



SINGLE COPY = Rs. 3/-

RMS SENTINEL

Editor : D. THEAGARAJAN

Vol. XXI No. 7

JULY 2011

RMS and MMS EMPLOYEES Betrayed

Every one is aware that RMS and MMS are seriously attacked by the bureaucrats and department policies for the last two decades. But with our united struggles and protracted negotiations, we have managed both the RMS and MMS wings to continue.

The Department has taken last nail to close the RMS and MMS in the recent two years. They are re-structuring of mail offices as L-1 and L-2 and outsourcing the MMS functioning with a view to eliminate the MMS in due course. Against this, we proposed to go on strike.

During negotiations, our union placed all documents before the administration in C/W curtailing of RMS functioning which will pave way to growth of private couriers. But the Department is not inclined to hear our views and they insisted that revenue and traffic are not reduced for the last two years. General public is aware that after introduction of Speed post Hub, delivery of Speed Post articles is badly delayed in respect of Metro cities and intra-Circle mails. When staff side produced statistical figures, the official side informed that they did not change any mail arrangements for Metro-cities. At the same

time, the Department indirectly agrees with us that there is a delay in delivery of intra-Circle mails after re-structuring. Therefore, they agreed to review mail arrangements also.

In regard to mails of Metro-cities, articles looked during pre-lunch period are delivered under D-2. The articles booked during post-launch period are delivered under D-3 or D-4. This we have proved to the administration based on the details available in Central Server. How the delay happens? This is due to following factors:-

1. Change of local schedules in concerned Metro-cities.
2. Frequent change of flight timings
3. Curtailing of delivery in Post offices.

Everyone is aware that booking, processing, transmission and delivery are important parameters for the quick delivery of letters.

Our Bureacrats are not following above parameters and they are interested only in changing the languages in western style. For example, parameters are now called KPI (Key Performance Indicators), Mail Centres as

Please visit our website : www.fnpo.org for day-to-day news.

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

ANNUAL SUBSCRIPTION RS. 30/-

Hubs, big mail offices as L-1 and Small mail offices as L-2. We are not opposing the change of nomenclature of the above, our worry is that the bureaucrats are spoiling the system which was well-established for the past one and half century. After our prolonged negotiations the Department agreed to review the mail arrangements by appointing a committee.

In regard to L-1 and L-2, during three days' meeting the Chairperson, Postal Board has agreed that L-1 and L-2 concept will be deferred. But the assurance given by the Secretary was not reflected in the minutes. In regard to MMS, enhanced scales of pay for MMS Drivers/Artisans/charge-hand have not

been agreed to by simply quoting the technical flaw.

The revisions of OSA was agreed to pay within 30 days in the year 2009 agreement. Now the Department informed that the issue is under consideration.

As regards revision of OTA, the Department informed that the issue did not come under the purview of the Secretary, Department of Posts and further said that it was for the nodal Ministry to take decision.

In short, most of our RMS and MMS demands were either directly rejected or indirectly rejected. Even the promises given by the Head of the Department were not kept up. In toto, RMS and MMS employees were betrayed.

In Contn. P.No. 7

– 2a. Pollachi, 2b. Tirupur, 3. Udagamandalam, 3. Madurai – 3a. Dindigul, 3b. Paramakudi, 3c. Virudhunagar, 4. Salem – 4a. Dharmapuri, 4b. Erode, 5. Tirunelveli – 5a. Nagercoil, 5b. Tenkasi, 5c. Tuticorin

WEST BENGAL

Existing Sorting Hub : 1. Alipurduar L2, 2. Asansol L2, 3. Bankura L2, 4. Berhampore L2, 5. Burdwan L1, 6. Durgapur L2, 7. Howrah L1, 8. Kharagpur L2, 9. Kolkata L1, 10. Malda L2, 11. Panskura L2, 12. Port Blair L2, 13. Purule L2, 14. Ranaghat L2, 15. Sainthia L2, 16. Sealdah L2, 17. Siliguri L1

Proposed Structure : 1. Burdwan – 1a. Asansol, 1b. Bankura, 1c. Berhampore, 1d. Durgapur, 1e. Purulia, 1f. Sainthia, 2. Howrah – 2a. Kharagpur, 2b. Panskura, 3. Kolkata – 3a. Port Blair, 3b. Ranaghat, 3c. Sealdah 4. Siliguri – 4a. Alipurduar, 4b. Malda

UTTARANCHAL

Existing Sorting Hub : 1. Dehradun L2, 2. Haridwar L2

Proposed Structure : 1. Saharanpur (Uttar Pradesh) – 1a. Dehradun, 1b. Haridwar, 1c. Muzaffarnagar (Uttar Pradesh), 1d. Najibabad (Uttar Pradesh)

UTTAR PRADESH (INCLUDING UTTARAKHAND)

Existing Sorting Hub : 1. Agra L1, 2. Aligarh L2, 3. Allahabad L1, 4. Azamgarh L2, 5. Banda L2, 6. Barabanki L2, 7. Bareilly L1, 8. Basti L2, 9. Dehradun L2, 10. Deoria L2, 11. Etawah L2, 12. Faizabad L2, 13. Farrukhabad L2, 14.

Ghaziabad L1, 15. Gonda L2, 16. Gorakhpur L1, 17. Haridwar L2, 18. Jaunpur L2, 19. Jhansi L2, 20. Kanpur L1, 21. Kasganj L2, 22. Kathgodam L2, 23. Kheri L2, 24. Khurja L2, 25. Lucknow L1, 26. Mathura L2, 27. Mau L2, 28. Meerut L2, 29. Mirzapur L2, 30. Moradabad L2, 31. Muzaffarnagar L2, 32. Najibabad L2, 33. Noida L2, 34. Raebareli L2, 35. Saharanpur L1, 36. Shahjahanpur L2, 37. Sultanpur L2, 38. Varanasi L1

Proposed Structure : 1. Agra – 1a. Jhansi, 1b. Mathura, 2. Allahabad – 2a. Mirzapur, 3. Bareilly – 3a. Kasganj, 3b. Kathgodam, 3c. Moradabad, 3d. Shahjahanpur, 4. Ghaziabad – 4a. Aligarh, 4b. Khurja, 4c. Meerut, 4d. Noida, 5. Gorakhpur – 5a. Basti, 5b. Deoria, 5c. Gonda, 6. Kanpur – 6a. Banda, 6b. Etawah, 6c. Farrukhabad, 7. Lucknow – 7a. Barabanki, 7b. Faizabad, 7c. Kheri, 7d. Raebareli, 7e. Sultanpur, 8. Saharanpur – 8a. Dehradun, 8b. Haridwar, 8c. Muzaffarnagar, 8d. Najibabad, 9. Varanasi – 9a. Azamgarh, 9b. Jaunpur, 9c. Mau

MADHYA PRADESH

Existing Sorting Hub : 1. Bhopal L1, 2. Gwalior L1, 3. Indore L1, 4. Itarsi L2, 5. Jabalpur L1, 6. Katni L2, 7. Ratlam L2, 8. Sagar L2, 9. Satna L2, 10. Ujjain L2

Proposed Structure : 1. Bhopal – 1a. Itarsi, 2. Gwalior, 3. Indore – 3a. Ratlam, 3b. Ujjain, 4. Jabalpur – 4a. Katni, 4b. Sagar, 4c. Satna

DELHI

Existing Sorting Hub : 1. Delhi – L1

Proposed Structure : 1. Delhi

MINUTES OF THE MEETING ON STRIKE DEMANDS

Minutes of the meetings taken by Secretary (P)/ Member (operations) with Postal Joint Council of Action comprising National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO) (along with their affiliated associations), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Dak Sevaks (NUGDS), on 27.06.2011, 29.06.2011, 30.06.2011 and 01.07.2011.

