accountants/APM Accounts and, therefore, requested her to decide the cases from humanitarian angle. Secretary assured that the matter will be examined in Directorate.

**j) Honorarium for invigilators engaged in Departmental Examinations**

The matter is already under process for considering enhancing the honorarium.

**k) Allowing the physically handicapped candidates for appearing in IPOs examination.**

The staff side was informed that the matter has been taken up with the Ministry of Social Justice and Empowerment the nodal Ministry for the purpose. All information required by the nodal Ministry has been supplied and the matter is being favourable considered.

**l) Grant of cash handling allowance to PO Treasurers at par with Cashiers and the grant of allowance to all irrespective of their position in MACP.**

The matter regarding bringing Treasurers at par with Cashiers will be examined. As regards payment of cash allowance to Treasurers irrespective of benefit extended under MACP, the issue has been the subject matter of a Committee appointed for examination of various allowances in the Department and report of the Committee is under examination.

**m) Holding of Departmental Council (JCM) meetings**

The staff side was assured of holding of timely Departmental Council (JCM) and periodical meetings. It was decided that the meetings would be held regularly beginning February 2012. The staff side made a suggestion for having a standing committee meeting before holding of the Departmental Council meeting and the suggestion was agreed to. The meeting of the standing committee will be held prior to the Departmental Council meeting (JCM).

It was agreed that a DO letter from member (Personnel) will be sent to all Circle Heads to ensure prompt holding of JCM Regional Council



and other periodical meetings such as Four-monthly, bi-monthly and monthly meetings at Divisional level.

#### **6. IMMEDIATE FINALIZATION OF CADRE RESTRUCTURING**

As recorded in the minutes of the meeting held on 27-12-2011 the proposal is under consideration of a Committee under the Chairmanship of DDG (P). The staff side expressed their concern about undue delay in finalization of the proposal on which the Chairperson desired finalization of this process by 31<sup>st</sup> March 2012 it was assured that the time lines would be adhered to. As regards restructuring of Postal Accounts officials, it was informed that the proposal was cleared by JS & FA and stands referred to Secretary (Posts). It was also decided to have a separate committee under the Chairpersonship of Ms. Sandhya Rani, PMG (BD), Andhra Pradesh Circle with Director (MV) as the other official member and S/Shri Giriraj Singh and D. Theagarajan as staff side members, to consider cadre restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation.

#### **8. DECENTRALISATION OF PLI/RPLI**

The staff side was explained in detail about the competition being faced by the Department in the field of PLI/RPLI and the benefits to be derived by decentralizing the functions. The staff side expressed apprehension about relocation of staff due to the process of decentralization. Member (PLI) explained as how the role of DPLI was going to be redefined by making the job more productive and the fact that job descriptions for each category of staff had been worked out and the staff of PLI will play an important role in increasing the business and providing after sale service. The request of the staff side to permit the Circle/Regional Office branch of PLI to accept, process and service the policies relating to their Headquarter cities where they were located was accepted to.

The issue relating to payment of incentive, instead of honorarium, will be examined by CGM PLI as it forms a part of Charter of Demands. It was assured that all the officials deputed for PLI/RPLI work to RO/CO from Divisions will be repatriated immediately.

#### **9. FILLING UP OF ALL VACANT POSTS INCLUDING GDS POSTS**

The staff side was informed of the mass scale recruitment of regular employees made in the

year 2010-11. The staff side was further apprised of the suitable instructions regarding filling up of GDS posts issued by the Department vide letter No. 17-103/2007-GDA dated 17-2-2011. The instructions were reiterated vide letter of even number dated 6-1-2012. In regard to the proposal of the staff side to redeploy of 2/3 posts for the period up to 2008 kept in skeleton, it was informed that the posts were decided to be abolished by an inter Ministerial Committee and hence it was not possible to redeploy the same.

10. Ensure 100% filling up of LSG, HSG-2, HSG-1 promotional posts before implementation of Post masters cadre. Eligibility of Post Masters cadre official for appearing in IPOs/PSS Group B examination as also the accounts line officials.

