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# RMS SENTINEL

Editor : D. THEAGARAJAN

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NOVEMBER 2009

## CAN WE REMAIN SILENT?

Once again we are forced to take the last weapon of the workers. You are aware that we used to deliver mails within 24 hours anywhere in the country. The Ministry of communication took an unilateral decision in 1982 to abolish all sorting sections (abolition of sorting work in the running train). This decision was informed to the Federations and unions only later on.

In 1985, they started abolition of sorting sections. The surplus staff were utilized by opening new offices in various districts of the Circles. This has caused one delay of public mails.

Orders were issued to abolish checking Branches in 1985. This has caused abolition of posts of checkers and reducing the workload of 30 to 40% of RO/SROs. However with the abolition of checking work, many SROs have been abolished.

In 1990 orders were issued to introduced district sorting pattern. This caused further delay of mails to public.

From 1992 and onwards, under the pretext of mechanization, automatic mail processing centres were opened in Mumbai and Chennai to deal with unregistered mails.

Computerised Registration channels were opened in all 69 Divisions to deal with registered articles.

In order to feed CRC and AMPC, mails were diverted. This has resulted further delay to mails.

The Department did not recruit single sorting post in between 1995 and 2002, even in the ADR vacancies.

Corporate post offices were opened to deal with business mails. These offices were subsequently renamed as BPC and BMC. The BMC creates a lot of missend articles. The unions were informed that these offices were created to deal with business mails without going to RMS office. The RMS unions were forced to accept the proposal of the Department due to the shortage of staff in RMS offices.

In 2002, orders were issued to impart PA training to 100 RMS officials in each Division. General Secretaries Sri C. C. Pillai and D. Theagarajan met the Secretary Department of post, Sri S.C. Dutta and it was stopped. Even then some circles implemented the training programme.

In between 2002-2007 on account of union pressure, the Secretaries Dept. of posts viz., Sri Vijay Bhushan, R. Ganesan, U. Srinivasa Raghavan, Smt. Jyotsna Diesh stopped the RMS re-organisation in order to protect the Postal industry as well as RMS staff.

Again in 2007, the re-organisation started in a sweet quoted way in the name of relocating RMS offices with Head Post offices. That is, RMS officials will be brought under the control of Postmasters concerned for operational purpose, while they will remain under SSRM for administrative purpose.

In other words the Department desires to attach RMS offices with post offices.

Knowing the cunningness of the Department, the RMS Unions have agreed to close the RMS offices which deal with less than 10000 mails.

**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/-**

Meanwhile orders were issued to change the nomenclature of the RMS on 30-1-2008. The unions met the DG post to stop the proposal and if not the strike was inevitable. The orders of change of nomenclature was kept in abeyance on 14-2-2008. However, Mail Business Centres were opened all over the country. Separate officers were earmarked for the Mail Business Centres. Again we were told by the DG Post that the Department is interested in strengthening the RMS offices and not to close the offices.

But in reality the promises were not kept up by the Department.

The Department introduced Air Freighter service from 27-7-2009. This has caused delay of all mails including Speed Post.

The present officers such as Member (O), CGM and Directors strongly believe by reducing the number of RMS offices, merging CRCs, merging Divisions, closing Record offices, abolishing night sets and abolishing sections within the circles will give substantial savings to the Exchequer. Unfortunately the present Chairman, Postal Board also believes this concept. But these officers do not think about the serious consequences of their policies. The mails posted anywhere in the country were delivered within 24 hours upto the year 1982. After the re-organisation in 1984, the mails were got delayed by 48 hours and more. Even then, we were receiving a good volume of mails from the public till 1995. After introduction of new economic policy, the couriers were started functioning in the country in the name of document carriers. But in practice they deal with all personal mails. According to the information, about ten thousand crores of business are lying with couriers.

The public started approaching the couriers only for quick delivery. Now we are delivering Speed Post mails minimum 3 days within the country, though the norm is fixed as 24 hours. The registered letters are delivered in 6 to 7 days within the Circle and 8 to 10 days within the country, though the norm is for 48 hours within Circle and 72 hours within India. All first class mails such as Post cards, Inland letters and envelopes are delivered in 7 to 8 days time, though the norm is 48 hours for within the Circle and 78 hours within India. If the re-organisation takes place, it will affect the mail delivery badly and it will ultimately help the couriers. The revenue of the mails will be substantially reduced in the Postal Department.

Knowing these facts, the Postal Officers are interested in the re-organisation. We do not know the interior motive of the top officers. Whatever may be the motive of the officers, we should not bother. We can not

remain silent spectators seeing these unsavoury acts of the officers in delaying the delivery of mails in the name of RMS re-organisation.

We are paid by the Department for sorting and transmitting mails. Now the Department has decided to hit below the belt of the RMS employees. How we can remain silent?

Be ready for confrontation. This strike is intended to save the RMS industry and not for any financial gain to the employees.

Our foremost duty is to fully participate in the strike. I therefore call upon all our Branch Secretaries, Divisional Secretaries, Circle Secretaries and CHQ office-bearers to organize the strike effectively and see that every RMS office is closed down from Dec. 15 onwards till we succeed in our endeavour.

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**APPEAL TO CIRCLE SECRETARIES/DIVISIONAL SECRETARIES/  
BRANCH SECRETARIES AND CHQ OFFICE BEARERS**

Dear Colleagues,

By this time you might have received my speed post letter and you might have seen my SMS. I enclose copies of Memorandum/letters addressed to the Chief Postmasters-General, Members of Parliament, Honourable Minister for Communication, Governors and Minister of State for communication.

I request Circle Secretaries/Divisional Secretaries / Branch Secretaries and CHQ office bearers to meet the Members of Parliament your constituency and opposition Leaders of your circle and request them to send a letter to Honourable Prime Minister, Minister for communication and IT and Minister of state for communication and IT.

Circle Secretaries are requested to submit a Memorandum to your Chief Postmaster-General explaining the re-organisation of RMS and how it affects the public mails of your circle with our enclosures.

I further request the Circle Secretaries to kindly visit all Branches in your Circle and explain the seriousness of the re-organisation to the rank and file. Please conduct press conference at your convenient date in your circle and explain the re-organisation of RMS and how it affects public mails (delay in delivery) to press people. Circle Secretaries are requested to send copy of your Circle Memorandum to the CHQ before 1st Dec. 2009 so as to enable me to discuss the matter of your circle with the Postal officers of Directorate.

I hope and trust you would have understood the seriousness of the re-organisation. Kindly gear up our cadres and see that the strike becomes a great success in your circle.

Thanking you.

Yours Fraternally,  
(D. THEAGARAJAN), General Secretary

# POSTAL JOINT COUNCIL OF ACTION

## National Federation of Postal Employees

1st Floor, North Avenue Post Office Building, New Delhi - 110001

## Federation of National Postal Organisations

T-24, Atul Grove Road, New Delhi - 110001

JCA/2009

Dated 20th November 2009

To  
Shri.A.Raja  
Honourable Minister of Communications & IT  
Government of India  
New Delhi

Sir,

### 'Efficiency In Postal Mail Service' - Few Absolute Facts.

#### OBJECTIVE OF THIS MEMORANDUM

This is NOT a memorandum demanding ANY FINANCIAL ADVANTAGE for the employees of the Postal Department. We - the two recognized Federations of Postal Employees of the Department - have got a responsibility to share views on IMPROVEMENT OF POSTAL SERVICES extended to the members of public with MORE EFFICIENCY. Hence, THIS MEMORANDUM, about 'efficiency in postal service' revealing a few absolute facts.

#### Efficiency Factor

Mails emanate from individual senders and are deliverable to individual addressees and Bulk mails emanate from Institutions and deliverable to individuals/Business Organisations. HOW FAST THIS WORK IS DONE IS THE 'DECIDING FACTOR' OF THE EFFICIENCY OF THE POSTAL SERVICES. When 'speed' i.e. 'Time taken' from the time of posting to the time of delivery of a letter - is the 'deciding factor', naturally 'time' plays an absolute role in the efficiency. No human effort or any amount of money can produce extra time for anybody. Individual or institution either Postal or Private Courier - have got only 24 hours a day, not a minute more or less. Hence, the efficiency depends upon how an individual or institution utilize the 'time' to his/its advantage. In respect of Postal Department, for the purpose of delivery of mail, the efficiency depends upon how, the time, available from the time of posting of a letter to the time of delivery, is utilized without any wastage. Only such a fast service could SATISFY THE INDIAN PUBLIC, who have moved from Postal Services, to Private Couriers. The question now is how to bring back the mails that were

'taken away' by our competitors - Private Couriers. This can be done only by improving our efficiency of processing / transporting/ effecting delivery than our competitors. The quantum of 'Revenue Loss' caused to the Department due to such a shift of customers to our competitors can be wiped out only by bringing them back and not through any other gimmicks. Gimmicks may result in more expenditure and not revenue.