The 25 point Charter of Demands served by JCA was discussed in the meetings held under the Chairpersonship of Secretary on the dates indicated above. The gist of discussions is as follows:

Item No. 1 : The mail arrangement made in the wake of creation of Speed Post Hubs and which, as represented by Staff Side, are causing delay as compared to the position prevailing before, will be reviewed by a Committee including Secretary General of both NFPE and FNPO. As regards, first class mail, the question of forming L-1 and L-2 will be reviewed along with the Staff Side by forming a Committee. Regarding closure/merger of Post Offices, the Staff Side requested that whenever there is a closure of a Post Office, there should be a simultaneous relocation of PO in the new emerging areas etc. The view point of the Staff Side was agreed to. As regards change of designation of sorting Postman, it was agreed to issue a clarificatory order in consultation with Mails Division.

Item No.2 : On the issue of grant of civil servant status to Gramin Dak Sevaks, the Staff Side was apprised that it was not within the competence of the Department to take a view in the matter. As regards, scrapping of new recruitment rules for Postman Cadre, relaxation of norms for cash handling, stopping reduction of TRCA in case of reduction in work load, removal of ceiling in the matter of compassionate appointment, adjustment of part time casual labourers and contingent workers against Gramin Dak Sevaks' posts, it was agreed to have a re-look by the Department. On the persistent demands of Staff Side, the Chairperson agreed to send a proposal to the

Ministry of Finance for enhancement of ceiling of bonus to `3500 in case of Gramin Dak Sevaks.

Item No.3 : In regard to casual labourers engaged prior to 1993, it was agreed to settle their case for payment on pro rata basis within one month. Post 01/09/1993 cases will also be taken up with Ministry of Finance etc for settlement.

Item No.4 : The Staff Side was apprised that revision of OSA rates is under consideration in consultation with IFW and is being pursued closely. As regards OTA, the Staff Side was of the view that though it may not be within the competence of the Department to revise the OTA, but no official should be punished on the ground of non-performance of OTA. It was agreed to reiterate the earlier instructions issued on the subject.

Item No.5 : In the context of items agreed during the last meeting of the Departmental Council held on 23.08.2010 but on which follow up action was pending, the following decisions were taken:

- a) Order will be issued to grant officiating pay with all benefits to the staff officiating in HSG-II and HSG-I vacancies.
- b) Orders will be issued to increase the number of chances to appear for LGOs examination.
- c) Clarificatory order will be issued regarding eligibility to appear in LGO examination.
- d) Order will be issued to the effect of dropping of confirmation examination
- e) In the matter of tenure posting of officials in single and double handed offices, the Staff Side requested to withdraw the condition imposed vide letter No.8-4/2005-INV dated 22.09.2005. The matter is under examination in consultation with Vigilance Branch.
- f) Regarding removal of restriction in posting of SPM due to minor penalties/

- CR entries, the issue is under examination in consultation with Vigilance Branch.
- g) As regards allowing physically handicapped officials for appearing in the Departmental Examination like IPOs, orders will be issued to this effect.
- h) The issue regarding transfer of HSG-I posts to General Line is being addressed.
- i) The issues regarding administrative power to grant leave to staff by HSG-I Postmasters will be finalized in consultation with Staff Side.
- j) The issue regarding counting the training period for benefits of promotion under TBOP/BCR is under examination.
- k) The issues relating to grant of cycle allowance without linking with distance is under examination in consultation with IFW. Meanwhile, during the discussions with CGM (MB) on 1/7/2011, the service union's representatives proposed to withdraw Cycle Allowance issue.
- l) Payment of honorarium for drawal of arrears in respect to of pensioners will be considered.
- m) In the matter of counting of Special Allowance for pay fixation cases of PO and RMS Accountants, it was informed that the issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Branch and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.
- n) As regards non-drawal of HRA to officiating SPMs working at offices having attached quarter, instructions have been reiterated to Heads of Circles.
- o) The protection of pay of defunct scale of PO and RMS Accountants is under examination in consultation with IFW.
- p) The issue of anomaly in fixing of pay in respect of officials promoted on 1.1.1996 stands referred to Ministry of Finance.
- q) Regarding admissibility of Conveyance Allowance to PRI(P)/System Administrators, clarificatory orders have been issued.
- r) The issue of enhancement of financial powers of LSG, HSG-II and HSG-I Postmaster is under examination in consultation with IFW.
- s) The issue regarding fixing of norms/time factors in case of Postal Stores Depots and Circle Store Depots will be taken on introduction of technology.
- t) Clarificatory orders have been issued in the matter of grant of road mileage allowance to the staff entrusted with the work of clearance of cheques.
- u) The issue regarding enhancement of honorarium for engaging officials in departmental examinations is under examination in consultation with IFW.
- v) Clarificatory orders have already been issued for payment of fixed conveyance allowance to marketing executives.
- w) The issue of revision of cash allowance to the SPMs handling cash in the absence of treasurer is under examination in consultation with IFW.
- x) Grant of treasury allowance to all PAs irrespective of their status of grant of MACP is under examination in consultation with IFW.
- y) The issue of arbitrary and forcible allotment of Staff Quarters will be relooked into.
- Item No.6 : The demand of Staff Side regarding cadre restructuring was discussed and the Chairperson agreed to reconstitute a Committee under the Chairmanship of DDG (P). The Committee will formulate the proposal by 31.08.2011.
- Item No.7 : In regard to decentralization of Postal Accounts work, the Staff Side was apprised that no decision has been taken in this regard as yet. However, Separate minutes will be issued in respect of Postal Accounts Wing. As regards PLI/RPLI issues of Circle Office staff, separate minutes will be issued.

Item No.8 : Department has already issued guidelines to fill up vacant Gramin Dak Sevaks posts. Suitable instructions have also been issued in the matter of imparting training to newly recruited PA/SAs.

Item No.9 : The Chairperson agreed to reconsider the eligibility of officials opting for Postmasters Cadre to appear in IPOs and Group "B" examinations. The eligibility of PO/RMS Accounts officials for opting for Postmaster cadre will also be considered.

Item No.10 : The issue will be considered as a part of cadre restructuring as discussed against item No.6

Item No.11 : Separate minutes will be issued.

Item No.12 : The Staff Side was apprised that in view of the policy of the Government of India on the subject of refusal of grant of MACP benefit in the event of declining promotion, it would not be possible to meet this demand. As regards fixing of norms, the issue will be examined keeping in view the extant rules and duties notified for these staff.

Item No.13 : Staff Car Drivers and Artisans belong to a common category and have been allowed the prescribed pay scales applicable to them. The claim of the drivers for pay scale equal to Postal Assistants has not been agreed to by the National Anomaly Committee. The claim of the Charge Hand for pay scale equal to Master Craftsman stands already rejected by Ministry of Finance as the cadre is not in existence.

Item No.14 : The divisionalisation of SBCO will be looked into. Regarding ledger agreement before core banking and contributory negligence, instructions have already been issued.

Item No.15 : Separate minutes will be issued.