The staff side was explained of the difficulty in filling up of HSG I posts on regular basis due to non finalization of revised rules of recruitment. It was also assured that the matter will be taken up with UPSC, to finalise the same on priority. As regards, filling up of LSG & HSG-II posts, the staff side was apprised that the instructions were issued to all the circles to fill up vacant post. This was subsequently followed up by a DO reminder from Member (Personnel) also. As regards, eligibility of officials for Postmaster cadre to appear in the IPs/ PSS Group 'B' Examination, it was decided to re-examine the issue. The eligibility of Pos/RMS accounts officials for opting for Post Masters cadre will also be considered. As regards the eligibility of Postmaster Cadre Officers for officiating in HSG-I vacancies, it was agreed to examine the issue.

#### **11. CREATION OF A SEPARATE CADRE FOR SYSTEM ADMINISTRATORS**

The issue is a part of the subject matter being considered by Cadre Restructuring Committee. The staff side explained in details the nature of duties of System Administrators which interalia include acting as a trainer and demanded for grant of level allowance as per SR 25 and Road Mileage in the event of their moving out of station and also trainers allowance. The committee has given its recommendations. Appropriate orders will be issued shortly. A separate cadre for System Administrators may not be viable. The Committee already set up for examining the cadre related issues will look into the demand for deciding their nature of duties.

11 (a) Combination of beats/double duty, stop harassment of staff by insisting on 100% delivery under Project Arrow etc.

As a follow up of the minutes recorded for the meeting of 27-12-2011, the composition of the committee which was appointed to consider issues relating to Postman was revised and an order to this effect was issued on 9-1-2012. The Committee has been given one month time to submit its recommendations. Next sitting of the committee will be held on 16-1-2012 at 3.00 p.m.

It is agreed that a DO letter will be sent by Member (P) to all Circle Heads to fill up all posts of Sorting Postmen, Mail overseer, Cash Overseer and Head Postmen. Instructions will be issued to all Circles for timely payment of Speed post incentive to Postmen staff.

11 (b) The staff side expressed their concern about supply of good quality uniforms and other kit items.

The following decisions were taken in this regard :

i) A proposal will be sent to the Department of Personnel & Training to revise the rates of uniforms, kit items etc. which were fixed in the year 2002.

ii) A clarification will be sought from the DOPT & T on the rate of trouser cloth fixed at Rs. 86 per metre and then linking it up with the DGS & D rate contract.

iii) Replacement of umbrella with rain coat for Postmen appeared to be justified and will be taken up with DO P & T.

12. Fixing norms for newly assigned works of Multi Tasking Scheme (MTS). Allow to decline Postmen promotion by MTS have been clearly defined by the Deptt. The issue of allowing MTS to decline promotion to Postmen cadre under seniority quota without loosing MACP promotion will be looked into.

13. Grant of promotion to Drivers/Artisans at par with Railways/Defence

The view point of the staff side was that MMS Drivers are plying heavy vehicles with more onerous responsibilities than staff car drivers and therefore they should be compared with drivers of the transport departments. The Chairperson agreed to examine the issue in details keeping in view the practice followed in Ministry of Railways and Defence. State transport or any other Govt. department where drivers have to drive similar vehicles.

As regards artisans, the staff side was apprised of the sincere efforts already made by the

department in consultation with Ministry of Finance. The proposal did not find favour on the grounds that the cadre of charge hand stands merged with that of Artisan Grade-I. However, it was agreed to have a further relook into the issue relating to cadres of MMS within three months.

#### 14. DECLARE SBCO STAFF AS DIVISIONAL CADRE AND STOP HARASSMENT UNDER CONTRIBUTORY FACTORS

The existing system of transfer of SBCO staff for rotational transfer within the cluster of divisions will be reiterated. In exceptional circumstances Director Hqrs. In consultation with AO/ICO(SB) may consider movement of officials outside the cluster. As regards the issue of recovery under contributory negligence factors such as SB minus balance, the proposal of the staff side to make efforts to recover the same from the defaulters in the first instance will be examined.

#### 15. FILLING UP OF CIVIL WING POSTS

CE (Civil) was asked by the Chairperson to initiate urgent action to fill up all vacant posts. The staff side raised the question of lapse of a number of posts due to these remaining vacant for more than one year. CE (Civil) informed that the proposal for revival of all those posts were referred to DDG (Establishment). As regards creating of new offices of Civil Wing the staff side was informed that it would not be feasible.

