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RMS SENTINEL

Editor : D. THEAGARAJAN

Vol. XX No. 10

OCTOBER 2009

BE READY FOR WAR

The Postal services Board has decided to close down the RMS and MMS wings slowly. Steps were started ten years ago in this regard. However, it was stalled due to action taken by our veteran leaders, viz. G.K. Padmanabhan, B.K. Banerjee and C.C. Pillai. The time has come for fighting tooth and nail like our predecessors against the retrograde policies of the Postal Board Officers.

The following plans are on the anvil to close down the RMS & MMS once and for all.

- i) Non-recruitment of drivers and Artisans
- ii) Engaging private vehicles in the MMS routes
- iii) Abolishing the Record offices
- iv) Abolishing the sub record offices
- v) Reducing the number of sets of CRC
- vi) Closure of HRO (Accts)
- vii) Installing AMPCs in Metro cities

In short, the Postal Board has decided to have RMS offices only in Metro cities and major towns. In the rest of the places, the RMS offices will be merged with the Post offices. In regard to MMS, they want to close down the MMS units slowly within a span of ten years.

You are aware that already 69 RMS Divisions and 23 MMS units are functioning with only 56% of staff. In the ADR vacancies, only few posts were cleared by the Screening Committee in the previous years. After our prolonged efforts, the Dept. has now cleared some good number of posts for recruitment in RMS. But in respect of MMS, even a single post was not cleared by the Dept.

The Dept. introduced BPCs to reduce the work in RMS in the name of benefit to bulk customers' mails. Now BPCs were started in maximum numbers in Metro cities without any target. Instead of bringing revenue to the Dept., the BPCs are incurring heavy loss.

Our union pointed out the irregularities to the Dept. But the Dept. does not pay heed for our genuine suggestions. The Dept. has reduced the number of Stg. Assts. and Drivers in RMS and MMS wing. But on the contrary, they established Mail Business wing and created many officers' posts under the pretext of Mails Division.

We cannot be a silent spectator seeing all these onslaughts aimed to destroy the RMS & MMS. The time has come to fight for our survival. Be ready for war in the days to come.

OUR FEDERATION HAS SENT A LETTER TO THE DG POSTS TO REDUCE THE NORMS OF CRC FROM 900 TO 800 IN THE WAKE OF INTRODUCTION OF MACP SCHEME AND INCLUSION 10% CO-EFFICIENT AS RECOMMENDED BY THE STUDY REPORT.

**JCA MEETING TO SAVE RMS & MMS ON 29TH OCTOBER 2009
AT NFPE R IV OFFICE**

**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/-

MACP ORDER

The original orders of MACP issued by the Dept. of Personnel, govt. of India were already published in June 2009 RMS SENTINEL issue. Hence it is not re-produced now. Covering letter of the DG Post, corrigenda and illustrations are published here under.

File No.4-7/(MACPS)/2009-PCC Government of India
Ministry of Communications & IT Department of Posts
(Establishment Division)

Dak Bhawan, Sansad Marg, New Delhi-11 0116, the 18
Sep 2009.

Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees.

The Sixth Central Pay Commission vide Para 6.1.15 of its report has recommended Modified Assured Career Progression Scheme (MACPS). The Government has considered the recommendations of the Sixth Central Pay Commission on the Assured Career Progression and accepted the same with further modification to grant three financial upgradations under the revised Scheme at intervals of 10, 20 and 30 years of continuous regular service and issued orders vide Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) OM No. 35034/3/2008-Estt. (D) dated 19th May 2009. The scheme is known as "MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES" and which has come into operation w.e.f. 01-09-2008.

2. This Scheme is in supersession of previous ACP Scheme and clarifications issued there under. The scheme shall be applicable to all regularly appointed Group "A", "B", "C" Central Government Civilian Employees except officers of the Organised Group "A" Service. The status of Group D employees would cease and be treated as Group C Multi-Skilled employees on their completion of prescribed training. Casual employees, including those granted 'temporary status' and employees appointed in the Government only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme.

3. Department of Posts has its own scheme of Time Bound One Promotion (TBOP)/Biennial Cadre Review (BCR) for its employees. Time Bound One Promotion was introduced w.e.f. 30-11-1983 vide letter No.31-26/83-PE.I dated 17/12/1983. Biennial Cadre Review was introduced w.e.f. 01.10.1991 vide Directorate Memo No. 221/89-P. E. 1 dated 11.10.1991. The scheme was further extended to certain other categories of employees from different dates.