Item No.16 : Separate minutes will be issued.

Item No.17 : It was agreed to look into the matter.

Item No. 18 : The object of the Scheme for Compassionate Appointment is to render immediate assistance to the family of a Government servant, who dies in harness or retires on invalidation on medical grounds

leaving his/her family in financial crisis. Such appointments can be provided only to fill upto 5% of vacancies for direct recruitment. Appointment on compassionate grounds is made strictly in accordance with the guidelines laid down by the Department of Personnel & Training, which is the nodal Ministry in the matter. The Department of Posts is also following these guidelines while making compassionate appointments. As per the judgement of the Supreme Court of India referred here, 202 respondents, who were wait-listed candidates of Tamil Nadu Circle, were given compassionate appointment only on humanitarian ground. The Apex Court has also clearly held in the case that this judgement should not be treated as precedent for the purpose of any other case or cases. Therefore, this judgement of the Apex Court is not applicable in the other cases.

Item No.19 : In this regard, Department, vide letter no. 14013/03/2010-VP dated 22.6.2011, has issued instructions to all the Heads of Circles. (copy enclosed)

Item No.20 : a. The issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Bench and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.

b. Will be discussed.

c. Will be discussed.

d. As regards restoration of the date of passing the Accountant examination for according LSG promotion instead of date of entry in PA cadre, it was agreed to look into it.

Item No.21 : Not discussed.

Item No.22 : Order already issued.

Item No.23 : Will be discussed.

Item No.24 : The Chairperson agreed to look into the matter and to take some steps for liquidating the arrears.

Item No.25 : Suitable instructions will be issued to all concerned.

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

EXISTING SORTING HUB / PROPOSED STRUCTURE

ANDHRA PRADESH

Existing Sorting Hub : 1. Anantapur L2, 2. Cuddapa L2, 3. Eluru L2, 4. Guntakal L2, 5. Guntur L2, 6. Hyderabad L1, 7. Karimnagar L2, 8. Kazipet L2, 9. Khammam L2, 10. Kurnool L1, 11. Mahboobnagar L2, 12. Mancherial L2, 13. Nalgonda L2, 14. Nampally L1, 15. Nellore L2, 16. Nizamabad L2, 17. Ongole L2, 18. Rajahmundry L2, 19. Srikakulam L2, 20. Tirupathi L1, 21. Vijaywada L1, 22. Visakhapatnam L1, 23. Vizianagaram L2

Proposed Structure : 1. Hyderabad / Nampally - 1a. Karimnagar, 1b. Kazipet, 1c. Mahboobnagar, 1d. Mancherial, 1e. Nalgonda, 1f. Nizambad, 2. Kurnool - 2a. Anantapur, 2b. Guntakal, 3. Tirupathi - 3a. Cuddapa, 3b. Nellore, 4. Vijaywada, 4a. Eluru, 4b. Guntur, 4c. Khammam, 4d. Ongole, 5. Visakhapatnam, 5a. Rajahmundry, 5b. Srikakulam, 5c. Vizianagaram

ASSAM & NORTH EAST

Existing Sorting Hub : 1. Guwahati L1, 2. Jorhat L2, 3. New Bongaigaon L2, 4. North Lakhimpur L2, 5. Rangia L2, 6. Silchar L2, 7. Tezpur L2, 8. Tinsukia L2, 9. Dimapur L2, 10. Agartala L2, 11. Shillong L2, 12. Imphal HO Stg. L2

Proposed Structure : 1. Guwahati - 1a. Jorhat, 1b. New Bongaigaon, 1c. North Lakhimpur, 1d. Rangia, 1e. Silchar, 1f. Tezpur, 1g. Tinsukia, 1h. Dimapur (North East), 1i. Agartala (North East), 1j. Shillong (North East), 1k. Imphal HO Stg. (North East)

BIHAR

Existing Sorting Hub : 1. Ara L, 2. Barauni L1, 3. Bhagalpur L2, 4. Chapra L2, 5. Darbhanga L2, 6. Dehri L2, 7. Gaya L1, 8. Hajipur L2, 9. Jahanabad L2, 10. Katihar L2, 11. Kiul L2, 12. Mokama L2, 13. Muzaffarpur L1, 14. Narkatiaganj L2, 15. Patna L1, 16. Saharsa L2, 17. Sahibganj (Jharkhand) L2, 18. Samastipur L2

Proposed Structure : 1. Barauni - 1a. Katihar, 1b. Saharsa, 2. Gaya - 2a. Dehri, 3. Muzaffarpur, 3a. Darbhanga, 3b. Narkatiaganj, 3c. Samastipur, 4. Patna - 4a. Ara, 4b. Bhagalpur, 4c. Chapra, 4d. Hajipur, 4e.

Jahanabad, 4f. Kiul, 4g. Mokama, 4h. Sahibganj

CHHATTISGARH

Existing Sorting Hub : 1. Bilaspur L1, 2. Durg L2, 3. Raigarh L2, 4. Raipur L1

Proposed Structure : 1. Bilaspur 1a. Raigarh, 2. Raipur 2a. Durg

GUJARAT

Existing Sorting Hub : 1. Ahmedabad L1, 2. Anand L1, 3. Bharuch L2, 4. Bhavnagar L2, 5. Bhuj L2, 6. Dhola L2, 7. Gandhinagar L2, 8. Godhara L2, 9. Himatnagar L2, 10. Jamnagar L2, 11. Junagadh L2, 12. Mehasana L2, 13. Nadiad L2, 14. Palanpur L2, 15. Rajkot L1, 16. Surat L1, 17. Surendranagar L2, 18. Vadodara L1, 19. Valsad L2.

Proposed Structure : 1. Ahmedabad - 1a. Bhuj, 1b. Bhavnagar, 1c. Dhola, 1d. Gandhinagar, 1e. Himatnagar, 1f. Mehasana, 1g. Palanpur, 2. Anand 2a. Nadiad, 3. Rajkot - 3a. Jamnagar, 3b. Junagadh, 3c. Surendranagar, 4. Surat - 4a. Bharuch, 4b. Valsad, 5. Vadodara - 5a. Godhara

HIMACHAL PRADESH

Existing Sorting Hub : 1. Hamirpur L2, 4. Pathankot L1, 5. Rampur L2, 6. Shimla L1

Proposed Structure : 1. Pathankot - 1a. Hamirpur, 2. Shimla - 2a. Rampur

JAMMU AND KASHMIR

Existing Sorting Hub : 1. Jammu L1, 2. Srinagar L1

Proposed Structure : 1. Jammu, 2. Srinagar

JHARKHAND

Existing Sorting Hub : 1. B.S. City L2, 2. Daltonganj L2, 3. Dhanbad L1, 4. Gomoh L2, 5. Hazaribagh L2, 6. Jamshedpur L1, 7. Jasidih L2, 8. Koderma L2, 9. Ranchi L1

Proposed Structure : 1. Dhanbad - 1a. Jasidih, 2. Ranchi - 2a. B.S. City, 2b. Daltonganj, 2c. Gomoh, 2d. Hazaribagh, 2e. Koderma, 3. Jamshedpur

KARNATAKA

Existing Sorting Hub : 1. Bagalkot L2, 2. Bangalore L1, 3. Bangarpet L2, 4. Belgaum L1,

