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RMS SENTINEL

Editor : D. THEAGARAJAN

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RE-STRUCTURING OF FIRST-CLASS MAIL OFFICE

The Department has already reduced speed post processing centres from 315 to 89. After restructuring the mails intended for Metro cities are delivered after 48 hours. Earlier those mails were delivered within 24 hours. Further inter-circle mails were got delivered within 48 hours previously and now it takes 72 hours at the minimum and in some places it takes 96 hours. Details of delay are furnished as Annexure I.

In short, no mail is delivered within 24 hours at present. The above operation net-work has been implemented from 10-11-2010. After implementation, 30% traffic has been reduced throughout the country.

For example, from April 2010 to Dec. 2010 the business in Chennai Park Town BPC was more than Rs. 60 lakhs. But in the last three months, it has been reduced to 25 lakhs in respect at Speed Post. In other words, 50% income has been reduced within a period of three months. Every one is aware that the business will be peak in the month of March of every year. In March 2010, the business of BPC Park Town was Rs. 7935031. But in March 2011 the business done is for Rs. 2481485. The loss in revenue is Rs. 5453454. The number of articles booked in the year 2010 were 314547, whereas 114219 articles were only booked in the year 2011. That is reduction in Mail Traffic is 200328. This is in respect of only one Centre. Details are furnished as Annexure II and IIA.

After the optimization of Speed Post net-work, the operation cost has also become high when compared to earlier operation. A detailed letter was sent to the Directorate by our Federation. The letter of the Federation was not even acknowledged by the Department.

Copy of the letter is pulished in RMS Sentinel Dec. 2010, Jan 2011

Now the Department wants restructuring of first class mail offices as L1 and L2.

Before analyzing the L1 and L2, let us see the mail profile.

MAIL PROFILE : The mail profile is almost the same in every country. But as far as our country is concerned, it differs from state to state. For instance, in Tamilnadu, the mail profile is as follows:

- | | |
|-------------------------|------------|
| i) Intra-Circle | 60% to 65% |
| ii) Inter-Circle | 5% to 10% |
| iii) Metro to Metro | 5% to 10% |
| iv) Neighbouring Circle | 5% to 10% |
| v) Others | 3% to 5% |

In regard to Kerala, Gulf country mails constitute 20% to 25%; Intra-Circle 10% to 15%; Inter-Circle 10% to 15%; Metro Mails 25% to 30%, others 10% to 15%. This profile will have total change in respect of North East Countries.

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Now let us see L1 and L2 : According to our information L1 office will be 77 and remaining will be L2.

RECEIPT

L1 – They will receive bags from other 76 L1 Mail offices, linked Mail offices (maximum five) plus post offices linked with L1. Therefore the receipt will be as follows.

From L176

Linked P.Os 50 (roughly)

Mail office 5 (roughly)

So, the maximum receipt of bags will come to 131.

CLOSING :

L1 – They will close bags for other 76 L1 offices plus linked post offices and mail offices linked with L1.

RECEIPT

L2 office : They will receive bags from linked post offices (roughly 50) and one bag from L1 mail office. So approximate receipt is only 51.

CLOSING :

L2 – The approximate closing will be 51.

L1 and L2 process is not new. This was already introduced by Sri S.P.Gulati in the name of inward and outward. The concept of the inward and outward may be right at the time of nineties. Because earlier the profile of the Rural mail office was 60% deferred mails and 40% express mails. But today the mail profile of Rural mail office is 10% to 15% deferred mails and remaining will be the express mails. Therefore today the Department may say that L2 offices will continue for ever but it is not practically feasible. It has to be closed for want of mails in due course. It may be functioned only as T.M.O. within a span of six months.

COST FACTOR : The Department is decreasing the mail net-work to reduce the loss in Mail Business. But in practice, the cost of operation is more than earlier.