4. The schemes of Time Bound One Promotion introduced with effect from 30-11-1983 and the Biennial Cadre Review introduced with effect from 01-10-1991 and extended to

other categories of staff on subsequent dates shall stand withdrawn with effect from 01-09-2008.

5. The Postal Federations have given their consent for switching over to the MACPS. As regards drivers, they are governed by a structured promotion scheme & as the scheme is considered beneficial to this category of staff, the Postal Federations have requested to retain the existing structured scheme. It has been decided to continue the existing structured promotion scheme for drivers.

6. On grant of financial upgradation under the scheme, **there shall be no change in the designation**, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, Allotment of Government Accommodation shall be permitted.

7. The salient features of the Modified Assured Career Progression Scheme are given in Annexure-1.

8. Before initiating action for placing the eligible employees under the MACPS, action may be taken to finalise all TBOP/BCR placements due for the period till 31-08-2008 by conducting meetings of Screening Committee and issuing necessary orders.

9. Screening Committees shall be constituted in each Division/Region/Circle to consider the cases of staff of different levels for grant of financial upgradations under the MACP Scheme. The Screening Committees shall consist of a Chairperson and two members. The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below the rank of Under Secretary or equivalent in PB-3 with Grade Pay of Rs. 6600/-. The Chairperson should generally be of a grade above the members of the Committee. **The Screening Committees should keep in view of the benchmark prescribed for financial upgradations.**

10. The recommendations of the Screening Committee shall be placed before the Director Postal Service/Director Accounts Postal/Head of the Region/Circle or organization/competent authority as the case may be for approval.

11. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a time-schedule and **meet twice in a financial year - preferably in the first week of January and first week of July of a year for advance processing** of the cases maturing in that half. Accordingly, cases maturing during the first-half (April-September) of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half (October-March) of the same financial year.

12. Any interpretation/clarification or doubt as to the scope and meaning of the provisions of the MACP Scheme given by the Department of Personnel and Training (Establishment-D) will be further communicated by the Establishment Division of the Directorate. The scheme would be operational w.e.f. 01.09.2008 and financial upgradations as per the provisions of the earlier ACP Scheme (of August, 1999)/TBOP/BCR schemes of the Department of Posts would be granted till 31.08.2008.

13. **No stepping up of pay in the pay band or grade pay** would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

14. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme (of August 1999)/TBOP/BCR schemes of Department of Posts and under the MACP Scheme within the same cadre **shall not be construed as an anomaly.**

15. It is requested that the OM may be circulated to all concerned and immediate action may be taken to complete the entire process as indicated in the OM.

16. This issues with the concurrence of Integrated Finance Wing vide their Dy. No. 205/FA09/CS dated 18-09-2009.

(A.K. Sharma)

Dy. Director General (Establishment)

File No.4-7/(MACPS)/2009-PCC

Government of India

Ministry of Communications & IT Department of Posts
(Establishment Division)

Dak Bhawan, Sansad Marg, New Delhi -110 116,
the 24th Sept. 2009.

Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees

I am directed to refer to this Directorate Office Memorandum of even number dated 18 Sep 2009 on the subject mentioned above.

2. In Page No. 19 of the OM, the following omissions have been noticed in Illustration No.5:-

- In example 2 in box No.3, the grade pay appearing in line No.3 may be read as "Rs. 2800" instead of "Rs. 2400".
- In example 2 in box No.4, the grade pay appearing in line No. 2 may be read as "Rs. 4200" instead of "Rs. 2800".
- In example 3 in box No.3, the grade pay appearing in line No. 2 may be read as "Rs. 2000" instead of "Rs. 2400".
- In example 3 in box No.4, the grade pay appearing in line No. 2 may be read as "Rs. 2400" instead of "Rs. 2800".
- In example 4 in box No.2, line No. 3 may be read as "Grade Pay of Rs. 1900 i.e. 10+2" instead of "Grade Pay of Rs. 2000 i.e. 10+5".

f) In example 4 in box No.3, the grade pay appearing in Line No. 3 may be read as "Rs. 2800" instead of "Rs. 2400".