5. Bellary L2, 6. Bijapur L2, 7. Birur L2, 8. Davangere L2, 9. Dharwad L2, 10. Gadag L2, 11. Gulbarga L2, 12. Hassan L2, 13. Hospet L2, 14. Hubli L1, 15. Kumta L2, 16. Madikeri L2, 17. Mandya L2, 18. Mangalore L1, 19. Mysore L1, 20. Raichur L2, 21. Shimoga L2, 22. Tumkur L2, 23. Udupi L2

Proposed Structure : 1. Bangalore - 1a. Bangarpet, 1b. Tumkur, 2. Birur - 2a. Davangere, 2b. Shimoga, 3. Gulbarga - 3a. Bijapur, 3b. Raichur, 4. Hubli - 4a. Bagalkot, 4b. Belgaum, 4c. Bellary, 4d. Dharwad, 4e. Gadag, 4f. Hospet, 4g. Kumta, 5. Mangalore - 5a. Udupi, 6. Mysore - 6a. Hassan, 6b. Madikeri, 6c. Mandya

HARYANA

Existing Sorting Hub : 1. Ambala L1, 2. Bilaspur (HP) L2, 3. Bhiwani L2, 4. Faridabad L2, 5. Gurgaon L1, 6. Hisar L2, 7. Kalkat (HP) L2, 8. Karnal L2, 9. Kurukshetra L2, 10. Mandi (HP) L2, 11. Panipat L2, 12. Rewari L2, 13. Rohtak L2, 14. Sonapat L2, 15. Una (HP)

Proposed Structure : 1. Ambala - 1a. Bilaspur (HP), 1b. Kalka (HP), 1c. Karnal, 1d. Kurukshetra, 1e. Mandi (HP), 1f. Panipat, 1g. Sonapat, 1h. Una (HP), 2. Gurgaon - 2a. Bhiwani, 2b. Faridabad, 2c. Hisar, 2d. Rewari, 2e. Rohtak

KERALA

Existing Sorting Hub : 1. Alappuzha L2, 2. Aluva L2, 3. Changanacherry L2, 4. Ernakulam L2, 5. Irinjalakuda L2, 6. Kannur L1, 7. Kasaragode L2, 8. Kavamkulam L2, 9. Kochi L1, 10. Kollam L2, 11. Kottayam L1, 12. Kozhikkode L1, 13. Ottappalam L2, 14. Palakkad L2, 15. Shornur L2, 16. Tellicherry L2, 17. Thiruvalla L1, 18. Thodupuzha L2, 19. Tirur L2, 20. Trichur L1, 21. Trivandrum L1, 22. Vadakara L2

Proposed Structure : 1. Kochi - 1a. Aluva, 1b. Ernakulam, 1c. Alappuzha, 2. Kottayam - 2a. Changanacherry, 2b. Thodupuzha, 3. Kozhikkode - 3a. Kannur, 3b. Kasaragode, 3c. Tellicherry, 3d. Tirur, 3e. Vadakara, 4. 4. Thiruvalla - 4a. Kayamkulam, 4b. Kollam, 5. Trichur - 5a. Irinjalakuda, 5b. Ottappalam, 5c. Palakkad, 5d. Shornur, 6. Trivandrum

PUNJAB

Existing Sorting Hub : 1. Amritsar L1, 2. Bathinda L2, 3. Chandigarh L1, 4. Ferozepur

L2, 5. Hoshiarpur L2, 6. Jalandhar L1, 7. Ludhiana L1, 8. Patiala L1, 9. Ropar L2

Proposed Structure : 1. Amritsar, 2. Chandigarh - 2a. Ropar, 3. Jalandhar - 3a. Hoshiarpur, 4. Ludhiana - 4a. Bathinda, 4b. Ferozepur, 5. Patiala,

ORISSA

Existing Sorting Hub : 1. Balangir L2, 2. Balasore L2, 3. Baripada L2, 4. Berhampur L1, 5. Bhadrak L2, 6. Bhubaneswar L1, 7. Cuttack L1, 8. Dhenkanal L2, 9. Jaipur L2, 10. Jeypore L2, 11. Jharsuguda L1, 12. Kendrapara L2, 13. Keonjhar L2, 14. Kesinga L2, 15. Khurda L2, 16. Puri L2, 17. Rayagada L2, 18. Rourkela L2, 19. Sambalpur L1

Proposed Structure : 1. Bhubaneswar - 1a. Khurda, 1b. Ruri, 2. Berhampur - 2a. Jeypore, 2b. Rayagada, 3. Cuttack - 3a. Balasore, 3b. Bhadrak, 3c. Bhadrak, 3d. Dhenkanal, 3e. Jaipur, 3f. Kendrapara, 3g. Keonjhar, 4. Jharsuguda - 4a. Balangir, 4b. Kesinga, 4c. Rourkela, 4d. Sambalpur

RAJASTHAN

Existing Sorting Hub : 1. Ajmer L1, 2. Alwar L2, 3. Bandikui L2, 4. Bharatpur L2, 5. Bhilwara L2, 6. Bikaner L2, 7. Chittorah L2, 8. Churu L2, 9. Falna L2, 10. Jaipur L1, 11. Jhunjhunu L2, 12. Jodhpur L1, 13. Kota L1, 14. Sawai Madhopur L2, 15. Sikar L2, 16. Sri Ganganagar L2, 17. Udaipur L1

Proposed Structure : 1. Ajmer - 1a. Bhilwara, 2. Jaipur - 2a. Alwar, 2b. Bandikui, 2c. Bharatpur, 2d. Churu, 2e. Jhunjhunu, 2f. Sikar, 2g. Sri Ganganagar, 3. Jodhpur - 3a. Bikaner, 4. Kota - 4a. Sawai Madhopur, 5. Udaipur - 5a. Chittorgarh, 5b. Falna

TAMILNADU

Existing Sorting Hub : 1. Arakkonam L2, 2. Ariyalur L2, 3. Chengalpattu L2, 4. Chennai L1, 5. Chidambaram L2, 6. Coimbatore L1, 7. Dharmapuri L2, 8. Dindigul L2, 9. Erode L2, 10. Jolarpettai L2, 11. Karaikudi L2, 12. Karur L2, 13. Kumbakonam L2, 14. Madurai L1, 15. Mayiladuthurai L2, 16. Nagercoil L2, 17. Paramakudi L2, 18. Pollachi L2, 19. Pudukottai L2, 20. Salem L1

Proposed Structure : 1. Chennai - 1a. Arakkonam, 1b. Chengalpattu, 2. Coimbatore

Contd. P.No. 2

Minutes of the meeting taken by Secretary (Posts) with JCA comprising National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Oak Sevaks (NUGDS) to discuss the Charter of Demands enclosed with the notice dated 01.04.2011 of agitational programme including indefinite strike from 05.07.2011.

Secretary (Posts) took a meeting with JCA comprising National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Oak Sevaks (NUGDS) to discuss the issues raised in the Charter of Demands served with notice dated 01.04.2011 of agitational programme.