#### What is to be done ?

We must, first, find out what is the disease? Only correct diagnosis will result in successful treatment.

All kinds of letters are posted in various Street Letter Boxes and Post Offices. Mostly members of public and institutions post their letters only in the late evening. This is because they attend to the mails received in the forenoon, process them, make the reply ready and then post them in the evening. Hence, we cannot ask the people to post their letters in the forenoon itself. Therefore, the processing work after clearance, defacing , transportation to a central point (RMS), detailed processing at this point -- is carried out, connected to trains/flights to reach various destinations for effecting forenoon delivery next day or afternoon depending upon the distance and transportation time factor. The local mails are then processed in the central point (RMS) for effecting delivery next day morning. IF AT ANY PARTICULAR POINT, DURING THIS INTERVAL, THERE IS INEFFICIENCY IN THE PROCESSING, THE DELAY IN DELIVERY OCCURS.

#### How the 'inefficiency' can crop up?

Naturally not utilizing the available TIME for efficient processing and transportation - aiming at early delivery - will result in 'inefficiency'.

The above 'mail processing' work consists of two types -

1. Administrative
2. Technical

The administrative part consists of executive actions in arranging for the transport by public carriers

and if not available by private agencies, or human labour, the provision of equipment such as accommodation, provision of personnel etc.

The technical part consists in taking care of the mail from the time the public place their mail in the custody of the Post Office till the time the Post Office delivers it to the addressee. (Operative arrangements).

Now, it seems the private couriers are able to very efficiently carry out both the above items of work, resulting in 'more efficient delivery'.

#### **Why we are not able to achieve the maximum efficiency?**

We feel that the 'Administration' is absolutely ignoring the 'technical part' of the processing and to some extent even administrative part. How?

As already explained 'efficient time-utilization' is the factor which would result in our CORE COMPETENCE OF EFFICIENT DELIVERY. This factor is absolutely neglected .

Mails use the same transport as persons. Hence, mail should travel as persons do. Different passengers with different individual destinations are found in the same plane, train, ship or bus. The same applies to mails and it is the most important controlling factor in deciding on processing mails and transportation towards various destinations. It means, if a man could reach a destination - within a timeframe - , it must be absolutely possible for a 'mail' also to reach that destination within that timeframe and that is what is called CORE EFFICIENCY. All other acts are compromises, which may not satisfy our members of public.

This efficiency can be achieved ONLY if 'time factor' in between the time of posting to the time of delivery is utilized VERY EFFICIENTLY. AT NO POINT OF TIME, MAIL SHOULD BE KEPT IDLE WAITING FOR PROCESSING.

Since 'mails' are posted by members of the public only in the evening, naturally they are available for processing late in the evening and night. Time for processing is required depending upon the volume available - which may be till midnight or throughout night. Unless, processing is done during this period, it may not be possible to connect to late night trains/ flights and early morning flights for connecting delivery in the forenoon next day.

Before 1980s, even the remote corner of the Nation was getting the earliest delivery through efficient postal system. What happened after that?

1. In 1980s, the core-principle of 'utilising the time available from the time of posting to the time of delivery' was made a casualty by an Administrative Order for abolition of 'sorting work' in the running trains. Before that, both sorting work and transportation of mails happened simultaneously - utilizing the same hours - resulting in absolute efficiency in delivery of mails. After abolition of sorting work in running trains, the Department needed 'time' separately for sorting and transportation. Thus, these orders resulted in 'inefficiency'. ONLY AFTER THIS, THE PRIVATE COURIERS ENTERED THE SCENE OF ACCEPTING AND DELIVERING MAILS IN INDIA. It means the inefficiency of an Administrative Order of the Department of Posts, paved way for private couriers.

2. In 1990s further deterioration started. The 'central processing units' (RMS) were till then functioning in the 'junctions' resulting in fast moving of mails through efficient transportations readily available in those rail/ bus junctions. But, again Administrative Orders were issued for establishing 'District Sorting Pattern' and establishing 'Mail Offices' in District Head Quarters, instead of processing at the 'junction' points. These orders resulted in further delay to mails. So, more volume of mails found its way to Private Couriers.

Further, Automatic Mail Processing Machines were brought in. The reason for induction of such machines, as told by the administration, was 'efficient service to the members of public'. But, unfortunately, just for the purpose of feeding the machines , mails were accumulated at AMPC , culling machineable mails took further time and then processed through machines leisurely and then connected to transportations available very late. Thus, in the name of efficiency, inefficiency percolated further into the system. Private-courier- business started growing indicating 'these inefficiencies of the Department'.

Most importantly and alarmingly again one-more-order 'ignoring' the efficiency of utilizing the 'time' available at the origin points is under issue.

THIS IS HERE, WE REQUEST THE INTERVENTION OF HONOURABLE MINISTER OF STATE FOR COMMUNICATIONS & IT, TO PREVENT DEVELOPING FURTHER INEFFICIENCY in processing mails. If these orders are issued, the last

nail will be laid to the mail delivery efficiency. The department will be losing the entire revenue of 'mail business' to the private couriers.

Since 'mails' are posted by members of the public only in the evening, naturally they are available for processing late in the evening and night. Time for processing is required depending upon the volume available - which may be till midnight or throughout night. Unless, processing is done during this period, it may not be possible to connect to late night trains/ flights and early morning flights for connecting delivery in the forenoon next day.

This 'operational reality' requires CENTRAL POINTS of processing. Since 'postings' by members of public are made in the late evening, processing cannot be done in Post Offices, which are functioning from the morning till only up to 05-00 p.m. Therefore, the CENTRAL POINTS of processing (RMS) which are at the rail-heads or air-heads, (functioning late in the evening and night) are absolutely needed to EFFICIENTLY UTILISE THE 'TIME FACTOR' available to achieve the EFFICIENCY OF FAST DELIVERY to mails.

Unfortunately, this core efficiency factor has been IGNORED by the present Postal Administration, by proposing to abolish all CENTRAL PROCESSING POINTS (RMS), which would definitely cause MORE DELAYS IN DELIVERY OF MAILS. In fact the Department of Posts had already merged more than 90 RMS Mail Offices with less than 10,000 mail volume per day as agreed to by the Staff Side on pressure by the Administration to close down more offices. Now, in the name of Second Phase of Mail Consolidation etc all Central Processing Points [RMS] are being merged or abolished. More Transit Sections are being abolished. Sub Record Offices are being targeted also. RMS Divisions are being merged causing weakness in supervision. The decisions of Postal Administration will definitely help only PRIVATE COURIERS in garnering our mail business utilizing the further weaknesses caused by our new measurers. It is beyond our comprehension as to why the 'Postal Administration' is so interested in helping private couriers instead of improving our efficiency?

To focus attention on all such retrograde moves of the Postal Administration, the Postal Joint Council of Action comprising of all Unions of our two Federations has undertaken an all India Programme of Action and the Department of Posts had also been intimated of our Programmes. The Postal Joint Council of Action has also decided to go on strike from

15th December 2009 if the Department of Posts is not causing any reversal of these orders and moves that are aimed at the total destruction of RMS & MMS services and thereby destroying the efficiency of the whole Postal Department .

We request the Honorable Minister of State for Communications & IT to kindly intervene and prevent all these retrograde steps under way and under contemplation of the Postal Administration in order to save the existing EFFICIENCY LEVEL of Mail Processing and Mail Conveyance at least before collapse. We would also request the Honourable Minister of Communications & IT to cause necessary orders for keeping all the retrograde measurers under abeyance and initiate meaningful discussions with our Federations and All India Unions to arrive at collective decisions on improving the mail processing and other activities without destroying the edifice itself.