3. Rectifying the omissions, the revised Page No. 12, 16 & 19 are sent herewith in substitution of earlier ones. They may be brought to the notice of all concerned. All other entries hold good.

4. This is in partial modification of this office OM of even number dated 18th Sep. 2009.

(Surender Kumar), Assistant Director General (GDS/PCC)

ACTION AGAINST DRIVERS IN MACT CASES LEGAL OPINION

Sub: Action against drivers in MACT Cases - Option Sought for - Reg.

Ref: MST/37-59-00 dated 22-5-2004

In the instant matter, the department has sought specific advice on the point whether recovery could be made from the salary of the concerned drivers for their rash and negligent driving which had caused payment of compensation of heavy amount while they were acquitted in the criminal case filed by the police authorities.

In this respect it is advised that the matter has already been discussed by the concerned officers with the undersigned and in the course of discussion it was advised that action cannot be taken against the driver for recovery of the compensation awarded by the court for rash and negligent driving of the concerned drivers. Hence, it is advised that accident is an accident and it was not the intention of the drivers to cause the accident, unless the driver concerned is having some sort of grudge against anyone on the road. Apart from that the accidents took place during the course of employment when he was driving the vehicle and hence the department cannot take any action to recover the compensation awarded by the MACT to any claim for victimised persons due to accident. Apart from that, as per law, vicarious liability lies on the part of the employer to pay compensation on behalf of the drivers since the driver is on duty while driving the vehicle/when the accident took place. Therefore, if at all the department desires to take any action against the driver concerned, the department may initiate disciplinary proceedings on the basis of the available records and minor penalty can be imposed on the concerned driver. Department is advised to take necessary action accordingly in the matter.

(R. RAJANGAM),

Addl. Legal Advisor to the Govt. of India



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.



Statement showing Grade Pay admissible to different categories of staff/officers on placement in the Modified ACP Scheme (MACPS) w.e.f. 1-9-2009 those who do not get promotion in the hierarchy

S. No.	Name of the Post	Pay Band Rs.	Pay Band No.	Grade Pay Rs.	Pay Band and Grade Pay granted at the time of		
					MACPS-I Rupees	MACPS-II Rupees	MACPS-III Rupees
1.	i. Letter Box Peon, Group 'D' & Sorters in DAP office, Mail Peon, Chowkidar, Water Carrier, Sweeper, Scavenger, Farash, Mailman, Van Peon, Attendant in Rest House, Cleaner, Form Supplier, Gardner, Mali. ii. Carpenter, Machine man, Binder, Painter, Stamp-Vendor, Jamadar, Motor Vehicle Mechanic, Motor Vehicle Electrician, Carpenter, Painter, Jointr, Tyre-man, Upholester, Blacksmith, Tin & Copper Smith (Semi skilled)	5200-20200	1	1800	5200-20200 1900	5200-20200 2000	5200-20200 2400
2.	Postal Machine Assistant Gr. II, LDC, Lift Operator, Bindery Assistant, Dispatch Rider	5200-20200	1	1900	5200-20200 2000	5200-20200 2400	5200-20200 2800
3.	Highly Skilled Artisans Grade-III (70% Posts) Upholester, Tyreman, Tin & Coppersmith, Carpenter (MMS), Jointr, Blacksmith, Painter, Motor Vehicle Electrician, Welder, Motor Vehicle Mechanic	5200-20200	1	1900	5200-20200 2000	5200-20200 2400	5200-20200 2800
4.	Postman / Mail Guard	5200-20200	1	2000	5200-20200 2400	5200-20200 2800	5200-20200 4200
5.	(a) Postal Assistant, Sorting Assistant, Platform Inspector (Time Scale), Stenographer Grade-III, UDC etc. (b) Postal Machine Assistant Grade-1, Reader	5200-20200	1	2400	5200-20200 2800	5200-20200 4200	5200-2022 4600
6.	Junior Accountant	5200-20200	1	2800	5200-20200 4200	5200-20200 4600	5200-2022 4800
7.	Caretaker cum Khansama Caretaker	5200-20200 5200-20200	1 1	1800 2400	5200-20200 1900 5200-20200 2800	5200-20200 2000 5200-20200 4200	5200-2022 2400 5200-2022 4600
8.	Inspector Posts (Direct Recruitment) Group 'A' J.T.S. Officers (Direct Recruitment)	9300-34800 15600-39100	2 3	4200 5400 (PB-3)	9300-34800 4600 15600-39100 6600	9300-34800 4800 15600-39100 7600	9300-34800 5400 (PB2) 15600-39100 8700

illustration - 1

Placement of employees in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 1800 in the MACPS