2. Before the agenda items were taken up for discussion, the Staff Side brought to the notice of Chairperson the non-implementation of the decisions taken in the last meeting of the Departmental Council held on 27.08.2010. The Staff Side further made a mention of their reference dated 20th April, 2011 given on behalf of the JCA, including a Charter of Demands having 25 items, and desired to include all those items in the discussion of 06.06.2011 and 07.06.2011. The Staff Side was informed that these items will be taken up for discussion in the next meeting which has been scheduled for 27.06.2011 starting at 1500 hours. With regard to pending action on the decisions taken in the last meeting of the Departmental council, the Chairperson assured the Staff Side of an early action. Thereafter the demands included in the Charter of Demands were taken up for discussions. A gist of discussions on the issues raised in the Charter of Demands is as follows:

a) As regards mass scale closure/merger/relocation of Post Offices, the contention of the Staff Side was that while the Department was going ahead with the proposals of merger/closure of Post Offices, relocation of Post Offices was not being pursued. The Staff Side wanted that whenever there was a closure of Post Office, there should be a simultaneous relocation of Post Office in the new emerging areas. It was agreed to consider the view point of the Staff Side.

b) In the matter of Amendment to Rules of Recruitment for Postmen reducing the promotional prospects for GDS, the Staff Side stated that there are highly qualified Gramin Dak Sevaks who can very well perform the duties of

Postman and therefore, their quota in the recruitment of Postman should not be reduced. It was decided to have a look at the view point of the Staff Side on an urgent basis.

c) As regards the demand of the Staff Side dealing with Grant of civil servant status to GDS and bringing them at par with the Civil Servants for the purpose of grant of bonus etc, the Chairperson informed that the issues do not fall within the ambit of the Department and therefore, no purpose will be served by discussing these items in this forum. However, in regard to tightened norms for cash handling, the Chairperson agreed to have a re-look into the matter. Further, in the matter of protection of TRCA, the existing instructions on the subject give protection only up to the maximum of the lower slab of TRCA whereas the Staff Side contended that there should be full protection of TRCA in case of fall in work load. It was decided to examine this aspect. It was also decided to review the existing ceiling of 10% for making compassionate appointment. The question of regularization of ED Mailman was also decided to be re-looked into.

d) In regard to fixing of minimum and maximum distance to be traveled by Postmen - providing time factor and reviewing of existing norms, it was decided to revive the Committee, which was earlier constituted to consider all the pending issues relating to Postmen including items relating to changing the designation of Sorting Postman and the item under reference. The Committee will submit a report in the matter by 15th September 2011.

e) In regard to decentralization of postal accounts work, no decision has been taken in this regard and therefore, it would be premature to discuss this item. As regards, decision on PLI and RPLI work, the Staff Side was informed that issue of acceptance letters, PR Book and policy documents has been decentralized to provide better service to the customers at their door steps. The Chairperson asked the CGM, PLI, to have a separate meeting on the issues relating to PLI/RPLI.

- f) In the matter of revision of wages for the casual, part-time, contingent employees, the Staff Side was apprised of the fact that there has been engagement of casual labourers even after 1.9.1993 which is against the spirit of the instructions issued by the Government of India .. The Staff Side was of the view that revised wages could be paid at least to these casual labourers as who were engaged prior to 1.9.1993, pending consideration of the other cases. It was decided to expedite collection of wanting information from the Circles for taking further action in the matter.
- g) In regard to OSA rates, the Staff Side drew attention to the decision taken in the meeting of the Departmental Council wherein it was decided to take a final view by July 2010. The Chairperson directed to take a view in this regard immediately.
- h) As regards, delay in delivery of mails due to introduction of Speed Post Hubs and closure and merger of RMS Sorting Offices and creation of Delivery Hubs, the Staff Side vehemently opposed the move of the Department and strongly recommended reverting back to the old system. The Official Side explained the rationale behind introduction of new system and further explained that there has been growth in revenue with the setting up of Speed Post Hubs and Delivery Hubs. However, the Staff Side disagreed with the official view point. It was agreed to monitor the operation of the new system till July 2011, to be reviewed thereafter.
- i) A presentation was made to the Staff Side about the new system of 1st class mail which the Department proposes to introduce.

COMMITTEE ON MAIL NETWORK OPTIMIZATION

Subject: - Secretary (P) s meeting with Postal Joint Council of Action on 27.06.11, 29.06.11, 30.06.11 and 01.07.2011. Item No. 1-dealing with Mail Network optimization Project- Constitution of a Committee.

D.,G.Posts No. 08/-9/2011-SR Dated 12/07/ 2011

Item No. 1 of the Charter of Demands served by Joint Council of Action alongwith the notice of threatened strike w.e.f. 05.07.2011, dealing with Mail Network Optimisation Project, was discussed at length in various meetings taken by Secretary (Posts)/Member (Operation). In the wake of the above discussions, the competent authority has decided to constitute a Committee with the following composition

OFFICIAL SIDE	STAFF SIDE
Member (Operation) Chairman	Secretary General NFPE -Member
CPMG Tamilnadu Circle Member	Secretary General FNPO- Member

2. The Committee will review the mail arrangement made as sequel to creation of Speed Post Hubs which, as represented by Staff Side are causing delay as compared to the position prevailing earlier. The Committee will also review the formation of L-I & L-II in regards to 1st Class mails.

3. The Committee will submit its report within one month of its formation.

Govt. of India
Ministry of Communication & IT
DEPARTMENT OF POSTS,
SR SECTION

No. 1/4/2010-SR

Dated : 12-7-2011

OFFICE ORDER

Secretary (P) S meeting with Postal Joint Council of Action on 27-6-2011, 30-6-2011 and 1-7-2011.

Item No. 6 : Cadre Restructuring of Group C on constitution of a Committee.

This has reference to minutes of Secretary (P) meeting dated 27-6-2011, 30-6-2011 and 1-7-2011. Circulated vide No. 08/09/2011/SR dated 6-7-2011 on mentioned subject. As per discussion taken in regard to Item No. 6 dealing with cadre reconstruction Group 'C' employees, a Committee comprising the following is constituted to examine the issue.

Official Side	Staff Side
Sri Salim Haque DDG(P) Chairman	Gen. Secy. AIPEU
Alex Saxena Secy (PSB) Member	Gen. Secy. NAPEC
Director (Est.) Member	Gen. Secy. AIRMS & MMS
ADG - (PCC) Member Secretary	Gen. Secy. NUR C

3. The Committee will formulate the proposed by 30-8-2011.

(SUBHASH CHANDER) Director SR

25 POINT CHARTER OF DEMANDS SERVED BY JCA - BRIEFS

1. Drop the Mail Network Optimisation Project (MNOP) and reject the Mckinsey Consultancy's disastrous recommendations. Stop closure / merger of Post offices including Branch Post offices.

Withdraw the hub system introduced for processing speed post articles and restore status-quo-ante. Drop the move to introduce hub system for processing of first class mails including registered articles and to close down hundreds of sorting offices. 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. Stop outsourcing the work of Postal, RMS and MMS functions. Cancel the orders changing the designation of Sorting Postman which leads to abolition of hundreds of promotional posts of postmen staff. Review CRC, EPP and logistics norms.

The issue was discussed in the meeting taken by Secretary(P) with JCA on 07.6.2011.

The Staff Side vehemently opposed the move of the Department to introduce Speed Post Hubs and closure and merger of RMS Sorting offices and strongly recommended reverting back to the old system. The Official Side explained the rationale behind introduction of new system and further explained that there has been growth in revenue with the setting up of Speed Post Hubs and Delivery Hubs. However, the Staff Side disagreed with the official view point. It was agreed to monitor the operation of the new system till July 2011, to be reviewed thereafter. The Staff-side wanted that whenever there was a closure of Post Office, there should be a simultaneous relocation of Post Office in the new emerging areas. It was agreed to consider the view point of the Staff Side.