The demand for transfer of existing staff within the jurisdiction of the postal circle, the staff side was informed that there were very limited number of posts in Civil Wing and even out of these around 40% posts were lying vacant and, therefore, it was not feasible to examine the proposal. However the position will be reviewed when all the administrative posts in the Civil Wing are filled up. The staff side brought to the notice of the Chairperson the need for restructuring of Civil Wing cadres and finalization of the pending rules of recruitment. It was agreed to pursue the same on priority.

#### 16. FUNCTIONING OF POSTAL ACCOUNTS OFFICES

It was explained to the staff side that DAP offices in Guwahati and Shillong, have been established. The question of providing facilities for the staff at Raipur will be looked into by DDG (PAF). As regards Uttarakhand and Jharkhand, the proposal will be examined after introduction of technology.

The question of grant of Group B Non-Gazetted status to Senior Accountants will be considered as per the decision made by the other organized accounts cadres.

It was agreed to take action on priority for filling up of posts in Postal Accounts wing. The question of discrimination in promotion against the MTS officials to the cadre of LDCs after 2006 including the seniors in the Sorting cadre will be examined. The staff side was also apprised that at present there is no proposal to decentralize the Postal Accounts.

#### **17. COUNTING OF PAST SERVICE AS RTPS FOR PROMOTION AND MACP**

In the light of the Supreme Court judgment on the subject, there is no scope for further examination of the proposal.

#### **18. IMPLEMENTATION OF APEX COURT JUDGMENT IN CASE OF RELAXED RULES OF RECRUITMENT (RRR) CANDIDATES**

The judgment of the apex court has been implemented in letter and spirit which clearly state that this should not be treated as precedent for the purpose of any other case or cases. In view of the above there is no further scope of re-examining the matter.

#### **19. STOP VICTIMIZING UNDER CONTRIBUTORY NEGLIGENCE FACTOR**

The Chairperson explained to the staff side that it would not be possible to issue any sweeping order in the matter as each case needs to be decided on its merits and the competent authority while disposing of the matter does take into account all the relevant factors including involvement of the official and the appellate channels are available.

#### **20. STOP DISCRIMINATION TOWARDS PO & RMS ACCOUNTS CADRE**

It was decided to refer the matter to the committee constituted for cadre restructuring for examination. The issue of redistribution of LSG/HSG II posts, taking date of passing the examination for seniority will be considered.

#### **21. ENHANCEMENT OF LR STRENGTH**

It was not found possible to enhance the LR strength as demanded by the staff side as per the DOP & T instructions on the subject. The staff side pointed out that the existing 10% LR posts are remaining vacant in Postmen and MTS cadre. It is agreed to issue instructions to all Heads of Circles to ensure filling up of all sanctioned posts which are vacant.

#### **22. ENSURE PROMPT GRANT OF CHILD CARE LEAVE**

Suitable instructions in this regard already stand issued. It was agreed to issue further instructions to all concerned.

#### **23. REVIEW OF MACP CLARIFICATORY ORDER AND RECTIFY THE ISSUES LIKE NON-DRAWAL OF SPECIAL ALLOWANCE ETC.**

The issue was referred to the committee constituted on allowances. The committee has submitted its report which is under consideration in the Department. It was agreed to issue the following clarifications:

a) Grant of MACP will not be deferred on the ground of contemplated disciplinary/vigilance proceedings.

b) Instructions on review of ACRs/APARs by screening committees will be reiterated.

c) Recovery ordered by DAP in AP and WB Circles in the matter of pay fixation on MACP in case of MTS is being looked into.

d) Cases relating to declining promotion prior to issue of MACP ORDER (prior to 2009) would be examined and appropriate orders issued.

#### **24. DROP FR 17-A ETC.**

The staff side was apprised of liquidation of arrears in the matter of Rule 9 (Pension Rules) disciplinary cases with further clarification that all out efforts are being made to clear the pendency. As regards imposing of FR 17a, the staff side was explained that the Department's instructions on the subject provide for invoking the said provision only in case of incitement, violence etc. The instructions were reiterated on 9-1-2012.