Thanking you Sir,

Yours faithfully,

**[D.Theagarajan]**  
Secretary General  
FNPO

**[K.Ragavendran]**  
Secretary General  
NFPE

## THANKS TO BIHAR CIRCLE

The Circle administration has taken hasty decisions for the last two years in closing down the RMS offices in Bihar Circle. Our Circle union function. Properly despite of all great onslaught caused by the Department. The Bihar Circle union has donated Rs. 30000/- to the CHQ. No Circle has so far sent donation as per the membership strength except Bihar Circle.

I appreciate the Divisional Secretaries of RMS 'PT' Dn., RMS 'C' Dn., RMS 'NB' Dn. and RMS 'P' Dn. and Circle Secretary, Sri Yadunandan Singh for his noble guidelines for all the RMS Divisions. I once again sincerely thank the RMS UNIONS OF Bihar Circle for their co-operation and donation to the CHQ.



## LETTER ADDRESSED TO THE SECRETARY POSTS BY FNPO

### Sub : Attack on RMS

It is noticed that of late RMS and MMS have been singled out for onslaught. In some cases, adverse orders have already been issued. Some more are in offing.

**Closure of Record office :** Unilateral decision was taken to abolish R.Os. To avoid transfer, it is reported that staff will be retained in the station. What are the advantages to the Department are not clear. Substantial rent is not paid for R.O. Premises. Reduction of one or two hands is not going to benefit the Department. In R.O. 'C' dn. and 'P' Dn. Howrah cases, transfer back to the old station has not been settled, even after a year. During abolition of RO 'C' and 'P'Dn., the Chief PMG Bihar Circle informed the Directorate that abolition of above two R.O.s will save two crores to the Govt. Exchequer. Kindly call for the report from the Chief PMG, Bihar Circle whether he has saved two crores rupees by these abolition?

**Merger of RMS offices :** The unions have agreed to merge RMS offices which deal with less than 10000 mails. Officers in the Circle offices/Regions are collecting the statistics only on the lean days and due to shortage of mere 4 letters, RMS offices were merged with nearby RMS offices. Best example us Motihari RMS in Bihar Circle. During negotiation, we were assured by the Directorate that offices which function with delivery advantage will not be merged even if it receives lesser mails. But no Heads of Circles kept up this promise.

**Merger of CRCs :** Wherever more than one CRC is in a city, it is merged to a single CRC. There is a proposal wherever there are two or more sets in CRC, they have to be merged into a single set. The implication, staff problem arising there from delay to mails need no elaboration. Urgent remedial measures are urged.

**Merger of sets in RMS :** The long tested schemes of different sets are given a go-by.

**Delay to Mails :** Additional work-load at delivery point appears to be ignored. Space for staff sorting mails, inadequacy of sorting racks will be additional woes. The scheme merits immediate with-drawal.

**Abolition of Night Sets :** Night sets were introduced taking into the account arrival and Departure of mail carrying trains. Night sets are taking care of local TD mails and mail distance for places where Mail carrying train and morning flights reached. The above scheme tantamounts to gifting our mails to couriers.

**Merger of RMS Divisions :** Orders are being issued to

merge two Divisions into one. Orders were issued to merge 'P' Dn. with 'PT' Dn. Sri S.B. Valenkar, a doyen of our Department believed smaller in Division efficiency will be more. Even he went to the extent of creating sub-standard Division in relaxation of norms. Present RMS Divisions are effectively functioning. Therefore for merging Division is only a step towards liquidation of RMS, it is apprehended.

**Abolition of Sections :** In the first operation, sorting work was withdrawn from sections. Now "Operation Abolition" scheme has started to finish RMS sections which run 250 kilometres within circle. Even closed bags should not be touched by RMS Staff is a decision with vengeance. RMS staff do not deserve this punishment.

**Privatisation :** This scheme has raised his head again. Private vehicles are to be utilized for section mails. We cannot allow this.

**Abolition of SROs :** We cannot agree to the proposal. The arguments for non-abolition of ROs discussed earlier hold good. We cannot allow dual control over RMS staff. The experiment tried earlier in Rajasthan Circle proved a failure.

**MMS :** Recruitment of drivers has been stopped. Casual drivers are recruited indiscriminately. No doubt the Department wants to gift the MMS to the private. This is a serious matter, though you may deny now.

**Speed Post Norms :** Orders were issued on adhoc basis to follow 1000 norms in Speed Post Centres.

This is highly impracticable. My union already submitted detailed notes to the Directorate on this.

My Federation and my RMS unions (R III & R IV) have resolved to resist the new schemes mentioned above and restore the status quo on items mentioned above which have done enough damage to the staff. Finally, my Federation resolves to protect the service and save our mails from going to couriers.

I hope and trust that the Chairman Postal Services Board will give serious attention to this letter.

Yours faithfully,

[D.Theagarajan], Secretary General, FNPO

### DIVISIONAL SECRETARIES

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

**Sri BRIJ MOHAN**

Secretary (Finance)

District Court Post Office, Delhi - 110 054.

**POSTAL JOINT COUNCIL OF ACTION**  
**National Federation of Postal Employees**

1st Floor, North Avenue Post Office Building, New Delhi - 110 001.

**Federation of National Postal Organisations,**

T-24, Atul Grove Road, New Delhi - 110 001.

JCA/2009

29th Oct. 2009

JCA/2009

29-10-2009

To

All Circle Secretaries of NFPE/FNPO Unions/  
Associations

Dear Comrades/ Colleagues,

The Postal JCA of NFPE - FNPO - AIPEDU - NUGDS has met in the Office of NFPE on 28.10.2009 and, reviewed the situation as a follow up to the implementation of GDS Committee and pending issues of Postal Regular Employees. It has been decided that the Postal JCA will again meet in December 2009 after the finalisation of demands by GDS Unions and other Unions for reviewing the situation. However, the Postal JCA with grave concern reviewed the intensifying attack on the RMS & MMS and the new schemes and plans aimed at liquidating the RMS & MMS completely. The JCA has thereafter come to the unanimous conclusion that unless the moves are resisted with all our might immediately the Department will go ahead with its negative moves of merger of RMS Divisions; Merger of SROS with HPOs; Merger/Abolition of RMS Offices in violation of agreement between the Directorate and Staff Side; Outsourcing of MMS functions to Private Contractors etc. It was therefore decided upon to launch an All India Programme of Action under the banner of the Postal Joint Council of Action in November 2009 culminating in an Indefinite Strike action by RMS & MMS' Unions of NFPE and FNPO from 15th December 2009.

The Postal JCA letter addressed to the, Secretary Department of Posts along with the 10 Charter of Demands and the Programme of Action are enclosed. Circle Secretaries are requested to circulate all by translating in respective Regional languages. A Strike Campaign Tour Programme by the General Secretaries and the Secretary General of NFPE and FNPO is also under preparation to touch all State Capitals. The Strike Tour will be exhibited in the web sites of the Federations shortly.

**Let us understand that time has come to rise as one man to defend our existence.**

**Organise most effectively.**

**Organise for our survival.**

**Initiate all round action for the Success of the Programme of Action.**

**With Struggle Greetings,**

Yours Comradely

  
**[D.Theagarajan]**  
Secretary General

  
**[K.Ragavendran]**  
Secretary General

To

**Ms. Radhika Doraiswamy**  
Secretary [P]

Madam,

The Postal Joint Council of Action comprising of National Federation of Postal Employees: Federation of National Postal Organisations; All India Postal Extra Departmental Employees Union; and National Union of Gramin Dak Sewaks held its meeting on 28.10.2009 in New Delhi and unanimously resolved to address this letter to you drawing your kind attention to the growing serious attacks on the very existence of the RMS & MMS under your Chairmanship.

The Postal JCA also noted with grave concern that the solemn agreement reached after hectic negotiations between the Department and the Staff Side on the matter of merger of 101 RMS Offices with all men and materials identified with less than 10,000 mail volumes with the neighbouring RMS Offices is being breached in the- Second Phase of Mail Consolidation. Circle Administration here and there have started to attack the existence of RMS Offices with more volume of work in a blatant violation of the agreement reached at the All India level making mockery of such bilateral agreements.