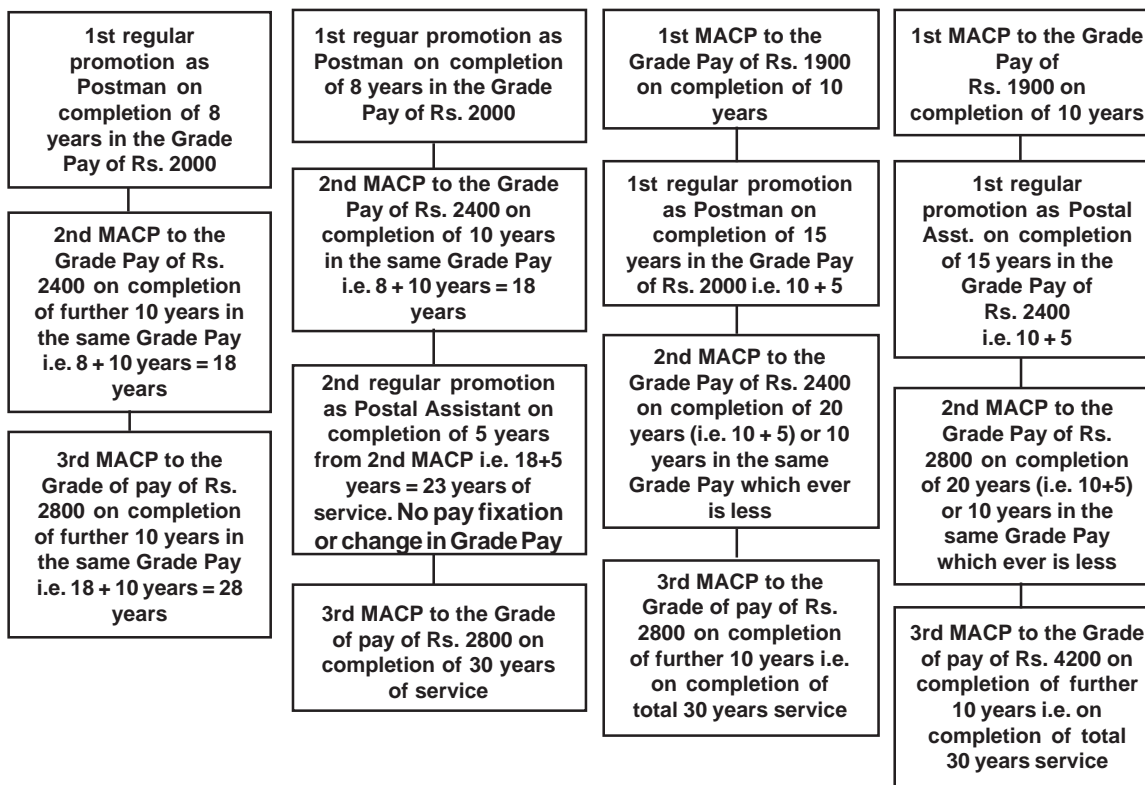


illustration - 2

Placement of employees in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 2400 in the MACPS