#### **25. LEGITIMATE RIGHT TO AVAIL HOLIDAYS ETC.**

The staff side expressed their serious concern about deputing of officials at odd hours in the name of organizing melas etc. Instances were brought to the notice when officials were called as later as 8 to 9 pm and 1.30 am for holding meetings/melas etc. special mention was made by the staff side about Karnataka Circle. It was agreed to call for a report from the Karnataka Circle based on which suitable action will be taken. The earlier Directorate order on this subject has been reiterated.

In view of the detailed discussions held and decisions held and decisions taken, the staff side was requested to call off the proposed strike.

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

## **MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED TO LOOK INTO ISSUES RELATING TO MAIL NETWORK OPTIMIZATION PROJECT**

In accordance with the instructions issued vide Directorate memo No.08/9/2011-SR dated 12.7.11, and in continuation of the meeting held on 27.09.11, 10.10.11 and 11.10.11, the Committee constituted to look into issues relating to Mail Network Optimization Project again met on 02.12.11. The meeting was attended by the following:

- (i) Shri Santosh Gauriar, Member (Operations)
- (ii) Ms. Kalpana Tewari, CGM (MB)
- (iii) Ms. Shanthi S. Nair, CPMG, TN Circle
- (iv) Shri Rishikesh, Director (Mail Management)
- (v) Shri Subhash Chander, Director (SR& Legal)
- (vi) Shri M. Krishnan, Secretary General (NFPE)
- (vii) Shri D. Theagarajan, Secretary General (FNPO)

2. Member (Operations) welcomed the participants and apprised the representatives of the staff side on the initiatives taken as part of Mail Network Optimization Project and the plan for implementation of network redesign of first class mail. He further informed that optimization and streamlining of the existing network for first class mail was the need of the hour. The proposed network redesign seeks to minimize fragmentation in the processing of mail across the existing network, streamline processes followed in the mail offices, provide new tools and equipments for use in mail offices and put in place a technology-enabled environment for mail operations.

3. The staff side expressed their apprehensions about the proposed implementation of the network redesign for first class mail stating that:

- (i) The new sorting arrangement and routing pattern envisaged as part of the proposed redesign would lead to closure of many mail offices classified as L-2,
- (ii) The closure of these mail offices would lead to transfer of officials concerned from their current place of posting,
- (iii) The promotional aspects of officials working in these mail offices, especially in the metro cities, would be affected due to likely merger of RMS Divisions

4. The staff side was informed that closure of mail offices is not envisaged under the proposed network redesign even though as per the agreement with the staff side a number of mail offices are justified for immediate closure. However, consolidation of mail offices in the metro cities was being done to the extent feasible (given

the space constraints) either in the wake of plan to set up AMPCs or to streamline mail processing. It was further informed that since mail offices are not being closed, the transfer of officials is also not likely to happen. If at all, some mail offices are required to be closed in future, the matter will be discussed with the staff side in advance. In such cases, concerns relating to transfer etc., if any, will be suitably addressed. The concerns relating to promotional aspects would also be addressed appropriately.

5. It was also informed that there would be no delay in delivery of mail on account of changes envisaged in the routing pattern as Circles would be given sufficient flexibility in terms of routing of mail.

6. Member (Operations) also informed the staff side that the administration was also open to the suggestions for reviving some of the mail offices closed in the past if there was enough justification. He requested the staff side to cooperate in the implementation of the network redesign plan for first class mail and assured them that their concerns during the implementation, if any, would be resolved through constant dialogue.

### **OUR REPLY TO THE ABOVE MINUTES**

#### **NATIONAL FEDERATION OF POSTAL EMPLOYEES FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

We have gone through the minutes. In that it has been mentioned that three meetings were conducted in accordance with the instructions issued vide Directorate Memo No 08/9/2011-SR dt. 12-7-2011. Accordingly three meetings were conducted on 27-9-2011, 10-10-2011 and 11-10-2011 for which minutes were issued only for one meeting which was held on 27-9-2011 vide letter No. 28-4/2011-D dt. 29-9-2011 without showing draft minutes to the staff side. The same was informed to the Chairperson of the MNOP Committee by the staff side on 10-11-2011.