The constitution of a Committee headed by the PMG Kurnool without the knowledge of Staff Side and the recommendations of that Committee to merge all SROs with the HPOs and carry on the functions under the control of the Head Postmasters is a rude shock to the RMS & MMS Employees. It is afraid that such type of sweeping recommendations of the above Committee without any kind of mutual discussions with the staff side will be implemented unilaterally resulting in the liquidation of RMS and that already another Enlarged CQrnmittie with Circles level Officers has been formed for supervising the implementation of the recommendations.

Already 5 ROs out of a total of 14 ROs in the country have been abolished and the balance ROs are also in the process of being liquidated. 124 Transit Sections including TMPs have been abolished and mails diverted to road conveyance causing delay in public mails. There are actions initiated to reduce the number of CRCs in several Metros at the command of the Secretary Department of Posts. There has been no purposeful effort to consider the long pending demand of the Staff Side to finalise the work norms in CRCs and other .branches in a scientific manner to do away with the unilateral fixing up of CRC norms. However action has been initiated to close down the CRCs!

MMS has been operated by the Department for the speedy and punctual mail conveyance all these years but the policy

has been reversed to outsource more and more of the mail conveyance. MMS is being replaced by CMS denoting the handing over of mail conveyance to private players as against the stiff opposition of the staff side. With the focus shifting from letter mail to logistics more and more universally, and that the Department of Posts also had entered into the logistics services, the future is for a bigger logistics operation in India due to its expanding market of logistics. In such a scenario instead of planning to build our own fleet of bigger logistics vans and staff, the outsourcing of mail, speed post and logistics conveyance to private contractors is a totally negative approach aimed at liquidation of the MMS wing.

To cap it all the Department has started to merge RMS Divisions in some circles also and the Staff Side is apprehensive that the cumulative effect of all the attacking posture is aimed at total liquidation of RMS and MMS and merge the entire RMS operations with Post Offices and hand over whole MMS operations to CMS.

The necessary intervention needed on the part of the Department of Posts at the Government level for ensuring upward revision OTA Rates which is far low in comparison to casual labour wages and for revising the OSA is absent. Even the re-fixing the ceiling limit for OT entitlement is not done despite staff side representations. There have been no attempt to get the posts of Drivers and Mail Guards / MSEs filled up despite staff shortage. Till now the Department of Posts is only interested in attacking the interests of RMS & MMS and ignores the interests of staff.

The Postal Joint Council of Action after a threadbare discussion has come to the conclusion to address immediately to you seeking your personal intervention for effecting a complete reversal of the policy of liquidation of RMS & MMS and initiate measures to strengthen the RMS & MMS wing through constructive policy directions. The Postal Joint Council of Action has also been forced to take a unanimous decision to launch an all India Programme of Action by the entirety of Postal Employees under the banner of the Postal JCA immediately in the month of November 2009 that will culminate in an Indefinite Strike Action by all RMS and MMS Employees belonging to NFPE and FNPO organisations in December 2009 for which Notice would be submitted at the appropriate time. The Postal JCA also expresses its hope that there will be change of course by the Department of Posts and that meaningful dialogue with both our Federations and the All India Unions affiliated with us would be preferred on the enclosed Charter of Demands to maintain tranquillity and peace in the India Post.

Thanking you,

Yours faithfully,

**(D.Theagarajan)**

Secretary General FNPO

**(D.Theagarajan)**

General Secretary R III

**(A.H. Siddique)**

General Secretary R IV

**(K. Ragavendran)**

Secretary General NFPE

**(K. Ragavendran)**

General Secretary R III

**(P. Suresh)**

General Secretary R IV

## CHARTER OF DEMANDS

1. Drop all measures to merge SROs with Head Post Offices and reject the recommendations of PMG Kurnool.
2. Stop merging RMS Offices having more than 10,000 mails in violation of agreement between the Department and the Staff Side.
3. Stop all negative moves of merger abolition of RMS Divisions; CRCs; ROs; Transit Sections; and Night Sets.
4. Drop all moves towards privatisation/outourcing of MMS functions.
5. Implementation of Arbitration Award on OTA; Revise OSA; and re-fix ceiling for entitlement for drawal of OTA.
6. Recruitment of required Drivers and Work Shop Staff.
7. Filling up the vacant posts of Assistant Managers in MMS; Mail Guards and MSE staff in RMS.
8. Abolish all GDS MM posts in RMS and regularise the existing GDS MM as MSEs.
9. Grant Temporary Status to all eligible Casual labourers as on service on 1.9.1993; Issue immediate orders for drawal of 6th CPC wages to all RRR Candidates, Casual labourers and Contingent Staff.
10. Revise unscientific work norms in Speed Post and CRCs.

## PROGRAMME OF ACTION

- |                     |   |
|---------------------|---|
| 9-11-09 - 11-11-09  | Gate Meeting at Work Spot.  |
| 13-11-09            | Dharna at Divisional/Regional Offices.  |
| 20-11-09            | Dharna at Circle Office and Submission of Memorandum to Chief Postmaster General.   |
| 22-11-09 - 29-11-09 | Meet your Constituency Member of Parliament and submit Memorandum seeking his intervention with the Honourable Prime Minister & MOC&IT. |
| 2-12-09 or 3-12-09  | Rally to Governor and submission of Memorandum.   |
| 1-12-09             | Dharna in front of Dak Bhawan and serving of INDEFINITE STRIKE NOTICE.  |
| From 15-12-09       | Indefinite Strike.  |



## STRIKE TOUR BY POSTAL JCA

**ANDHRA : HYDERABAD Date : 22-11-09**

**NFPE**

Name	Designation	Ph. No.
P. Suresh	General Secretary R4	
M.B. Sukumar	Asst. General Secretary R3	
B. Narsima	Vice President R4	

**FNPO**

D. Theagarajan	Secretary General
N. Ramappa	Working President R4

**ASSAM : GUWAHATI DATE : 28-11-09**

**NFPE**

G. Talukdar	Asst. General Secretary R3
Sanjay Chakraborty	Asst. General Secretary R4

**FNPO**

Subarato Chowdhary	All India President, NUR C
Parual Chand Dass	Circle Secretary R4

**BIHAR : PATNA DATE : 29-11-09**

**NFPE**

Jagannath Singh	Vice President R3
K.K. Sharma	Treasurer R4

**FNPO**

A.H. Siddique	General Secretary R4
Deepak Mukherjee	Vice President R3

**CHHATTISGARH : RAIPUR / BILASPUR  
DATE : 25-11-09**

**NFPE**

Giriraj Singh	General Secretary R3
V.P. Dogre	Vice President R4

**FNPO**

A.H. Siddique	General Secretary R4
Deepak Mukherjee	Vice President R3

**DELHI : DAK BHAVAN : 1.00 P.M.  
LUNCH HOUR 1-12-2009**

Secretary General NFPE & All General Secretaries of NFPE Unions & Secretary General NFPE & Secretary General FNPO & All General Secretaries of FNPO Unions.

**GUJARAT : AHMEDABAD DATE : 8-12-2009**

**NFPE**

K. Ragavendran	Secretary General NFPE
C.S. Shanbag	Asst. General Secretary R3
M.P. Barot	Asst. General Secretary R4

**FNPO**

D. Theagarajan	Secretary General
B.K. Rabari	Circle Secretary R4

**HARYANA : AMBALA CANTT DATE 8-12-09**

**NFPE**

Giriraj Singh	General Secretary R3
K.K. Sharma	Treasurer R4

**FNPO**

Deepak Mukherjee	Vice President R3
Narendra Kumar	Asst. General Secretary R4

**HIMACHAL PRADESH : PATHANKOT  
DATE : 10-12-09**

**NFPE**

Giriraj Singh	General Secretary R3
Tirath Prakash	Asst. General Secretary R4

**FNPO**

Deepak Mukherjee	Vice President R3
Narendra Kumar	Asst. General Secretary R4

**JAMMU & KASHMIR**

**DATE : 11-12-09**

**NFPE**

Giriraj Singh	General Secretary R3
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**FNPO**