How the cost of operation is increasing?

i) Earlier mail handling was maximum two times that is, parent mail office to designated mail office. But in the present set-up the mail handling is four times minimum and maximum five times.

ii) Transportation : Transportation is less but now it is increasing. Earlier back routing is nil and now back routing is unavoidable.

iii) Delivery : Earlier mails were delivered within two days in Metro and intra-circles and now it takes minimum 72 hours and maximum 96 hours. In respect of other mails such as inter-circle mail and neighbouring circle mails, it will be delivered by D-6 or D-7.

iv) Duplication of bags is unavoidable

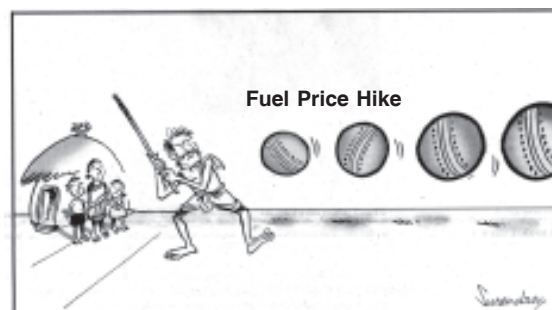
How the administration can expect staff side to co-operate for this unproductive arrangement.

Proposed changes will led to delay to mails therefore our BD Directorate does not accept the changes for their business. For instance, the Chief General Manager sent DO letter to all Heads of Circles under No. DO 51-53/2010-BD & MD / Vol I dated 29-4-2011 directing that UID Mails should be dispatched in the earlier system and not in the present system. It is proved beyond the doubt that the proposed mail net-work will pave way for delaying the mails.

CONCLUSION

Any re-organisation should meet the following objectives :

- i. it should be beneficial to the customers.
- ii. If should reduce the operations cost but proposed change will not be beneficial either to the public or to the Department.



Courtesy : The Hindu

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Outsourcing of Departmental Examination Postal Directorate Instructions

No. A-34012/2/2011-DE

Dated: 5.04.2011

Subject: Introduction of New Examination System for PAs/SAs Direct Recruitment and other Departmental Examinations through outsourcing on turnkey basis

The issue relating to change of existing system of conducting PAs/SAs Direct Recruitment and departmental examinations was under consideration of this office. With a view to conduct departmental examinations to streamline the procedures to suit the present day situations, the competent authority has decided to switch over to new system of objective type questions for all the examinations.

2. It has further been decided to conduct the following examinations centrally by the Postal Directorate. M/s CMC Ltd., has been selected to undertake the recruitment process from the year 2011:

- I. Postal Assistants/ Sorting Assistants Direct Recruitment Examination
- II. Limited Departmental Competitive Examination
 1. Postal service Group 'B'
 2. Inspector Posts Examination
 3. Senior Postmaster Examination
 4. Postmaster Grade-I Examination
 5. Assistant Engineer (Civil & Electrical) Examination
 6. Junior Engineer (Civil & Electrical) Examination
 7. Limited Departmental Competitive Examination for PAISA (LGO)

3. The Postal Circles will continue to conduct the following examinations in decentralized manner as per the pattern and syllabus for examination circulated/ to be circulated by the Directorate.

- Limited Departmental Competitive Examination (LGO) for promotion to MMS Assistants, Foreign Post Assistants, RLO Assistants, Stores Depot Assistants and Postal Assistants COIRO as per the old syllabus and as per the previous practice.
- Postman Examination
- PO & RMS Accountant's Examination
- Confirmation Examination for PAs/SAs and other clerical cadres
- Multi Tasking Staff Examination (Proposed)

4. The new examination system will cover the following aspects:

- i) Use of carbonless (duplicate) Optical Mark Reader (OMR) Answer Sheets.
- ii) Use of latest technology/solution to evaluate the Answer Sheets.

iii) CMC Ltd. will handle the entire process of conducting all the Examinations mentioned in Para 2 above from the stage of printing of Application Forms till preparation of merit lists.

iv) Department of Posts will announce results of each examination on the basis of merit lists provided by CMC Ltd.

v) The entire process of the examination will continue to be confidential.

vi) Except the designated Nodal Officer [(DPS (Hqs.)) of each Circle, no other officer/official of the Circle should either correspond or contact CMC Ltd. in any manner.

vii) The pattern of all examinations will be as already circulated by the Directorate in the following letters:

1. No. 137-8/2009-SPB.11 dated 07.03.2011
2. No. 9-5972010-SPG dated 08.03.2011
3. No. 7-14/2011-SPB-11 dated 09.03.2011
4. No. 60-10/2011-SPB-1 dated 10.3.2011