Further staff side submitted a letter also stating that the staff side view has been wrongly quoted in the minutes as if we have accepted the concept of Speed post hubs and also L 1, L2. We have never accepted the concept of speed post hub and L 1, L2. Eventhough it was assured that more intra-circle hubs will be opened in each circle, it has not been implemented in full, especially in Maharashtra Circle. Further, the charge of administrative jurisdiction of speed post hubs



from postal side to RMS side is yet to take place in some circles. Eg. Kerala Circle.

During the four meetings, the staff side raised many apprehensions about L 1 and L2 concept. Only some of the apprehensions were recorded in the draft minutes. Therefore we want to clear the following doubts raised during the meeting. Doubts and clarifications may be recorded in the draft minutes.

1. The quality of mail processing requires following parameters:

- i. Less number of handling.
- ii. Fast Forward movement
- iii. Mails should not be detained anywhere.'

But above parameters have not been kept in mind while creating L 1 and L2 concept.

2. Any project introduced by the Department should be based on the following principles:

- i. It should be beneficial to Customers.
- ii. It should be less operative cost, compared to earlier.
- iii. It should not affect the employees.

The assurances recorded in the minutes cannot be implemented practically for the following reasons:

But it is impossible to retain all the mail offices if the Department implements L 1 and L2 concept in its true spirit. For example, L2 office such as Tindivanam, Tirupapuliur, Thiruvannamalai, Chidambaram and Vridachalam are linked with Villupuram (L-1). Total volume of mails of L-2 offices mentioned above is 72698. The present volume of mail of Villupuram is 53005. If the re-design takes place (L-1 and L-2), Villupuram will get more than one lakh mails, while other L-2 offices will get reduced mails i.e. maximum 36000 instead of 72000. This will lead to closure of some L-2 offices mentioned above in the near future.

But it is not possible because 50% of L-2 office mails will go to L-1 office and thus it will lead to surplus of staff in L-2 offices and they have to be re-deployed in L-1 office because all the L-2 offices are situated in the same Division. Department may interpret that no transfer of officials out of the Division. We have a bitter experience in the case of relocation of Headquarters of RO 'C' Divn. And RO 'PT' Divn. In Bihar Circle.

In the minutes, it has been mentioned that the concerns relating to promotional aspects would also be addressed appropriately.

This is also not possible. The Staff side has bitter experience when AMPC was installed in Chennai and Mumbai. Many promotional posts were abolished in the name of functional justification by the Audit party.

In the minutes, it has been recorded that there would be no delay in delivery of mail of account of changes envisaged in the routing pattern as circles would be given sufficient flexibility in terms of routing of mail.


This is also not possible if the Department wants to re-design L-1 and L2 concept in its true spirit. Once L 1 and L2 concept is implemented, the delay cannot be avoided under any circumstances, as we have already explained during discussion.

Above all in the past, we have entered into many agreements/gentlemanly under standing with the Department on many issues. The minutes of the meeting were interpreted by the Heads of Circles in their favour and blatant violation have taken place. Unfortunately the Directorate was also reluctant to intervene effectively when such violations took place at field level by CPMGs/PMGs. The latest is the case of Maharashtra circle, which resulted in nine days strike.

Missing points in the minutes which were raised by staff side during the meetings:

1. How long the department will not transfer the officials?
2. How long the present mail offices will be retained.?
3. Cost of mail operation before re-designing and after re-designing.
4. Will there be any improvement in the delivery of mails?
5. Details of mail profile in respect of L-1 and L-2 offices.
6. Non-supply of full report of Mackenzie & Co. to the staff side in spite of repeated request.
7. Failure of the pilot project in Hyderabad.

Concludingly, it may be stated that in the minutes itself it is admitted that - "Consolidation of mail offices (i.e. closure of some mail offices) in the metro cities was being done either in the wake of plan to setup AMPCs or to streamline mail processing." Thus it is an admitted fact that in the metros largescale dislocation of staff is to take place consequent on merger of mail offices and also Divisions which will result in abolition of existing promotional posts adversely affecting the promotional prospects of the employees. Further many posts, especially MTS/Group 'D'/Mailguard posts, will become surplus. The concerns expressed by the staff side in this regard has not been properly addressed in the minutes.