Deepak Mukherjee	Vice President R3
Narendra Kumar	Asst. General Secretary R4

**JHARKHAND : RANCHI DATE : 27-11-09**

**NFPE**

Jagannath Singh	Vice President R3
K.K. Sharma	Treasurer R4

**FNPO**

A.H. Siddique	General Secretary R4
Deepak Mukherjee	Vice President R3

**KARNATAKA : BANGALORE DATE : 20-11-09**

**NFPE**

P. Suresh	General Secretary R4
P.V. Rajendran	Asst. General Secretary R3
Laxmi Pathi	Asst. General Secretary R4

**FNPO**

D. Theagarajan	Secretary General
Krishnappa	Circle Secretary R4

**KERALA : THIRUVANATHAPURAM DATE : 18-11-09**

**NFPE**

P. Suresh	General Secretary R4
Y. Nagabhushanam	Vice President R3
P. Sugesh	Asst. General Secretary R4

**FNPO**

D. Theagarajan	Secretary General
Chandran	Ex-Circle Secretary R4

**MAHARASHTRA : MUMBAI DATE: 9-12-09**

**NFPE**

T.N. Rahate	President NFPE
K. Ragavendran	Secretary General NFPE
J.A. Godke	President R4

**FNPO**

D. Theagarajan Secretary General  
A.H. Siddique General Secretary R4

**MADHYAPRADESH : BHOPAL DATE : 13-11-09**

**NFPE**

K. Ragavendran Secretary General  
Giriraj Singh General Secretary R3  
P. Suresh General Secretary R4  
L.R. Malvia Vice President R4

**FNPO**

M.P. Jawalgar Circle Secretary R3  
Mohammed Arif Circle Secretary R4

**ORISSA : BHUBENESHWAR DATE : 24-11-09**

**NFPE**

R.N. Dhal Asst. General Secretary R3  
P. Suresh General Secretary R3  
B. Narsimu Vice President R4

**FNPO**

D. Theagarajan Secretary General  
Jagdish Panigram Asst. General Secretary R4

**PUNJAB : LUDHIANA DATE 9-12-09**

**NFPE**

Giriraj Singh General Secretary R3  
Tirath Prakash Asst. General Secretary R4

**FNPO**

Deepak Mukherjee Vice President R3  
Narendra Kumar Asst. General Secretary R4

**RAJASTHAN : JAIPUR DATE : 29-11-09**

**NFPE**

Giriraj Singh General Secretary R3  
L.K. Sharma Asst. General Secretary R4

**FNPO**

Narendra Kumar Asst. General Secretary R4  
M.S. Bhati Circle Secretary R3

**TAMILNADU : CHENNAI DATE : 16-11-09**

**NFPE**

y. Nagabhushanam Vice President R3  
P. Suresh General Secretary R4  
K. Rajendran Vice President R4

**FNPO**

D. Theagarajan Secretary General  
D. Rajendran Asst. General Secretary R4

**UTTAR PRADESH : ALLAHABAD / LUCKNOW / SAHARANPUR**

**DATE : 16-11-09, 17-11-09, 18-11-09**

**NFPE**

K. Ragavendran Secretary General 16-11-09  
Only  
Giriraj Singh General Secretary R3  
Rajesh Kapoor Asst. General Secretary R4

**FNPO**

A.H. Siddique General Secretary R4  
Deepak Mukherjee Vice President R3  
Yogendra Yadav Asst. General Secretary R3

**WEST BENGAL : KOLKATA DATE : 26-11-09**

**NFPE**

K.V. Sridharan General Secretary P3  
S.K. Bardhan Asst. General Secretary R3  
Maya Saha Asst. General Secretary R3  
Sanjay Chakraborty Asst. General Secretary R4

**FNPO**

Subarato Chowdhary All India President, NUR C  
Mukul Mukerjee Circle Secretary R4

**MACP/2009**

**22-9-2009**

The Secretary  
Department of Posts  
Dak Bhawan, New Delhi - 110001

Sub: Orders on (MACP) Modified ACP Scheme - Exclusion of Drivers - regarding  
Ref: Modified ACP Orders No.4-7/(MACPS)/2009-PCC Dated 18.09.2009

Kindly refer to Paragraph NO.5 of the Department's Orders No. 4-7/(MACPS)/2009-PCC Dated 18.09.09 on Modified ACP wherein it has been stated that the Postal Federations have requested to retain the existing structured scheme and it has been decided to continue the existing structured promotion scheme for drivers.

You are requested to refer the letters of our Federations vide Number PF-3112009 Dated 29.08.2009 of NFPE and vide Number MACP1102/09 Dated 11.08.2009 of FNPO, wherein we have actually written seeking extension of the Scheme of Modified ACP to Drivers also on the grounds that the existing promotional system of MMS Drivers is not time bound and therefore it can run concurrently with the Modified ACP Scheme. Therefore the contention of the Para 5 of the DOP Order is not correct. Both our Federations have only desired extension of MACP Scheme in addition to the continuation of the existing regular promotion scheme to Drivers.

In addition to the above, we wish to point out that the regular promotions available to the Drivers are akin to the regular promotions available to Stenographers. The Stenographers are extended the benefit of Modified ACP Scheme in addition to their existing structured promotion scheme of 40:40:20. The present promotions available to Drivers are like the regular promotions available to other cadres only and not a time bound one. Therefore the Modified ACP Scheme may be made applicable to the Drivers also without taking a position that structured promotion and MACP Scheme cannot run concurrently.

Both the Federations would like to request that the issue may kindly be taken up if necessary with the DOPT for getting necessary orders for grant of Modified ACP to Drivers in addition to their regular promotions as like any other cadre under the MACP Scheme.

The exclusion of Drivers from the MACP Scheme and the non-availability of promotion on completion of 9, 15 and 20 years for want of vacancies at present have made the Drivers most disillusioned and discontent. Both our Federations therefore request you to intervene and cause action to ensure application of MACP Scheme in addition to their present regular promotions to Drivers in Department of Posts at the earliest.

Yours faithfully,

[D. Theagarajan]  
Secretary General FNPO

[K. Ragavendran]  
Secretary General NFPE

## HIGH COURT REFER TO ANOMALY COMMITTEE

In the High Court of Judicature at Madras

Date : 10-9-2009

Coram

This Hon'ble Mr. Justice Elipse Dharma Rao

The Hon'ble Mr. Justice M. Venugopal

W.P. No. 21357 of 2004

1. All India Association of Postal Drivers And Artisans represented by its General Secretary Johnson Arthur Mail Motor Service, Tellakulam Madurai – 625 002.
2. S. Ramanarayanan .. Petitioners  
Vs.
1. The Registrar  
Central Administrative Tribunal  
Madras Bench, City Civil Court Buildings  
Chennai-104.
2. Union of India represented by  
The Chief Secretary  
Ministry of Communication  
Department of Posts  
Sansad Bhavan  
New Delhi – 110 001.
3. The Director General  
Department of Posts  
Dak Bhavan  
New Delhi – 110 001.
4. The Chief Post Master General  
Tamil Nadu Circle,  
Anna Salai,  
Chennai – 600 002.

Prayer : Write Petition under Article 226 of the constitution of India praying to issue a writ of certiorarified mandamus calling for the records relating to the order of the 1<sup>st</sup> respondent Tribunal dated 19-9-2003 in O.A. No. 148/2003; to quash the same and for a consequential mandamus directing respondents 2 to 4 to reconsider the grant of fifth Central Pay Commission scales of pay in the scale of Rs. 4000-6000 as given to Postal Assistants.

For Petitioner : Mr. N.G.R. Prasad

For R2 to R4 : Mr. P.R. Shankar

Order

(Order of the Court was made by Justice Elips Dharma Rao)

The prayer in the writ petition is to issue a writ of certiorarified mandamus calling for the records relating to the order of the 1<sup>st</sup> respondent dated 19-9-2003 passed in

O.A. No. 148/2003; to quash the same and for a consequential mandamus directing respondents 2 to 4 to reconsider the grant of Fifth Central Pay Commission scales of pay in the scale of Rs. 4000-6000 as given to Postal Assistants.