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. Withdraw the orders restricting compassionate appointment of GDS to 10% of the vacancies. 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.

The issue was discussed in the meeting taken by Secretary(P) with JCA on 07.6.2011, and the Staff Side was apprised that it was not within the competence of the Department to take a view in the matter. In the matter of Amendment to Rules of Recruitment for Postmen reducing the promotional prospects for G05, the Staff Side stated that there are highly qualified Gramin Dak Sevaks who can very well perform the duties of Postman and therefore, their quota in the recruitment of Postman should not be reduced. It was decided to have a look at the view point of the Staff Side on an urgent basis.

Further, in regard to tightened norms for cash handling, the Chairperson agreed to have a re-look into the matter. In the matter of protection of TRCA, the existing instructions on the subject give protection only up to the maximum of the lower slab of TRCA whereas the Staff Side contended that there should be full protection of TRCA in case of fall in work load. It was decided to examine this aspect. It was also decided to review the existing ceiling of 10% for making compassionate appointment. The question of regularization of ED Mailman was also decided to be re-looked into.

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. Grant appointment to part-time casual and contingent employees in vacant GDS posts.

REVISE WAGES OF CASUAL LABOURERS AND CONTINGENT EMPLOYEES WITH EFFECT FROM 01.01.2006 BASED ON THE MINIMUM PAY RECOMMENDED BY 6TH CPC

The issue was discussed in the meeting taken by Secretary(P) with JCA on 07.6.2011. It was

decided to expedite collection of wanting information from the Circles for taking further action in the matter.

STOP OUTSOURCING THE WORK OF CASUAL LABOURERS AND CONTINGENT WORK

The Department laid down guidelines for outsourcing as also the guiding principles while engaging labour on contractual basis under No.1-10/2009-pee dated 09 Sep 2009. Outsourcing is only prescribed in conformity with these guidelines. Further, the Department issued directives for outsourcing work of sweepers & scavengers in case their combination wherever feasible is first resorted to.

PART TIME CONTINGENT EMPLOYEES IN VACANT GDS POSTS

Orders stand already issued in 1988 that casual labourers, whether full time or part time, who are willing to be appointed to ED (now GDS) vacancies may be given preference in the matter of engagement to GDS posts. provided they fulfill all the conditions and have put in a minimum service of one year. For this purpose, a service of 240 days in a year may be reckoned as one year's service. It should be ensured that nominations are called for from employment exchange to fill up the vacancies of casual labourers so that ultimately the casual labourers who are considered for GDS vacancies have initially been sponsored by employment exchange. However, the relevant provision will be reviewed.

No. 1-2/2011-PCC

Grant temporary status to eligible full-time casual labourers, Convert part-time into full-time - In compliance with the directions of the Hon'ble Supreme Court, a Scheme known as 'Casual Labourers (Grant of Temporary Status and Regularisation) Scheme' was drawn up by this Department in consultation with the Ministry of Law, Finance and DOP&T regarding grant of Temporary Status to the eligible Casual Labourers in service as on 01.9.1993. Necessary orders had been issued in this regard vide letter No. 45-95/87-SPB-I dated 12.4.1991, No. 45-37/91-SPB-1 dated 05.6.1991, 16.8.1991, No. 66-9/91-SPB-I dated 30.11.1992, No.66-52/02-SPB-I dated 01.11.95 and 08.11.1995. However, the appointment of Casual Labourers against various posts in the Department is to be made as per the provisions contained in the respective Recruitment Rules which are statutory in nature. The posts cannot be filled by deviation from the Recruitment Rules.

It has already been mentioned in this Directorate's letter no. 45-14/92-SPB-I dated 16.09.1992 that the part-time casual labourers who are working for five hours or more can be made full time by readjustment or combination of duties.

No. 37-21/2011-SPB-I

4. Immediate revision of OTA & OSA rates.

For the purpose of application of Overtime Allowance, Employees have been divided into four categories i.e. Industrial Employees, Operative Staff, Staff Car Drivers and Office Staff. Overtime Allowance in respect of Office Staff and other comparable staff is regulated in terms of the Instructions issued by Ministry of Finance and Department of Personnel & Training issued from time to time.

Overtime Allowance is payable to staff at the following rates:-

Emoluments Range	OTA Per Hour	
	Working Day	Holiday
Up to Rs. 1200	Rs.7.95	Rs. 10.60
Rs. 1201 to Rs. 1450	Rs. 9.95	Rs. 12.75
Rs. 1451 to Rs. 1700	Rs. 11.35	Rs. 15.15
Rs. 1701 to Rs. 1950	Rs. 13.15	Rs.17.55
Rs. 1951 to Rs. 2200	Rs. 14.95	Rs. 1755
Rs. 2201 & Above	Rs. 15.85	Rs. 21.15

Expenditure incurred on Overtime Allowance since 2003-04 onwards is as under:-

Year	Amount (in thou.)	Amount (in crs.)
2003-04	Rs. 340929	Rs. 34.09
2004-05	Rs. 323445	Rs. 32.34
2005-06	Rs. 353522	Rs. 35.35
2006-07	Rs. 345369	Rs. 234.53
2007-08	Rs. 393103	Rs. 39.31
2008-09	Rs. 365517	Rs. 36.55
2009-10	Rs. 331891	Rs. 33.19
2010-11 (Up to Oct 2010)	Rs. 102338	Rs. 10.23

Vide Para 4.4.2 of the recommendation, 6th CPC has recommended abolition of compensation in

the form of Overtime Allowance or any other similar allowance to any of the Central Government employees except those belonging to the categories of operational staff and industrial employees governed by the statute. This recommendation has been made in the light of recommendation for introducing of Performance Related Incentive Scheme (PRIS).

The Committee of Secretaries constituted to look into the OT A issue has decided to continue the scheme of OTA for the time being without revising the rate of OTA & ceiling prescribed under 4th CPC till Performance Related Incentive Schemes are formulated and implemented and payment of overtime allowance and total access control which would monitor actual hours of work put in by an employee would be linked to PRIS for evaluating the performance of work. In this context, minutes of meeting dated 31.01.2011 refer.

No. 1-2/2011-PCC

The issue regarding OSA has already been discussed in the meeting taken by Secretary(P) with JCA on 07.6.2011. The Chairperson directed to take a view in this regard immediately.

Mails Division had sent the proposal for revision of OSA rates to IFW for concurrence. IFW has suggested that this matter may be looked into by a Committee to be constituted for this purpose.

No. 28-5/2011-D

5. Implement the assurances made on 12.07.2010 Strike Settlement and also the JCM Departmental Council Meeting held on 23.08.2010. (List enclosed) Ensure prompt holding of Departmental Council Meetings.

No. 1-2/2011-PCC

Action taken report on the items discussed in JCM Departmental Council on 27.08.2010 is attached as Annexure I.

As regards items discussed in the meeting of 12.07.2010, follow up action has either been taken or these items have been taken again in the present Charter of Demands.

6. Immediate finalization of Cadre Restructuring proposals including Postal Accounts as assured by the Secretary Department of Posts and its implementation.

The issue IS under detailed examination by the Cadre Restructuring Committee.

The demand for cadre restructuring in PAOs was raised in the meeting held by Secretary(P) with Postal Joint Council of Action on 12.7.2010, and in the follow up action, a committee has been formed to examine the proposal of restructuring the cadres of SA, JA, LDC, Sorter and DEOs of PAOs.