  
M. KRISHNAN  
Secretary General,  
NFPE

  
D. THEAGARAJAN  
Secretary General,  
FNPO

## IMPORTANT ORDERS ISSUED AFTER STRIKE MEETING

GOVT. OF INDIA  
MINISTRY OF COMMUNICATIONS & IT  
DEPT. OF POSTS

No.01/01/2011-SR 20-1-2012

Sub : Secretary(P)'s meetings with Postal Joint Council of Action (PJCA) held on 10-1-2012 and 12-1-2012 – Item No. 6 constitution of a committee for cadre restructuring of MMS Staff.

This has reference to minutes of Secretary(P)'s meetings dated 10-1-2012 and dated 12-1-2012 with PJCA circulated vide communication No. 8/15/2011-SR dated 16-1-2012 on the above mentioned subject.

2. As minuted under Para No. 6, a Committee comprising the following is constituted to consider cadre restructuring of MMS Staff.

1. Ms. Sandhya Rani,  
PMG (BD), Andhra  
Pradesh Circle Chairperson
2. Director (MV) Member – Official  
Side
3. Shri Giriraj Singh Member – Staff Side
4. Shri D. Theagarajan Member – Staff Side

3. The Committee will submit its report within three months from the date of formation.

DEPT. OF POSTS (SR SECTION)

No. 08/15/2011-SR 9-1-2012

Sub : Non performance of OT Duty –  
Instructions – reg.

Sir/Madam,

I am directed to refer to the instructions contained in Department's letters No. 2-4/2006-sr (i) dated 16-6-2006. No. 2-6/2009-SR dated 26-10-2009 and No. 8-9/2011 SR dated 21-7-2011 on the above mentioned subject.

2. The staff side has again represented that the aforesaid instructions are not being

followed and the officials are being processed against in terms \*\*\* Rules, 1965 merely on the ground of non-performance of OT duty.

3. In the light of discussions held with the staff side, it is reiterated that instructions contained in the Department's letters referred to above may be followed in letter and spirit and imposing of statutory punishment for non performance of overtime duty may be resorted to in rare and exceptional circumstances.

Yours faithfully,

Govt. of India  
Ministry of Communication & IT  
Dept. of Posts (SR Section)

No. 08/15/2011-SR 9-1-2012

To

All heads of Postal Circles

Sub : Instructions regarding invoking of FR 17A and relevant provision in GDS conduct and Engagement Rules.

Sir/Madam,

I am directed to refer to Department's D.O. letter No. 8-27/97-SR/Pt. dated 23-6-98 vide which instructions to deal with strike situation were issued. As stated in para-2 of the said D.O. letter the provisions of FR 17a in respect of departmental employees and corresponding provisions in GDS conduct and Engagement Rules may be invoked only in cases of incitement, instances of violence/sabotage etc.

2. It is requested that the above said instructions may be followed in letter and spirit, while following the principle of "No work, no pay" to deal with the strike situation.

Yours faithfully,

(SUBHASH CHANDER), Director SR & Legal

*Remaining orders will be published in the next issue*

## ए.एम.पी.सी. - एक वरदान या नाश का मूल रूप

सभी जानते हैं, कि विभाग 14 परिमंडलों में, एमएनओपी की अगुवाई में एएमपीसी मशीनें लगाने जा रही हैं ।

हमारा एएमपीसीए (मुंबई और चेन्नई) के बारे कटु अनुभव है । विभाग ने मुंबई और चेन्नई में सन् 1992 और 1995 में स्थापना की थी । जब से एएमपीसी खोली गई हैं, लगभग दो दशक हो चुके हैं । दो दशकों के बाद भी भारतीय डाक एएमपीसी की जरूरत के अनुसार डाक सामग्री तैयार करने में अयोग्य रही है । इस समय भी एएमपीसी चेन्नई और मुंबई बिना पर्याप्त डाक के कार्य कर रही है ।