2. The first petitioner is the Association of Postal Drivers and Artisans and the second petitioner is one of the affected Postal Drivers. The minimum education qualification for recruitment as Drivers is 10<sup>th</sup> standard. In addition to that, they must possess a heavy vehicle driving licence and three years of driving experience. Till the third Central Pay Commission, the pay of Drivers was equal Commission, Postal Assistants were given Rs. 25/- more than the Drivers. As per the Fifth Pay Commission, the difference in the pay scale was Rs. 950/-. As far as the Postman Category is concerned, they were getting nearly 45 less than Drivers as per the First Pay Commission. After 1998 postal strike, Postman got the basic pay of Rs. 3500/- as that of Drivers. The following is the pay scales of Postal Assistants, Postal Drivers and Postmen:

Pay			
Commission	PA Cadre	Driver	Postman
I	60	60	35
II	110	110	85
III	260	260	210
IV	975	950	825
V	4000	3050	2750
After 1998 strike			
	-	-	3050

Though the first petitioner association gave various representations, including the representation dated 20-08-2001, it was rejected on 7-2-2002 on the ground that the Central Pay Commission furnished the recommendations on pay scale after taking into account the special requirements for each category of posts in terms of educational qualification, skill required, arduous nature of work undertaken and based on the composite view of the matter. Challenging the said order, O.A. No. 148/2003 was filed before the Tribunal, which was dismissed by the Tribunal. As against the same, the petitioners have filed the present writ petition.

3. The grounds raised by the petitioners are that, as per the decision of the Hon'ble Supreme Court of India in the case reported in 2002 SCC (I & S) 822, the Tribunal ought to have allowed the original application and remanded the matter back to the second respondent since the second respondent had failed to consider the peculiar nature of duties of postal drivers. When the drivers had been treated on par with Postal Assistant till recently, the first respondent ought to have place sufficient materials to prove as to why

persons who had been treated as equals are to be treated as unequals. The reasoning given by the second respondent that Postal Drivers and Artisans belong to common cadre, is not correct because it ignores the peculiar nature of the duties performed by Postal Drivers, which is a relevant criteria for fixing the scale of pay. The Tribunal ought to have held that Drivers cannot be equated with Postman and they should have been given a higher scale of pay as that of Postal Drivers.

4. Learned counsel appearing for the petitioners submitted that the qualification required for Postal Assistants and Drivers is 10<sup>th</sup> Standard and the duties of Drivers are arduous viz., they have to go to remote places and pick up postal mails, insurance covers, etc and do the duties both as Drivers and Postman by picking up and depositing mails at the RMS offices. Their work is of a technical nature and they require skill to drive heavy vehicles. Though the petitioners submitted a detailed representation dated 20-8-2001 indicating their grievances, it was rejected vide communication dated 7-2-2002 stating that the Central Pay Commission furnish their recommendations on pay scale only after taking into account the special requirements for each category of posts in terms of educational qualification, skill required, arduous nature of work undertaken and also based on a composite view of the matter. The Fourth and Fifth Pay Commission have consistently held that Postal Assistant Cadre requires higher pay scale than Artisans/ Drivers. Artisans and Drivers are part of another cadre in the Government and hence the question of any isolated examination of their pay scale in the Department of Posts would not arise.

5. Learned counsel appearing for the respondents submitted that Central Government Employees have been categorized into two viz., common category and individual department category. Common categories are common to all Central Government Departments and their recruitment rules and pay scales are also similar. Drivers and Artisans belong to common category while postal Assistants and Postman belong to individual department category confining to Department of Posts only. The communication dated 7-2-2002 was based on a detailed examination of the issues raised by the petitioners herein and therefore the petitioners cannot individually be treated at par with Postal Assistants.

6. We perused the entire materials available on record in the light of the submission made by the learned counsel appearing on either side. The Tribunal dismissed the original application holding that no sufficient material was placed before it to record a specific finding as to whether there had been arbitrary, discriminating and hostile discrimination made to the petitioners in granting the pay scale and that in no circumstances, the cadre of Postal Assistant could be treated at par with Artisans/Drivers. The Tribunal also held that mere pay scale is not the criteria to seek parity. Learned

counsel appearing for the petitioners relied upon paragraph No. 10 of the judgement of the Hon'ble Supreme Court of India in the case reported in (2002) 6 sec. 72 (State of Haryana & Another vs. Haryana Civil Secretariat Personal staff Association), wherein it has been held as follows:

10. It is to be kept in mind that the claim of equal pay for equal work is not a fundamental right vested in any employee though it is a constitutional goal to be achieved by the Government. Fixation of pay and determination of parity in duties and responsibilities is a complex matter which is for the executive to discharge. While taking a decision in the matter, several relevant factors, some of which are to be considered keeping in view the prevailing financial position and capacity of the State Government to bear the additional liability of a revised scale of pay. It is also to be kept in mind that the priority given to different types of posts under the prevailing policies of the State Government is also a relevant factor for consideration by the State Government. In the context of the complex nature of issues involved, the far-reaching administration of the State Government, courts have taken the view that ordinarily courts should not try to delve deep into administrative decision pertaining to pay fixation and pay parity. That is not to say that the matter is not justiciable or that the courts cannot entertain any proceeding against such administrative decision taken by the Government. The courts should approach such matters with restraint and interfere only when they are satisfied that the decision of the Government is patently irrational, unjust and pre-judicial to a section of employees and the Government while taking the decision has ignored factors which are material and relevant for a decision in the matter. Even in a case where the court holds the order passed by the Government to be unsustainable then ordinarily a direction should be given to the State Government or the authority taking the decision to reconsider the matter and pass a proper order. The court should avoid giving a declaration granting a particular scale of pay and compelling the Government to implement the same. As noted earlier, in the present case the High Court has not even made any attempt to compare the nature of duties and responsibilities of the two sections of employees, one in the State Secretariat and the other in the Central Secretariat. It has also ignored the basic principle that there are certain rules, regulations and executive instructions issued by the employers which govern the administration of the cadre."

7. Learned counsel appearing for the respondents relied upon paragraph No. 16 of the judgment of the Hon'ble Supreme Court of India in the case reported in (2007) 7 SCC 472 (Union of India Vs. Arun Jyoti Kundu & Others), wherein it has been held as follows:

"18. We had recently held in K.S. Krishnaswamy Vs. Union of India that the recommendations of Pay Commissions are

subject to acceptance or rejection. Speaking for the Bench, one of us (H.K. Sema, J) stated: (SCC P. 220, Para 17)

"It is a well-settled principle of law that recommendations of the Pay Commission are subject to the acceptance/rejection with modifications of the appropriate Government:

So, unless the Government has accepted the recommendation to merge the cadres, the court cannot proceed on the basis of the recommendation alone or to direct the Government to accept the recommendation. In this context we have also to take note of the decisions of this court in State of W.B. Vs. Deb Kumar Mukherjee that the recommendations of pay scales are not open to judicial review and the one in State of U.P. Vs. Ministerial Karamchari Sangh to the effect that the evaluation of typists for the purpose of pay scales must be left to the expert body. The role of the pay Commission and that of the court has also been dealt with by the decision of this court in Saurabh Chaudri Vs. Union of India and M.P. Pural Agriculture Extension Officer's Assn. Vs. State of M.P. In the latter decision it was held by this court that Pay Commissions are constituted for evaluating duties and functions of the employees and the nature thereof vis-a-vis the educational qualifications therefor. Although the pay commission is an expert body, the State in its wisdom and in furtherance of its valid policy may or may not accept its recommendations."