No. 202(3)/2011/PA Admn.II/66

7. Stop decentralization of Postal Accounts, PLI and RPLI and ensure status-quo. Save D P L I office, Kolkata and ensure job security to the staff, DPLI.

The item discussed in the meeting taken by Secy.(P) with the JCA on 07.6.2011. In the matter of PLI/RPLI, it was decided to give a meeting to the Staff Side and CGM has fixed a meeting for 28.06.2011.

In regard to decentralization of postal accounts work, no decision has been taken in this regard and therefore, it would be premature to discuss this item.

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

Department examined the issue of filling up of GDS vacant posts in Branch Post Offices and have issued guidelines under No. 17-103/2007-GDS dated 17 Feb 2011. Now vacant posts of GDS BPM (irrespective of number borne on establishment) may be filled up by Head of Division without reference to HOC by appointment of surplus identified GDS fulfilling the conditions failing which by combination of duties in the same BO provided the combined workload does not exceed five hours failing which by recruitment of outsiders by observing the selection process. So far as other GDS posts are concerned, approval of HOC would be required for filling up the posts which are not justified by workload/financial parameters but the post is to be filled up for operational reasons only.

No. 1-2/2011-PCC

The recruitment rules for Multi Tasking Staff and Postmanj Mailguard have been notified. Action to fill up vacancies in their categories is being initiated. Recruitment process for Direct

Recruitment as well as through promotion, through Limited Departmental Competitive Examinations & DPCs is being undertaken for all categories of staff. IPOs are also being recruited through Staff Selection Commission.

No. 37-21/2011-SPB-I

The Induction Training to the newly recruited PAs/SAs are conducted as follows:

a). Induction Training to PAs/SAs is imparted at all six Postal Training Centres in double shifts from January 2011.

(b). Six Circles (viz Andhra Pradesh, Kerala, Madhya Pradesh, Maharashtra, Rajasthan and Tamil Nadu) were given approval for conducting Circle level Induction Training to PAs/SAs based on their proposals of availability of suitable infrastructure and trainers. Training is to be imparted as per Standard Training Package (STP) posted in the training website of PTC, Mysore. Train the trainers program was conducted by PTCs. Training commenced 10 March 2011 at Kerala, Maharashtra, Rajasthan and Tamil Nadu Circle. Andhra Pradesh Circle proposes to start the training from 27th June 2011 and Madhya Pradesh Circle during July 2011.

(c). Instructions have been issued to all Circles for conducting Circle level Induction Training to newly recruited PA (SBCO) candidates based on the STP posted in the training website of PTC, Mysore.

(d). Instructions have been issued by SPB Section for issuing appointment orders to those candidates whose pre-appointment formalities are completed and for engaging them against suitable posts with regular pay and allowance after imparting in-house training at Circle level till they are deputed for institutional induction training at PTCs or Circles.

Training Division

9. Stop implementation of Postmaster Cadre till finalization of Cadre Restructuring. Ensure 100% filling up of LSG, HSG-II, HSG-I before implementation of Postmasters Cadre, remove the retrograde eligibility conditions for appearing the examination of Grade I and PSS Group B and allow Account line officials also.

Department of Posts operates mainly through its 25500 Departmental Post Offices, offering wide range of services both in traditional and financial areas. The Department of Posts has never had a cadre exclusively for Postmasters. The Postal

Assistants, Lower Selection Grade (LSG)/ Higher Selection Grade (HSG.II and HSG.I), etc. are posted to man the posts of Postmasters. At times officials have showed reluctance when posted as Postmaster. Officials became Postmasters by way of their posting. Thus, at present, there is no system in place to ensure that Post Offices are headed by well trained managers to combat the challenges being faced by the Department from private players in the market and to utilize the present day technology being introduced in big way in managing the post Offices.

2. In order to further strengthen the functioning of the Post Offices and to meet the present day requirement of specialization in Postal operation respond to market challenges and increase the productivity, it is essential to make the Postmaster cadre operative at the earliest without linking it to cadre restructuring. However, if need be the cadre structure of Postmaster shall be reviewed after cadre restructuring.

3. The posts of Postmasters have been created by carving out of the General line where officials from Accounts line are not eligible for promotion. Therefore, officials from Account line have not been made eligible to appear for the said examination. They continue to get promotion in Accounts line.

4. As regards filling up of vacant posts in LSG and HSG.II, it has already been impressed upon the Circles on 8.2.2011 to convene DPC meetings for year-wise vacancies for promotion to LSG and HSG.II by 28.2.2011 and call for the applications for appointment under initial constitution clause.

5. As regards filling up of HSG.I vacancies, as per DOPT ruling, the existing vacancies in HSG.I can only be filled in pending amendment of Recruitment Rules which are under consideration with UPSc.

No. 137-38/2011-SPB-II

10. Drop the proposed move of ending the services of existing System Administrators by outsourcing the technology work to the outsider agencies. Create the System Administrators Posts as assured with specified norms and other works and make the cadre as a promotional cadre to PA/SA.

The issue is a part of subject matter being considered by Cadre Restructuring Committee.

No. 1-2/2011-PCC

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.

A Committee has been constituted under the chairpersonship of CGM(MB) to discuss issues relating to Postmen, which would go into these issues. The meeting was fixed for 22.6.2011 but Staff Side expressed their inability to attend the meeting.

No. 28-5 I 20 11- D

12. Fixing norms for newly assigned works of Multi Tasking Staff. Allow to decline postman promotion for MTS under seniority quota without losing MACP promotions and review the recruitment rules of MTS to Postmen / Mail Guards.

The issue requires finalization of modalities as the IWS unit is not in existence.

No. 1-2/2011-PCC

13. Grant promotions to Drivers / Artisans at par with other C.G. organizations like Railways / Defence. Higher Pay Scales to charge hand & Drivers.

(A) GRANT PROMOTIONS TO DRIVERS/ARTISANS AT PAR WITH OTHER CENTRAL GOVERNMENT ORGANISATIONS LIKE RAILWAYS/DEFENCE

Staff Car Drivers belong to common category in all Ministries/Departments of the Government of India & 6th CPC has dealt with this cadre under common category. Keeping in view no promotional avenues, a structured promotion scheme for this cadre as formulated by DOPT is in place. MACP as a fall back option has also been extended to this cadre. Pay structure as per the structured promotion scheme for this cadre is as under:-

Ordinary Grade (30%) - Rs. 5200-20200 (PB-1) with GP Rs. 1900 Grade II (30%)- Rs. 5200-20200 (PB-1) with GP Rs. 2400

Grade III (35%)- Rs. 5200-20200 (PB-1) with GP Rs. 2800

Spl. Grade (5%)- Rs. 9300-34800 (PB-2) with GP Rs. 4200

The issue of entry grade equal to that of Postal Assistant was examined by the National Anomaly Committee in the light of order of High Court of Madras on 15.02.2011 but not agreed to.