सर्विस यूनियन ने विभाग को पहले ही इसके फायदे व नुकसान से अवगत करवाया था ।

विदेशों में डाक प्रशासनों ने डाक प्रक्रिया सेंट्रों को बंद करने का निर्णय ये कह कर ले लिया है, कि उनके देशों में पर्याप्त डाक नहीं है । उन्होंने यह साफ कर दिया है कि एएमपीसी को जारी रखने से डाक विभाग को काफी नुकसान हुआ है ।

यह कथन अमेरिका, जर्मनी, जापान व अन्य देशों का है । इन परिस्थितियों में विभाग जल्दी ही दिल्ली और कलकता एएमपीसी खोलने जा रहा है ।

### प्रौद्योगिकी (Technology)

हम नहीं जानते कि, इस एएमपीसी में किस प्रकार की प्रौद्योगिकी को अपनाया जाएगा । क्या यह वीडियो या ओसीआर (Optical Character Reader) या बार कोडिंग होगी । अगर विभाग ओसीआर को अपनाता है तो यह एक घंटे में 16,000 पत्रों की छंटाई करेगा और यह बीट छंटाई भी करेगा । इस के अलावा यह सब प्रकार के पत्र जैसा कि स्पीड पोस्ट रजिस्ट्री व पार्सल को भी करेगा । सर्विस यूनियन को एएमपीसी की इस तकनीक के इस्तेमाल के बारे में अंधेरे में रखा गया है ।

### लागू करने पर खर्च (Operation Cost)

आंकड़ों के आधार पर, दिल्ली / व कोलकाता की अपनी डाक बहुत ही कम है । इसलिए एएमपीसी की सर्वसाधारण (Public) की डाक के लिए जरूरत नहीं है । यदि विभाग एएमपीसी की मदद व्यापारिक डाक के लिए चाहता है तो इस पर आने वाला खर्च अत्यधिक होगा । क्योंकि विभाग Corporate Mailer से केवल उरू० प्रति पत्र लेता है । इसके अलावा व्यापारी डाक पहले से ही छंटी हुई होती है । इसलिए एएमपीसी व्यापारिक डाक के लिए भी नहीं चाहिए । हम यह नहीं समझ पा रहे कि विभाग एएमपीसी के लिए इतना इच्छुक क्यों है ।

एएमपीसी में ज्यादा डाक लाने की कोई संभावना का न होना विदेशों में यूएसओ का लोगों के उत्तरदायित्व को ध्यान में रखते हुए सरकार की जरूरत के मुताबिक पोस्ट ऑफिस एक्ट का संशोधन किया जा रहा है । दूसरे शब्दों में 50ग्राम तक के भार की डाक का डाक विभाग को एकाधिकार है ।

भारत में विभाग और सरकार भी पिछले 10 वर्षों से पोस्ट ऑफिस एक्ट का संशोधन करने की कोशिश कर रही है । इस में संशोधन की कोई गुंजाईश नहीं है । इस के अलावा विभाग की 50 ग्राम से कम भार की डाक लाने की अपने बलबूते पर कोई कोशिश नहीं है । अगर ऐसा है तो, एएमपीसी में ज्यादा डाक लाने की कोई संभावना नहीं है ।

### स्टाफ की समस्या

अगर एएमपीसी मेट्रो शहरों में लगाई जाती है तो इससे स्टाफ की कटौती, सुपरवाइजरी स्टाफ का ज्यादा होना और रेल डाक सेवा के मंडलों के विकल्प होने को रास्ता मिलेगा । विभाग इसे टाल नहीं सकता । हम नहीं जानते कि उनके पास किस प्रकार का विकल्प है । ज्यादातर कर्मचारियों को 1980 और 1985 के बीच रखा गया है । वह आजकल की तकनीक से अनभिज्ञ हैं । विभाग चाहे बेशक कहे कि इन कर्मचारियों को प्रशिक्षण दिया जाएगा लेकिन प्रशिक्षण लेने के बाद भी वह कुछ वर्ष सेवा करने के बाद ही नई तकनीक के अभ्यस्त हो पाएंगे व तब तक वह कर्मचारी सेवा निवृत्त हो जाएंगे ।