8. It is an admitted case that upto the Third Pay Commission, the pay of Drivers was equal to that of Postal Assistants. But in the fourth Pay Commission, Postal Assistants were given Rs. 25/- more than Drivers. In the Fifth Pay Commission, the difference in the pay scale of Postal Assistants and Drivers was Rs. 950/-. The case of the petitioners is that, their duties are more arduous; they have to carry insured bags registered posts, parcels, speed posts and letters bags from various post offices situated in remote villages and drive through ruddy roads to catch the trains. The only reason given for fixing a higher pay to Postal Assistants is that they possess 10th standard qualification and having knowledge in computer. Though learned counsel appearing for the respondents submitted that common categories are common to all Central Government Departments and their recruitment rules and pay scales are also similar, yet, the pay scales of Postal Assistants and Drivers are different, The Drivers working in the Delhi Judicial Service are getting a higher scale of pay. When the Central Government has prescribed 10th Standard as the qualification for Postal Assistants, the same qualification should have been fixed for the Drivers also, especially when the Drivers were getting an equal pay till the Fourth Pay Commission. This shows that definitely there is discrimination in pay scales among Postal Assistants and Drivers. We have no quarrel over the judgment of the Hon'ble Supreme Court of India brought to the notice of this court by the learned counsel for the respondents and

reported in (2007) 7 SCC 472 (Union of India Vs. Arun Jyoti Kundu & Others), wherein the Supreme Court had held that courts cannot interfere with the policy matters of the Government and issue directions to the Government. We are also not agreeing with the findings given by the Tribunal that no sufficient material was placed before the Tribunal to record a specific finding as to whether there had been arbitrary, discriminatory and hostile discrimination made to the petitioners in granting the pay scale. In the case reported in (2002) 6 SCC Pg. 72 (State of Haryana & Another Vs. Haryana Civil Secretariat Personal Staff Association), the Hon'ble Supreme Court of India had held that courts should approach such matters with restraint and interfere only when they are satisfied that the decision of the Government is patently irrational, unjust and prejudicial to a section of employees and the Government while taking the decision has ignored factors which are material and relevant for a decision in the matter. It has also further held that where courts hold that the order passed by the Government is unsustainable, then ordinarily a direction should be given to the State Government of the authority taking the decisions to reconsider the matter and pass a proper order. In this case admittedly the scale of pay of Postal Assistants and Drivers was the same till the Fourth Pay Commission and thereafter parity in pay has arisen. This shows that the decision of the Government in fixing the pay scales of Postal Assistants and Drivers are patently irrational, unjust and prejudicial to a section of employees. Therefore we consider it appropriate to set aside the order under challenge and dispose of the writ petition with a direction to the respondents to refer the matter to the Anomaly Committee for its consideration and passing appropriate orders within a period of three months from the date of receipt of a copy of this order and if necessary, to afford an opportunity of hearing to the petitioners. No costs.

Sd/  
Asst. Registrar

/true copy/

Sub Asst. Registrar

<b>BEREAVED</b>	
	Sri Naresh Kumar, Technical Supervisor, MMS Delhi and a staunch member of NUR 'C' died while in service on 24-9-2009 due to cardiac arrest. The NUR 'C' condoles his untimely death.
<b>May his soul rest in peace.</b>	

## REPLY FROM THE DEPARTMENT

Government of India  
Ministry of Communications & IT  
Department of Posts, New Delhi-110 001.

No. 16/8/2009-SR 6th October. 2009

Sub : Alleged irregular promotion to  
Sri P.K. Choudhary, RMS 'RN' On. Ranchi,  
Jharkhand Circle.

I am directed to refer to your letter No. 31/JH/45 dated 9.6.2009 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office As reported, Shri Bipin Kumar Chaudhary alongwith 06 other candidates was recommended for appearing in LSG Fast Track Examination held from 27.05.2003 to 29.05.2003. The OPC for promotion to LSG (NB) cadre was not held in the year 2003 and therefore, the vacancy arisen in the year 2003 could not be assessed. After convening OPC meeting in the year 2005, it was found that two officials who were promoted to LSG (NB) cadre had retired on superannuation on 31.07.2002 and 31.01.2003 respectively. The vacancy of LSG (NB) cadre for Fast Track Examination was not announced before the examination. It was only assessed after convening DPC meeting in the year 2005.

As regards promotion of HSG-II (NB) officials to HSO-I cadre who had not completed three years service in HSG-II (NB), all the posts of LSG (NB) were to be filled up notionally on the basis of seniority cum fitness by convening OPC meeting as per instructions contained in Department's letter No. 4-16/2002-SPB-11 dated 20.11.2006.

No. 28-10/2007-D Date 09-9-2009

Sub: Re-introduction of RMS Section (S-40) between  
Silchar-Lumding.

Kindly refer to your letter No. 31/Ass/59/09 dated 7.7.2009 on the subject noted above. The matter has been examined.

Assam. Circle has intimated that S-40 Section running from Silchar-Lumding has been restored with effect from 18.8.2009.

No. 28-10/2007-D Date : 29-6-2009

Kindly refer to your letter no. 31/Kar/67/09 dated 22.9.2009 on the subject noted above. The matter has been examined.

Karnataka Circle has informed that the objective of introduction of CMMS is to improve delivery norms for mail/logistic Parcels. The CMMS arrangement has substantial advantages in terms of transmission of mail vis-a-vis transit section and State Road transport.

Rishikesh, Director (Mail Management)  
No. 16/23/2009-SR 23-10-2009

Sub : Alleged misusing of powers by SRM RMS 'NB' Dn.  
Samastipur, Bihar Circle.

Sir,

I am directed to refer letter No. 31/Bih/33 dated 27-4-2009 on the above mentioned subject.

2. The matter has been examined in consultation with the circle office. As reported the position is as under:

- i) On termination of officiating arrangement in IRM cadre, Shri Manoj Kumar Thakur was ordered to join at Samastipur RMS where he was working prior to officiating as IRM.
- ii) Shri Ramesh Chandra Chanchal, SA, Katihar RMS was transferred to Samastipur at his request without TA/TP.
- iii) Shri Wakil Baitha was transferred from Saharsa to Samastipur due to discontinuance of NB-29 Section. But in the mean-time NB-29 section started to function in Mail Motor, So, Shri Baitha was related at Saharsa.
- iv) Shri . O.P. Dutta was posted as O/A cum cashier, O/o. the SRO, Saharsa. So, keeping in view the work of Cashier also, the posting of Shri Dutta having service about 9 years, is in order.
- v) Four cases of disciplinary under Rule-16 are pending due to non-submission of reply from the SSPOs, Lucknow, which is necessary to finalize the case.
- vi) Issue regarding rejecting leave to officials is general in nature. However, genuine cases are stated to have been settled by the SRM.

No. 141-141/2007-SPB-II Date : 9-9-2009

Subject: Non-grant of Rule-37 transfer of officials who worked in RMS 'P' Division and 'C' Division, Howrah.

I am directed to refer to your D.O. letter No. 31/PT/58/09 dated 17.08.2009 forwarded by SR Branch, on the subject mentioned above and to say that the case has already been examined by the competent authority in the Directorate after calling for the comments from West Bengal Circle and reply has been given to Bihar Circle vide this Directorate's letter of even No. dated 18.02.2009 (copy enclosed).

No. 141-141/2007-SPB-11 Dated: 18-02-2009  
To

The Chief Postmaster General, Bihar Circle, PATNA-1.

Subject: Consideration of inter circle transfer under Rule-37 of P & T Manual Vol. IV in respect of officials of RMS 'P' and 'C' Division who have been transferred from Howrah Point to Patna consequent upon shifting of record offices for administrative convenience.

I am directed to refer to your D.O. letter No. Staff/R-30/Misc./07 dated 08.08.2007 on the subject mentioned above and to say that the case has been examined in the Directorate by the competent authority after calling for the comments from West Bengal Circle on your above stated letter. The W.B. Circle have not agreed to transfer 22 posts of respective grades, in which the 22 officials in question are working in Bihar Circle. Therefore, it has not been found feasible to transfer the said officials from Bihar Circle to W.B. Circle. This issue with the approval of Member (P).

No. 10-16/2009-WL & Sports 16-10-2009

Subject : Relief to flood affected victims -  
Postal Officials in Andhra Pradesh and  
Karnataka Circles.

I am directed to refer to your letter No. WL/09 dated 7-10-2009 on the subject cited above and to say that A.P. Circle has sent a demand of Rs.4,59,750/- for flood affected Postal Employees and GDSs and the Department has issued a sanction of Rs. 5.00 lakhs to A.P. Circle. We have not received any demand from Karnataka Circle for flood affected employees and GDSs.

No. 16/51/2008-SR 29-10-2009

Subject : Alleged irregular tenure oposting in Divisional Office/HRO/SROs of RMS 'N' Dn. Cuttack.

Sir,

I am directed to refer to your letter No. NUR-C/87/09 dated 22-7-2009 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office. As reported, transfers were made keeping in view the overall interest of the administratuib abd without showing any favouritism to any of the officials or unions. The proposed list of transfer was sent from DPS (HQ) for approval as it involves TA/TP. Proposal submitted by the SSRM 'N' Division for rotational transfer of Sorting Assistants during 2008-09 was approved by the Circle office before implementation as per instructions cosntained in Department's letter No. 141-4/98-SPB-II dated 23-2-98. The complaints/representations received from different unions were examined by the DPS(HQ) and found that rotational transfer for the year 2008 were made by the SSRM N Dn. as per rules/guidelines of the Department. The Circle reported to the Department on the issue on 10-9-2008, based on which the Union was duly replied by the Department.