(a) Roles and Responsibilities

i) DPS (Hqs) designated as Nodal Officer in the Circle will be handling examination activities and responsibilities of Department of Posts and maintaining liaison with CMC authorities in the Circle in respect of each and every examination to be conducted as per new system of examinations.

ii) Circle Nodal Officer will be responsible for calculation of vacancies of the Circle for each Examination category/year-wise and intimation of the same to the Directorate.

iii) Two different types of Application Form Kits, One for PAISA Direct Recruitment Examination [Application Form in blue (cyan) colour] and other for the Departmental Examinations (Application Form in Magenta Colour) Containing Application Form, Instruction Sheet, Acknowledgement Card and Envelope will be supplied by CMC Ltd. to Nodal Officer [DPS(Hqr)] of Circle on placing indent on CMC by the Circles for the Application Form Kits under intimation to Directorate.

iv) Accordingly, two different types of OMR Answer Sheet one for PAISA Direct Recruitment Examination [in blue (cyan) colour] and other for the Departmental Examinations (in Magenta Colour) will be used during the Examination.

v) On receipt of Application Form Kits at Circle Headquarters from CMC, Circles will check whether the kits are in proper condition and inform the CMC for damages, if any. The Application Form Kits will be

packet in bundles of 100 in damage proof packing inside corrugated boxes.

vi) Despatch of Application Form Kits by the Circle Nodal Officer [DPS(Hqr)] to the concerned Divisional Officers as per their requirement.

vii) Circle to ensure availability of Application Form kits in each identified Post Office for the PAs/SAs Direct Recruitment Examination from the date of issue of advertisement till the last date of submission for the Examination.

viii) Circle to arrange redistribution of Application Form kits between surplus and deficit Offices.

ix) For other Departmental Examinations, Application Form Kits will be made available to individual departmental candidates only for each examination by the Divisional Office/Regional Office/Circle Office after verifying the eligibility of the candidates for that specific examination. Forms will be made available to departmental candidates free of cost. Nodal Officer will supply the application Form Kits to each Division as per their requirement.

x) For PAs/SAs Direct Recruitment Examination, the Application Form Kits will be made available to identified Post Offices for their sale through Post Office counters. The cost of each Application Form kit will be Rs. 25/-.

xi) Only one Application Form Kit will be sold to one person.

xii) Circles will place additional indent for the Application Form Kits on CMC as per their needs.

xiii) Circles will be required to account for each and every Application Form Kit to avoid their misuse.

xiv) Advertisement (prepared with the assistance of CMC) for PAs/SAs Direct Recruitment Examination only to be issued by each Circle in leading Regional language Newspapers. Postal Directorate will publish the advertisement in Hindi/English National Newspapers and Employment News.

xv) In case of PAs/SAs Direct Recruitment Examination, candidates will send the filled in (OMR) Application Forms directly to CMC at their address mentioned in Application Form Kit.

xvi) In case of Departmental Examination, Divisional office will call for the names of candidates willing to appear in the said Departmental Examination and will supply one Application Form to each candidate after verifying his/her eligibility. After verification of particulars filled in by the candidates in the Application Form, Divisional Office will send the duly filled in Application Forms to Circle Nodal Officer. Subsequently, Nodal Officer of concerned Circle will send these Application Forms to CMC after verifying each and every particulars of OMR Application Form. No Application Forms of any ineligible candidate should be submitted to CMC by the Division/Nodal officer.

xvii) Divisional Office/ circle Nodal Officer will not staple/bind/tag/punch/mutilate damage the Application Forms received by them duly filled while forwarding the same to the next authority.

xviii) Circle Nodal Officer will also endorse a copy of forwarding letter comprising details such as-Name of Examination, Year of Examination, Name of candidates to DE section of Postal Directorate vide which the filled in Application Forms have been sent to CMC.

xix) Circle to inform about the conduct of Examination indicating the date, timing and center list to the Police Headquarter and area SHO for their necessary action, if required.

xx) Except for PA/SA Direct Recruitment, Limited Departmental Competitive Examination for PA/SA (LGO) and decentralized Examinations, all other Departmental Examination will be held at Circle Hqrs. in future.

(b) Roles and Responsibilities of CMC Limited:

(i) Designing of Recruitment Module and hosting of the same in Indiapost Website in consultation with PTC, Mysore.