### डाक का बंदोबस्त (Mail Arrangement)

एएमपीसी की स्थापना शहर से काफी दूर की जा रही है । एएमपीसी तक डाक लाने के लिए अत्यधिक एमएमएस वाहनों की जरूरत पड़ेगी । इस समय एमएमएस सेंटर शहर के बीचों-बीच रिति है एवं वाहनों की संख्या भी कम है । अतः एमएमएस वाहनों का अत्यधिक दूरी तय करनी पड़ेगी जिससे बाम जनता की डाक को काफी विलंब होगा ।

### CAG's ऑब्जेक्शन

जहां तक हमारी जानकारी है - मशीन की कीमत लगभग ४५ करोड़ है एवं इसकी बिजली की खपत व तकनीशियनों को काम पर रखने का खर्च भी लगभग 10 करोड़ प्रतिमाह होगा इसलिए इस अत्यधिक खर्च से CAG द्वारा भविष्य में ऑडिट ऑब्जेक्शन हो सकता है ।

सर्विस यूनियन पूरे विश्वास के साथ कह सकती है कि एएमपीसी आम जनता व विभाग के लिए वरदान नहीं है, अपितु नाश का मूल है ।

## GENERAL SECRETARY'S LETTER

Reached Delhi on 10-2-2012

### TAMINADU NAPE 'C' CIRCLE CONFERENCE

Tamilnadu NAPE 'C' Circle Conference was held in Pudukkottai from 4<sup>th</sup> January 2012 to 6<sup>th</sup> January 2012. The SG FNPO addressed the open session. S/Shri S. Ramachandran & G.P. Muthukrishnan were re-elected as President and Secretary respectively. NUR 'C' greets the new office-bearers of NAPE C Tamilnadu Circle.

### LGO AND IPO EXAMINATION

LGO results has been declared by the Directorate on 24-1-2012 the names of the promotive officials list has been sent to respective circle to publish the results. In regard to IPO Examination the Directorate has been decided to conduct the re-examination in respect of paper III, Examination will be held on 29-1-2012.

### STRIKE MEETING

The Chairperson Postal Board conducted a meeting on 10-1-2012. Minutes of the meeting were published elsewhere.

### STRIKE CALLED OFF

The proposed indefinite strike to be held from 17-1-2012 is called off by the Postal JCA.

### POSTMEN COMMITTEE MEETING

The CGM (PLI) conducted a meeting on 16 & 25-1-2012 SG FNPO and GS NUPM & MTS attended the meeting, the minutes of the meeting will be published in the next issue. Next meeting will be held in 5-3-2012.

### MEETING WITH HON'BLE MOS

On 21-1-2012 the Postal JCA met the Hon'ble minister of State of Communications. Sri Sachin Pilot & discussed various issues. Hon'ble MOS assured to issue necessary orders to the Department of Posts to protect the TRCA for GDS employees. Further he has assured revision of Bonus ceiling to the GDS employees will be looked into. The Memorandum which was submitted by the JCA is published elsewhere. The following

were represented FNPO S/Shri D. Theagarajan (SG FNPO), L.D. Kaushik (P3), Devendra Kumar & Pawan Kumar (R3), Satishchander (R4), O.P. Khanna (AIPAOA) and Gautam Das (NUGDS).

### MEETING WITH THE OFFICERS

GS R3 met Member (O) on 25-1-2012 and discussed Bihar RMS issues. Member (O) assured to look into our request positively.

### MEETING WITH CGM (PLI)

SG FNPO met CGM (PLI) along with President AIPAOA (FNPO) DPLI, Kolkata and Sanjay Roy Circle Secretary and discussed the following issues & DPLI.

1. Testing of newly developed PLI Software in O/o. DPLI, Kolkatta-CGM PLI agreed our views.
2. Training for all the officials of O/o. DPLI Kolkatta by NIC-CGM PLI assured to look into the matter.
3. Existing staff should not be transferred redeployed in productive work in O/o. DPLI Kolkatta. This is agreed by CGM PLI.

### CADRE RESTRUCTURING FOR MMS

The Dept. of Posts constituted a committee under the Chairperson Smt. Sandhiya Rani, PMG Hyderabad. The Committee will submit its report within 3 months.

Yours fraternally,



(D. THEAGARAJAN), General Secretary

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