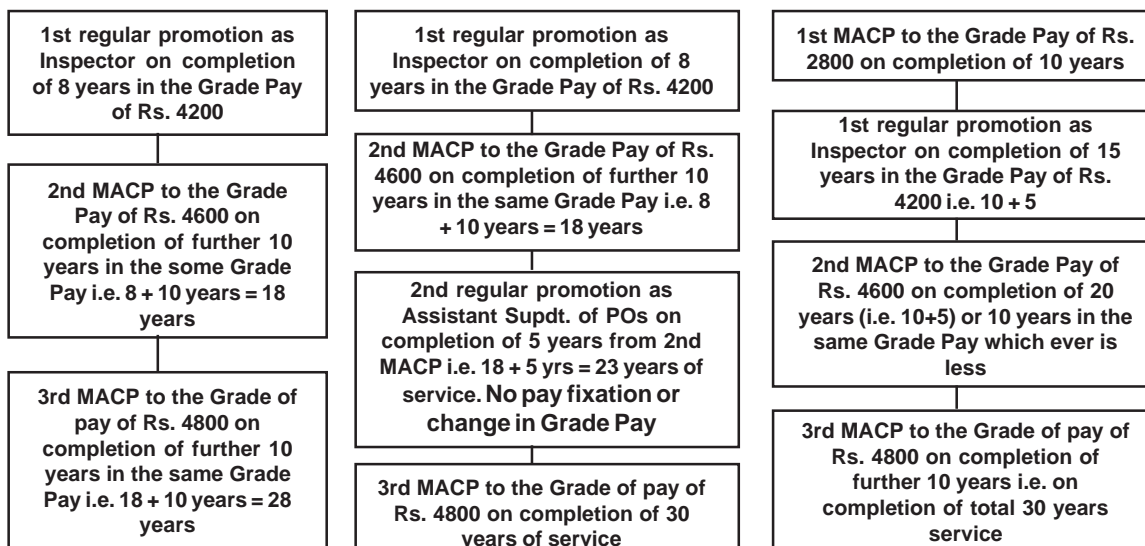


illustration - 2A

Placement of employees in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 2400 in the MACPS

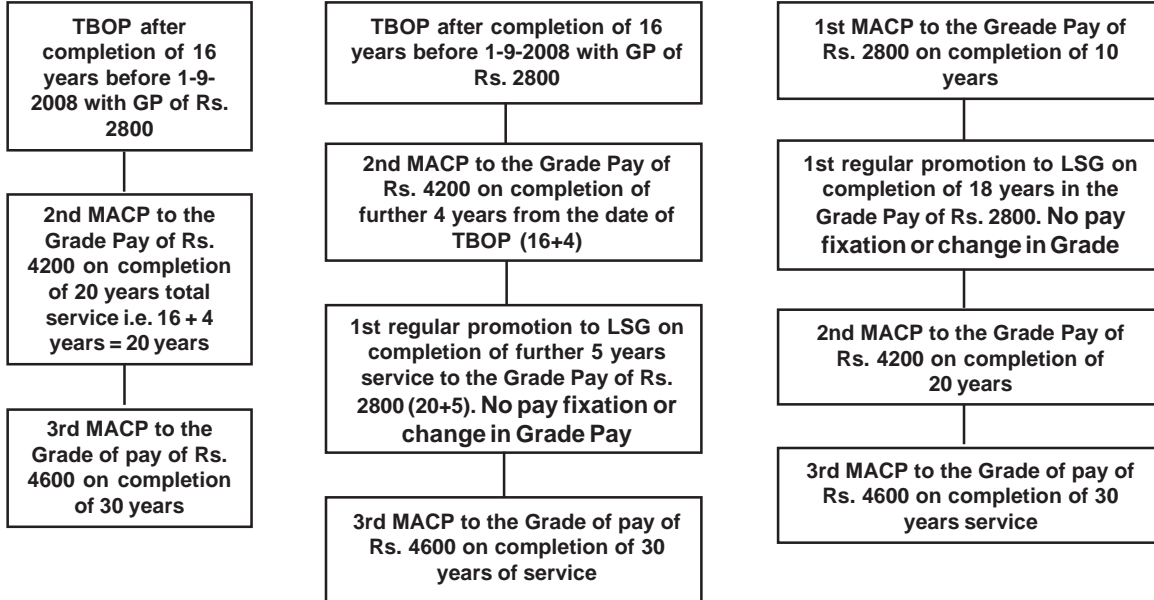


illustration - 2B (Revised)

Placement of employees in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 2400 in the MACPS