(ii) Designing, Printing, Packing and supply of OMR Application Form Kits to Nodal Officer of Postal Circles.

(iii) Capturing of Data/ Information from the application forms received at designated address in Delhi.

(iv) Applicants database handling and generation of various reports.

(v) Generation and dispatch of Admit cards by CMC to candidates.

(vi) Designing, Printing, Packaging, Dispatch and Collection of the OMR Answer Sheets.

(vii) Packaging, Dispatch and Collection of Test Booklets.

(viii) Arrangement of examination venues and conduct of each examination on the same date and time throughout the country.

(ix) Scanning of OMR answer sheets and preparation of merit list as per the guidelines of Department of Posts.

5. The calendar of Examinations for the year 2011 has already been issued vide this office letter No. A-34012/02/2010-DE dated 16.3.2011 and the CMC Ltd. will contact all the Circles as and when various examinations are notified. Heads of Circles may issue suitable instructions to the Circle Nodal Officers to initiate necessary action to start the process of all examinations as per schedule/notification issued by Directorate for examination and maintain close cooperation with CMC Ltd.

6. The above contents may be brought to the notice of all concerned functionaries.

7. Receipt of this letter may please be acknowledged.

FREQUENTLY ASKED QUESTIONS (FAQS) ON MODIFIED ASSURED CAREER PROGRESSION SCHEME

(Exhibited in the DOPT website)

No.	Point of doubt	Clarification
1.	What is Modified Assured Career Progression Scheme(MACPS)?	The MACP Scheme for Central Civilian Government Employees is in supersession of earlier ACP Scheme. Under the MACP Scheme three financial Up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. The MACPS envisages merely placement in the immediate next higher grade pay as given in Section I, Part-A of the first schedule of the CCS (Revised Pay) Rules 2008, in case no promotion has been earned by the employee during this period.
2.	From which date the MACPS is effective?	The MACPS is effective w.e.f. 01.09.2008 or on completion of 10, 20, 30 years of continuous regular service, whichever is later. Financial upgradation will also be admissible whenever a person has spent 10 years continuously in the same grade pay. (Para 9 of OM dated 19.05.2009)
3.	Who are entitled for financial upgradation under the MACPS?	The MACPS is applicable to all Central Government Civilian employees.
4.	What norms are required to be fulfilled while granting the benefits under MACPS	The financial upgradation would be on non-functional basis subject to fitness in the hierarchy of pay band and grade pay within PB-1. Thereafter, only the benchmark of 'Good' would be applicable till the grade pay of Rs. 6600 in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs. 7600 and above. However, where the financial upgradation under the MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in para 17 of the Scheme, the benchmark for promotion shall apply to MACP also. OM.No 35034/3/2008-Estt(D) dated 01/11/2010
5.	Whether Pay Band would be changed at the time of grant of financial upgradation under MACPS	Yes OM.No 35034/3/2008-Estt(D) dated 09/09/2010
6.	Whether the promotions in same grade would be counted for the purpose of MACPS?	The financial up-gradation under the MACPS is in the immediate next higher grade pay in the hierarchy of recommended revised pay bands and grade pay as given in CCS(Revised Pay) Rules, 2008, However if the promotional hierarchy as per recruitment rules is such that promotions are earned in the same grade pay then the same shall be counted for the purpose of MACPS.