D.O. No. 24-129/2009-SPB-I/C 29-10-2009

Dear Shri Theagarajan,

Kindly refer to your letter regarding appointment of Shri S. Mohad Asif, son of Shri S. Abdul Rashid, S.A. RMS 'AG' Dn. Guntakkal, on compassionate grounds.

2. The matter has been examined. In the instant case, the government official retired in September, 1996. At that time, as per prevalent rules a dependent of government employee could be considered for compassionate appointment only if he had retired before attaining the age of 55 years. Shri S. Abdul Rashid, S.A., retired after attaining the age of 55 years. Therefore, the Circle Relaxation Committee did not recommend the case.

3. I hope you will appreciate limitations of the Department in this regard.

No. 16/29/2009-SR 21-8-2009

Subject : Alleged harassment meted out to women official by Postmaster Kannur HO and Shri P.K. Sadanandan, Secretary, AIPEU-case of Kerala Circle.

Sir,

I am directed to refer to your letter No. NUPE/65/LE dated 18-5-2009 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office. As reported, a committee under the Chairmanship of Director of Postal Services, Central Region (a lady officer) is functioning in the Circle to look into complaints of sexual harassment of women employees. On its sitting held on 21-5-2009, the committee heard in person the version of the complainants. Both the lady officials had categorically stated before the Committee that there has been no incident of sexual harassment from any one at work place and that they do not wish to proceed further on their complaints. Hence the case regarding sexual harassment may be treated as closed. Regarding the other issues made in the complaint, the matter is under examination of the Circle office.

#### MINUTES OF THE MEETING HELD WITH THE STAFF SIDE IN CONNECTION WITH "ACTION TAKEN REPORT" ON SECTIONAL CHARTER OF DEMANDS

A meeting was held on 7-09-09 with the staff side in connection with the action taken report on Sectional Charter of Demands received through SR Branch of this Directorate. Following officers and members from the staff side wide present :

1. Ms. Manjula Prasher, Member (O), 2. Ms. Kalpana Tiwari, CGM (Mail Business), 3. Mr. Rishikesh, Director (Mail Management), 4. Mr. R. Anand, Director (Mail Business), 5. Shri D. Theagarajan, G/S, NUR-III, (FNPO), 6. Shri Giri Raj Singh, G/S, R-III (NFPE), 7. Shri A.H. Siddiqui, AIP, NUR Group 'D'

2. The following issues, received through SR Branch, were discussed with the staff side.

1 Filling up of all vacant posts of MMS Drivers and Technical Staff, Impart necessary computer training to handle new generarion power vehicles.

1 Discontinue the new bag account numbering system.

1 Compilation of fresh statistics to assess the mail offices having less than 10000 mails and ensuring one mail office in each revenue state/district and no merger of mail office with Pos.

3. With respect to filling up of vacant posts of MMS Drivers and Technical Staff, the matter has already been clarified that there was a complete ban on fresh recruitment of drivers vide a circular issued by Ministry of Finance. In view of the acute shortage of drivers faced by the Circles, the Circles were permitted to utilize the services of outsourced drivers and cleaners. With respect to training, instructions

have already been issued to Circles in January 2009 for imparting necessary training to the drivers and technical staff.

4. Member (O) informed the staff side that views of the Circles will be obtained with respect to the advantages or disadvantages of the new bag numbering system. Action would be taken in this regard accordingly.

5. The staff side raised the issue of closure of mail offices handling more than 10,000 unregistered articles a day and cited the example of Parbhani RMS. Member (O) agreed that fresh statistics at Parbhani RMS will be undertaken and the Circle concerned would be asked to take necessary action.

6. The staff side also requested that the issues relating to transfer of officials under Rule 37 involving shifting of Record offices on RMS 'P' and 'C' Divisions be resolved at the earliest. CGM (MB) assured that the issue will be resolved soon.

7. The issue of CRC productivity was also discussed and the staff side raised the issue of problems in meeting the prescribed output by the staff deployed at CRC. It was brought to the notice of the staff side that new hardware is being supplied to all CRCs where the hardware is either very old or inadequate. Besides, action is being taken for affixing barcode on registered articles and providing hand-held scanners to CRCs in order to enhance the productivity. At present the status quo can continue and after these changes, productivity norms can be worked out afresh.

NOVEMBER-2009

RNI No. 43028/85

Regd. No. DL(ND)-11/6030/2009-2011



## General Secretary's Letter

Reached Delhi on 6-10-2009.

### MEETING WITH DDG (EST.)

A meeting was held on 6-10-2009 to discuss the ATR subjects with Sri A.K. Sharma, DDG (Est.). The following represented FNPO:-

- D. Kishen Rao,
- T.N. Rahate,
- A.H. Siddiqui,
- Devendra Kumar and
- SG FNPO

18 Pending subjects were discussed in the meeting, After receipt of the minutes of the meeting, details will be published.

### MEETING WITH THE CHAIRMAN, POSTAL BOARD

The SG FNPO and Sri D. Kishen Rao met Secretary Department of Posts on 7-10-2009 and discussed the following issues.

1. Flood in A.P. and Karnataka,
2. Payment to GDS

The Chairman, Postal Board sanctioned Rs. 5 lakhs to A.P. Circle towards flood expenditure based on the report of Chief PMG, A.P. Circle she assured that necessary fund will be allotted after receipt of the report from the Chief PMG, Karnataka.

With regards to arrears for GDS, necessary orders will be issued before the evening of 9-10-2009.

### MEETING WITH CHIEF PMG, DELHI CIRCLE ON 8-10-09

The GS R III alongwith the Circle Secretaries of R III and R IV met the Chief Postmaster-General, Sri P.K. Gopinath and discussed various issues of Delhi Circle.

### MEETING WITH MEMBER (O)

The GS R III met the Member (O), Postal Services Board and CGM (Mail Business), Smt. Kalpana Tiwari and discussed the following issues:-

1. Drastic closure of RMS offices in Bihar Circle.
2. Unrealistic norms in Speed Post Centre.
3. Merger of CRCs
4. Closure of RO

The CGM (Mail Business) and the Member (O) assured that all the reorganization will take place without

affecting the workers' interest. We protested the moves of the Department.

### JCA MEETING

On 28-10-2009 the JCA meeting was held at NFPE office under the Chairmanship of Sri T.N. Rahate. The FNPO was represented by Sri T.N. Rahate, Sri D. Kishen Rao, A.H. Siddiqui, O.P. Khanna, Devendra Kumar and SG FNPO.

NFPE was represented by Sri K. Raghavendran, K.V. Sridharan, Giriraj Singh, Suresh,

In regard to GDS union, Sri S.S. Mahadeviah did not attend and he deputed his Finance Secretary.

The JCA has decided to launch indefinite strike from 15-12-2009 and onwards only in RMS swing.

### STRIKE INFORMATION WAS SERVED TO THE DEPARTMENT

The strike information letter was served to the Department on 29-10-2009. The details of the letter and other programme are published elsewhere.

### JOINT CIRCLE EXECUTIVE MEETING OF BIHAR CIRCLE

FNPO and NFPE RMS Circle Executive Meeting was held in Patna RMS Recreation Club on 30-10-2009.

Sri D. Theagarajan and Sri Giriraj Singh addressed the executive Meeting. After the meeting, they met the Chief PMG, Bihar Circle and discussed the drastic closure of RMS offices in Bihar. The Chief PMG did not give any assurance to stop the closure of RMS offices.

With strike greetings.

Yours fraternally,  
(D. THEAGARAJAN), General Secretary  
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## QUOTA TO CHQ

Remit the Quota to CHQ  
@ Rs. 6/- per member from the  
month of April 2009 and onwards

**SRI. R.N. SHARMA**

O/o. Joint Manager,  
IPMBC - B, Foreign Post Building, Kotla Road,  
New Delhi-110 002. Ph: 09868200542  
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