The recommendations made by the 6th CPC were accepted by the Government as a package. The present status of applicability of the pay scales to the cadre of Artisans in the Department is as under:-

Artisans Grade III (70%)
- Rs. 5200-20200 + GP Rs. 1900

Artisans Grade II (15%)
- Rs. 5200-20200 + GP Rs. 2400

Artisans Grade I (including CH)-15% - Rs. 5200-20200 + GP Rs. 2800

Master Craftsman in other Ministries/Departments were upgraded to pre-revised scale of pay of Rs. 5000-8000 and were allowed Grade Pay of Rs. 4200 in PB-2 vide GSR 552(E) dated 28 Jul 2009. The proposal of upgrading Charge Hand equal to Master Craftsman was taken up with Ministry of Finance but the same was not agreed to vide Ministry of Finance (Expenditure) ID No. 6(3)-E.III(B)/2010 dated 17.01.2011 on the grounds that the cadre of Charge Hand stands merged with that of Artisan Grade I and educational requirements of Charge Hand and Technical Supervisors are different.

(B) HIGHER PAY SCALE TO CHARGE HAND & DRIVERS

As per recommendation of 6th CPC in Para 7.6.8 accepted by the Government, the cadre of Charge Hand stands merged with Artisans Grade I in the Grade Pay of Rs. 2800. Thereby, there is no existence of the cadre of Charge Hand as at present.

Staff Car Drivers belong to common category in all Ministries/Departments of the Government of India & 6th CPC has dealt with this cadre under common category. Keeping in view no promotional avenues, a structured promotion scheme for this cadre as formulated by DOPT is in place. MACP as a fall back option has also been extended to this cadre. Pay structure as per the structured promotion scheme for this cadre is as under:-

Ordinary Grade (30%) - Rs. 5200-20200 (PB-1) with GP Rs. 1900 Grade II (30%) - Rs. 5200-20200 (PB-1) with GP Rs. 2400

Grade III (35%)- Rs. 5200-20200 (PB-1) with GP Rs. 2800

Spl. Grade (5%)- Rs. 9300-34800 (PB-2) with GP Rs. 4200

The issue of entry grade equal to that of Postal Assistant was examined by the National Anomaly Committee in the light of order of High Court of Madras on 15.02.2011. National Anomaly Committee considered the issue and held that being negotiating body; it cannot decide and pass orders on the matter adjudicated by the Courts. However, the Drivers have been considered as a common category and NAC has advised the Department to inform the court.

No. 1-2/2011-PCC

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.

As regards completion of ledger agreement work before launching Core Banking this Division has already issued instructions to field units to update the postings and agreement work at the earliest. As regards harassment of SBCO officials under contributory negligence factors, suitable instructions have been issued by VP Branch.

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.

01. Creation of one Civil Circle, one Electrical Circle and Architectural Division in every postal circle as per CPWD norms is not workable because CPWD norms are based on expenditure. The existing units of Civil/ Electrical divisions and Civil/ Electrical circles may not even be justified if CPWD norms are made the basis.

02. Re-structuring of civil wing cadre may only be thought of on the basis of territorial jurisdictions

without linking creation of Divisions and Circles in Postal Civil Wing with expenditure. For the said purpose administrative decisions has to be taken by the competent authority to process the case further.

03. Transfer of non-gazetted staff within the concerned postal circle may be restricted subjected to the condition that no. of non-gazetted posts in particular grade are more than one so that rotational transfer could be made possible. Meaning thereby that to implement the transfer policy in the non-gazetted staff by restricting the transfers in postal circle may only be feasible provided sufficient no. of posts are available to rotate the officials from one post to another.

04. Retaining designation of Head Clerk instead of Assistants and to declare Head Clerk as supervisory post is not in the domain of this office because designation of Assistants and to declare Head Clerk post as non-supervising post was done as per the recommendations of 5th Central Pay Commission. Any Change in the designation and the duties of the Head Clerk may only be done with the consent of the concerned cell dealing with Pay Commission recommendations.

05. As regards filling up vacant posts in Civil Wing, it is stated that process of filling up vacant posts of JE(C)/JE(E) is already in progress. The list of selected candidate has already been received from Staff Selection Commission & offer of appointments are being issued on completion of formalities such as verification of Character & antecedents etc.

As regards filling up posts of other non-gazetted categories, respective SEs have been requested to fill up the vacant posts being the appointing authority in case of non-gazetted posts. However process of filling up vacant posts by SEs is having constraint due to non-finalization of revised recruitment rules in view of 6th Central Pay Commission recommendations. Issue is however being taken up at appropriate level.

As regards, filling up vacant posts in the gazetted categories, DOT being the cadre controlling authority has to take necessary action.

No. 10-18/2011-CWP

Remaining items will be published in next issue

GENERAL SECRETARY'S LETTER

Reached Delhi on 6-6-2011.

The Secretary Posts called Postal JCA leaders to discuss the Charter of demands. We could not find any meeting point in solving the issues.

On 7-6-2011, the Department presented Mail optimization project to the Staff Side (L-1 and L-2 concept). Our CHQ protested the changes and submitted a detailed note to the Department.

MEETING WITH SENIOR PA OF MOS

The General Secretaries of NUGDS, NAPE 'C' and NUR 'C' met Senior P.A. of MOs and discussed various GDS issues.

MEETING WITH MOC

The GS NUR 'C' alongwith GS NUGDS and GS NAPE 'C' met MOC on 15-6-2011 and submitted a memorandum about GDS.

JOINT CONVENTION

FNPO and NFPE held a joint convention on 18-6-2011 in Chennai. Some of the R III Circle Secretaries participated. Details of the convention posted in our website.

PRESS MEET

The Postal JCA conducted a Press Meeting in a Press club in Chennai on 21-6-2011. Our demands have not reached the public as we expected.

NEGOTIATIONS STARTED

Negotiation started on 27th June and it ended on 1st July 2011. All the four days, we have participated in the negotiation and putforth our views vigorously. Settlement was reached on 1-7-2011. All the details were published in Federal Sentinel, in our Website and published elsewhere.

BIRTH CENTENARY OF KR

Birth Centenary of our beloved and founder leader Sri K.R. commences on 8-8-2011. The FNPO has decided to celebrate his birth day on 8-8-2011 in Chennai in a grand manner.

LONG LIVE GKP

One of the founder leaders of NUR 'C' and present Headquarters Secretary of our Federation is completing 80 years. The 82nd birthday fell on 9-7-2011. The CHQ conveyed its heart-felt wishes to GKP and wished GKP long live.

Yours fraternally,
(D. Theagarajan)
General Secretary

ATTENTION TO CHQ/CIRCLE/ DIVISION OFFICE BEARERS

CWC MEETING

NUR 'C' proposes to hold CWC meeting on 9-8-2011 at Chennai. Chennai Sorting Division Branch has come forward to bear all the expenses of the CWC Meeting. Divisional Secretaries of all RMS and MMS Divisions are invited as special invitees to attend and express their views about the re-organisation. In this connection, CHQ has sent detailed letter to all the CHQ office-bearers / Circle Secretaries/Divisional Secretaries.

SRI PAWANKUMAR

Finance Secretary, NUR 'C'
Palam TMO (Palam Airport)
New Delhi Air Mail Stg. Dn
New Delhi - 110 037

Email : pawan_joshi_63@yahoo.com

Resi : SRI PAWAN KUMAR
C-223, Phase 2, New Palam Vihar,
Gurgaon, Haryana,
Cell : 98714 26552 / 99992 45722

Edited, Printed and published by D. THEAGARAJAN from T-24, Atul Grove Road,
New Delhi - 110 001 on behalf of NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP 'C'
Composed by Vandana Print & Co. 1885, Gali Koliyan, Daryaganj, Delhi -2
and Printed at Tillak Printing Press, Bazar Sita Ram, Delhi - 110 006.