7.	How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008	The revised pay structure has been changed w.e.f. 01.01.2006 and the benefits of ACPS have been allowed till 31.08.2008. Hence, the benefits of revised pay structure would be allowed for the purpose of ACPS. (OM No. 35034/3/2008-Estt. dated 09/09/2010)
8.	Whether adhoc appointment would be counted towards qualifying service for MACPS	No. only continuous regular service is counted towards qualifying service for the purpose of MACPS. The regular service shall commence from the date of joining of a post in direct entry grade on a regular basis. (Para 9 of the MACPS).
9.	Whether State Government service shall be reckoned for the purpose of MACPS	No. only regular service rendered in the Central Government's Department/Office is to be counted for the purpose of MACPS, as the Scheme is applicable to the Central Government Civilian Employees only (MACPS, Para 10)
10.	What are the periods included in the regular service?	All period spent on deputation/foreign service, study leave and all other kind of leave, duly sanctioned by the competent authority shall be included in the regular service. (Para 11 MACPS)
11.	How is the MACPS to be extended to the employees of Autonomous and Statutory Bodies.	Procedure prescribed in OM No. 35034/3/2010-Estt (D), dated 03/08/2010 would be followed by the administrative Ministries/Departments concerned for extension of the MACPS to the employees of Autonomous and Statutory Bodies under their control.
12.	Whether the cases of grant of financial upgradation allowed under the ACPS between 1-9-2008 and 19-5-2009, the date of issue of the Scheme are to be reviewed?	Yes. Since the benefits of ACPS have been discontinued w.e.f. 01-09-2008, the cases settled between 01-09-2008 and 19-05-2009, in terms of previous ACP Scheme shall be reviewed.
13.	Whether the past continuous regular service in another Govt. Deptt. in a post carrying same grade pay prior to regular appointment in a new Deptt. Without a break shall be counted towards qualifying regular service for the purpose of MACPS.	Yes. (Para 9, MACPS)
14.	Upto what grade pay the benefits under the MACPS is allowed?	The benefits of MACPS are being upto HAG scale of Rs. 67000-79000/- (DOPT's O.M. No. 35034/3/2008-Estt. (D) dated 24-12-2010)
15.	How the cases of pre-revised pay scales (Rs. 5000-8000 & Rs. 5500-9000 and Rs. 6500-10500 & Rs. 7450-11500) merged w.e.f. 1-1-2006 are to be decided under MACPS?	The cases would be regulated in accordance with para 5 of Annexure-I of MACPS. The Ministries/Departments are expected to re-organise the cadres and frame common RRs for the post of merged scales.
16.	Whether 'Non-functional Scale' of Rs. 8000-13500 (revised) to grade pay of Rs. 5400 in PB-3) would be viewed as one financial upgradation for the purpose of MACPS.	Yes, in terms of para 8.1 of Annexure-I of MACPS DATED 16-05-2009.

17.	Whether 'time bound promotion' scheme including 'in-situ promotion' scheme can run concurrently with MACPS.	No. (Para 13 of MACPS)
18.	Whether Staff Car Driver Scheme can run Concurrently with MACPS	DOPT vide O.M. No. 35011/03/2008-Estt. (D), 30/07/2010 has extended the benefits of MACPS to Staff Car Drivers as a fall back option.
19.	Whether the placement of erstwhile Gr. D Employees as Staff Car Driver, ordinary grade, would count as a promotion?	No, the model RRS for Staff Car Drivers provide deputation/ absorption as a method of appointment for erstwhile Gr. D. employees. The placement as staff Car Driver is not in the hierarchy hence the same would not be counted as promotion under MACPS. The regular service for the MACPS would be from the date of appointment as Staff Car Driver.
20.	Whether designation Classification of higher status would change on account of financial upgradation under MACPS	There shall be no change in the designation, classification or higher status on grant of financial upgradation under MACPS, as the upgradation under the Scheme is purely personal and merely placement in the next higher grade pay. (Para 16 of Annexure-I of MACPS refers)
21.	If a financial upgradation under the MACPS is deferred due to the reason of the employees being 'unfit' or due to departmental proceedings, etc., whether this would have consequential effect on the subsequent financial upgradation.	Yes, this would have consequential effect on the subsequent financial upgradation, which would also get deferred to the extent of delay in grant of financial upgradation. (MACPS, Para 15)
22.	Whether the stepping up of pay would be admissible if a junior is getting more pay than the senior on account of grant of financial upgradation under MACPS	No stepping up of pay in the band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACPS (Para 10 of OM dated 19/5/2009)
23.	Whether the regular service rendered by an employee if declared surplus in his/her organization and appointed in the same grade pay or lower grade pay shall be counted towards the regular service in a new organization for the purpose MACPS	Yes. (refer Para 23 of Annexure-I of MACPS).
24.	In case of transfer including unilateral transfer own request, whether regular service rendered in previous organization/office shall be counted alongwith the regular service in the new organization for the purpose of MACPS	Yes. OM No. 35034/4/2008-Estt(D) dated 1-11-2010.
25.	If a regular promotion has been offered but was refused by the employees before becoming entitled to a financial upgradation under the MACPS, whether financial upgradation shall be allowed to such a Government servant.	If a regular promotion has been offered but was refused by the Government employees before becoming entitled to a financial upgradation, no financial upgradation shall be allowed and as such an employees has not been stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the next financial upgradation shall also be deferred to the extent of period of department due to the refusal (Para 25 of MACPS)

GENERAL SECRETARY'S LETTER

Reached Delhi on 11-5-2011.