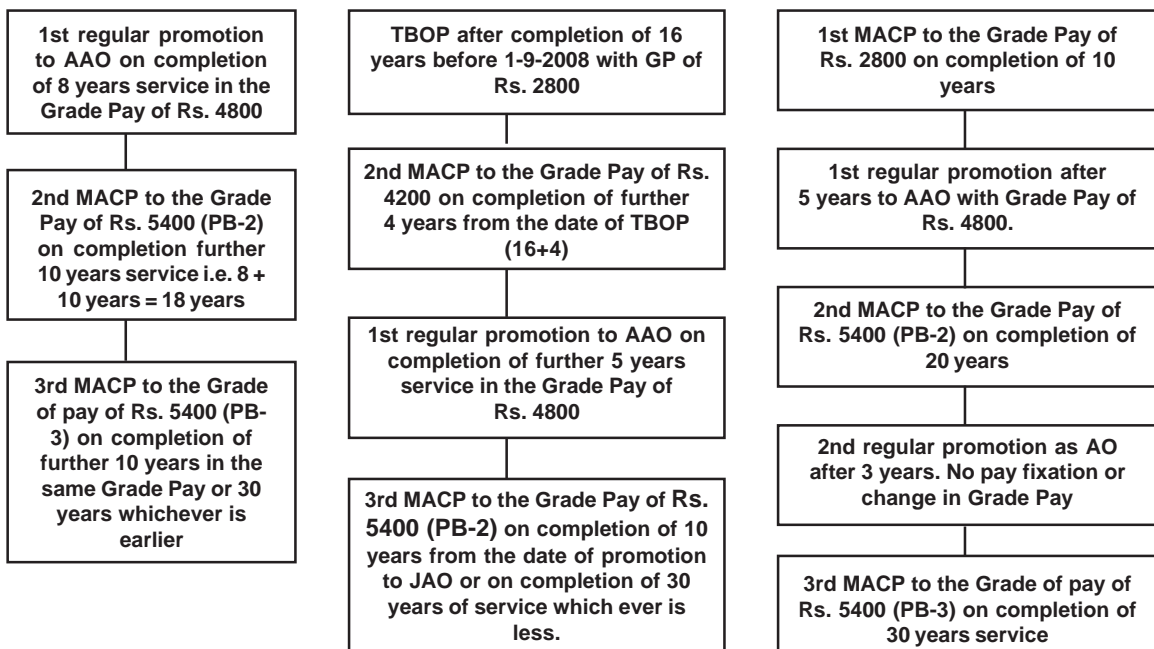


illustration - 3

Placement of Stenographers (Promotion line & DR) in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 2400 in the MACPS

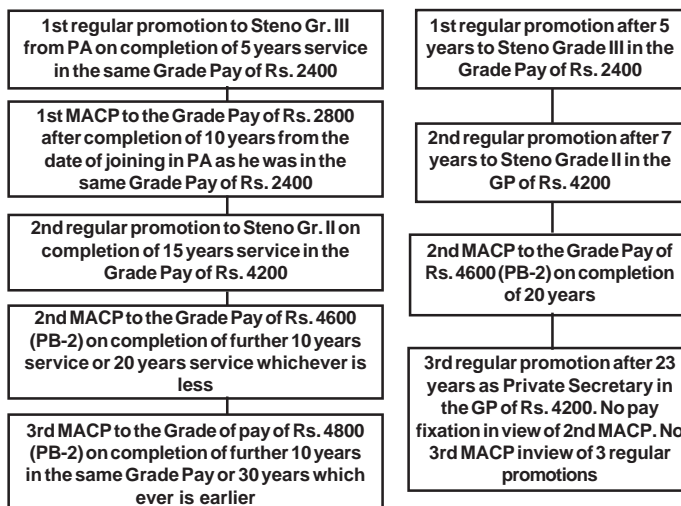


illustration - 4

Placement of Inspectors (DR) in the Pay Band of Rs. 9300-34800 with Grade Pay of Rs. 4200 in the MACPS

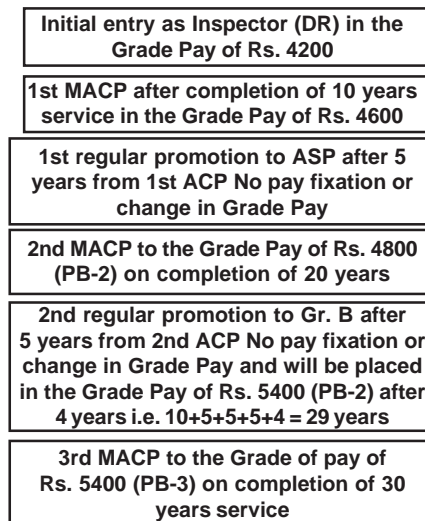


illustration - 5 (Revised)

Placement of employees of Postal Accounts Wing in the Pay Band of Rs. 5200-20200 with Grade Pay of Rs. 1800 in the MACPS