A.P. CIRCLE P IV CONFERENCE

The SG FNPO attended P IV Circle conference at Mahboobnagar from 7th May to 10th May 2011. The following addressed the Conference. Smt. Karuna Pillai, Chief PMG A.P. Circle, GS P III, GS P IV, SG FNPO and Circle Secretaries of FNPO affiliated unions in A.P. Circle. Sri G.M. Rabbani was re-elected as Circle Secretary unanimously.

MEETING WITH OFFICERS

The General Secretary visited Directorate on 11th and 12th May 2011 and met various officers in Directorate.

KARNATAKA POSTAL CIRCLE CONFERENCE

Joint Circle Conference of Karnataka Postal Circle (P III, P IV and GDS) was held in Mysore from 15th to 17 May 2011. The SG FNPO attended the Conference. The General Secretaries P III and GDS addressed the Conference. S/Sri B. Shiva Kumar Gangarah and Chitra Sena were re-elected as Circle Secretaries for P III, P IV and GDS respectively.

MASS DHARNA IN FRONT OF DAK BHAVAN, NEW DELHI ON 25-5-2011

Mass Dharna of Postal Workers was organized by Postal JCA on 25-5-2011 at Dak Bhavan, New Delhi. Nearly 600 to 700 employees took part in the Dharna. The Dharna was presided over by Sri T.N. Rahate, President FNPO and welcomed by Sri R.N. Parahar, Officiating SG NFPE.

From our side, Sri O.P. Khanna, GS Admn. Union, Ashok Sharma, Dy. GS P IV Devendra Kumar, CS R III, Sri Dhariya Singh, CS R IV, Kaushik CS P III addressed the Dharna. All the General Secretaries of NFPE affiliated unions also addressed the Gathering. GS R3 addressed Dharna in Chennai.

TBOP/BCR ARE NOT PROMOTIONS

The Apex Court delivered judgment declaring that TBOP and BCR are not promotions and these are only financial upgradation. Details of the judgment and the Departmental letter addressed to all Heads of Circle under No. 93-12/2004-SPB II dt.

23-5-2011 are posted in our website on 26-5-2011.
STATE-LEVEL CONVENTIONS

As per the decision of the Postal JCA, State-level conventions were conducted by our colleagues in every Circle. Upto 2-6-2011 we have received following details from the circles.

1. MADHYA PRADESH – Postal JCA convention was conducted in Bhopal on 29-5-2011. From FNPO Sri T.N. Rahate participated. From NFPE Sri M. Krishnan, SG NFPE addressed the convention.

2. BIHAR CIRCLE : The convention was held in Patna on 29-5-2011. The convention was presided over by Sri R.K. Tripathi, CS UP Circle.

From NFPE side, Sri Giriraj Singh, GS R III Participated.

JHARKHAND CIRCLE : The convention was held in Ranchi. The following addressed. S/Sri R.K. Ambasta by GS NUR 'C' and R.N. Parasher, Asst. SG NFPE.

PUNJAB CIRCLE : The convention was held in Chandigarh. Sri Ishwar Singh Dabhash, GS P IV NFPE addressed the convention.

A.P. CIRCLE : The convention was addressed by Sri D. Kishan Rao, GS P III FNPO, Sri Sathya narayana, GS Postal Accts. NFPE. Smt. Sita lakshmi ASG NFPE and B. Shiva Kumar, ASG FNPO.

ORISSA CIRCLE : The convention was presided over by Sri R.C. Mishra, All India Vice-President NFPE P III and Sri P. Suresh, GS R IV addressed.

CHATISGARH : The convention was held in Raipur. Sri D.K. Rahate, President NFPE addressed the convention other circles details will be published in the next issue.

RE-STRUCTURING MAIL OFFICES

Our views on restructuring of mail offices have been published as Editorial of this issue.

Circle Secretaries/Divl. Secretaries/Branch Secretaries are requested to sent their views on the subject.

Yours fraternally,
(D. Theagarajan) General Secretary

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