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# RMS SENTINEL

Editor : D. THEAGARAJAN

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## A NOTE ON MAIL NETWORK OPTIMIZATION PROJECT

You are aware the the Dept. appointed a Committee on the Mail Net Work Optimization Project.

Our Federation's views were communicated to the Chairperson on 23-8-2011. Copy of the letter conveying our views is reproduced below. We are not printing Annexure in order to avoid unnecessary enclosures.

Further we are not publishing of one month deposit particulars of Hyderabad Sorting after restructuring of first class Mail offices. Our members are requested to go through the copy of the letter and send your views to CHQ if any.

The Department had invited expression of interest (EOI) and later requested for proposal in 2009 for selection of consultant for mail network optimization Project on the basis of evaluation of technical and financial proposals. consequently, Ms. Mckinsey & Co has been appointed as consultant for the above project.

The Department has to pay Rs. 12.66 crores to Mc Kinsey & Co for the project.

According to the RTI information, the project was not discussed in the Postal Services Board separately.

Further, opinion of the each Head of the Circle was also not available.

Moreso, the MOC has not approved the project so far. But a part of the project has already been implemented, without following any administrative procedures.

If we accept the project in order to avoid conflict with the higher officers, the posterity will blame us.

A blunder mistake has been committed both by the Department and the consultant firm, Mckinsey & Co is not calculating cost factor before restructuring and after restructuring. This itself is a wrong procedure and unacceptable.

Further, the original recommendations of the Mc Kinsey & Co have not been supplied to the staff side so far.

Keeping the aside the above, let us analysis the project.

**Please visit our website : [www.fnpo.org](http://www.fnpo.org) for day-to-day news.**

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

The Department at present is claiming that earlier there has been no monitoring tool to analyse the performance. Now we have tool. While going through Speed Post performance monitoring tool, we found the following discrepancies in the tool. These discrepancies suspect the reliability of the data.

**1. Delivery Analysis based on final delivery (01/07/11 to 31/07/11)**

A few examples are furnished based on the data of July 2011 for your kind attention.

Different figures are appearing in the same columns under different headings.

In the logical way the Number of articles appearing in the column "Delivered within city" under both 'Including Returned To

Sender Articles' and 'Excluding Returned To Sender Articles' may vary. The figure appearing in 'Excluding Returned To Sender Articles' is higher than 'Including Returned To Sender Articles'. How it is possible. It should be less.

But the Number of articles appearing in the column "Delivered across the City" under both 'Including Returned To Sender Articles' and 'Excluding Returned To Sender Articles' should be the same.

The returned to sender articles may be delivered within the city that is booking place. There are remote chances that returned to sender articles deliverable across the city. But there is huge difference in the figures appearing.

Including Returned To Sender Articles						Excluding Returned To Sender Articles			
Booking SPC	Articles Delivered	Articles delivered across city	Across city transit time	Articles delivered within city	Within city transit time	Articles delivered across city	Across city transit time	Articles delivered within city	Within city transit time
Ahmedabad	348995	87794	2.21	261201	1.44	230021	2.1	83575	1.25
Bangalore	1316414	961307	2.69	355107	2.00	316613	2.41	857731	1.92
Chennai	871834	589504	2.49	282330	1.61	247845	2.14	531194	1.35
Hyderabad	330600	192356	2.28	138244	1.97	117712	2.1	179414	1.63
Kolkata RMS	774465	345330	2.91	429135	2.08	375911	2.7	320951	1.76
Mumbai	2463268	1567772	2.85	895496	2.08	753857	2.67	1457533	1.65
New Delhi	1986667	1016203	2.39	970464	1.42	891309	2.22	947593	1.25
Pune	321520	142173	3.13	179347	2.01	159716	2.83	130042	1.77

**2) Percentage of articles booked by cut-off time and bagged by 10:00 PM**

SPC Name	Total articles booked by cutoff time	Total articles bagged by 10:00 PM	Percentage of Articles Bagged
AGRA	8213	2994	36.45%
AHMEDABAD	14558	6128	42.10%

The percentage indicated in the columns does not reveal the actual performance of the centre.

From the total articles booked by cutoff time, how many articles are suppose to be connected by 10.00 PM and out of which how many articles were connected/bagged from which the percentage have to be arrived.

It is ascertained that in most of the SPCs to boost their percentage on the screen, the administration is pressurizing the staff to bag the articles as much as possible irrespective of connection. But after bagging whether the bags are really connected as per the schedules are not known.

3) Percentage of articles received before cut-off time and delivered in next possible delivery round.

SPC Name	Total articles recd. before cutoff time	Total Articles delivered in next possible dely. round	% of Articles delivered
AGRA	13026	4330	33.24%
AHMEDABAD	35431	19571	55.24%

Here also how many articles are meant for next possible delivery round and out of which how many were delivered not known.

4] Articles processed per man hour (July 2001)

#### ARTICLES PROCESSED PER MAN HOUR

SPC Name	Articles processed	Articles Processed per man hour
AGRA	49282	14
AHMEDABAD	430714	0
AJMER	112268	31
JABALPUR	78037	0
JAIPUR	232501	1938
JALANDHAR	12709	17
JAMMU	23111	72

JAMSHEDPUR	39211	0
TIRUPATI	56226	457
TIRUVALLA	7271	0
TRICHY	71915	1893
TRISSUR	67705	0
TRIVANDRUM	161420	34

The figures reflecting in the 'articles processed per man hour' are no where relevant to the actual. My federation does not understand what kind of monitoring can be done with these information about man hour.

#### 5] RAW DATA

It is giving the data based on the articles delivered on a particular date.

Here the office of delivery is missing.

There should be provision for 'from date and to date' for retrieving data so that detailed analysis can be compiled. Ex: data for a particular period, metro to metro, metro to other cities. Etc.,

Note on performance about of Intra Circle Mails.

According to the information available in the Speed Post performance monitoring Tool the intra circle mails are delivered in D+1. Before restructuring, 90% of mails were delivered in D+1. Now it is totally different. Tamil Nadu circle have been taken into for study.

Article details furnished serial number wise in the next page:

- 1)a) From Neyveli the SPAs are sent Vriddhachalam Stg and Vriddhachalam is closing bags to Villupuram for further disposal.
- b) Neyveli may close direct bag to Villupuram so that the handling of SPAs at Vriddachalam would be avoided and also would save the cost of operation.

- c) If Vriddachalam closes direct bags to all the destinations, then sending the articles to there is useful.
- d) From Neyveli to Villupuram it is just 50 kms of distance, but it takes nearly 18 hours to reach. Attention is required in Mail Arrangement.
- 2)a) Article booked at Tuticorin and deliverable at Tuticorin jurisdiction itself is sent to Madurai.
- b) It reveals that this hub system is causes one day delay in delivery to SPA .
- c) Also cause unnecessary additional handling at hub and cost of operation.
- d) As Tuticorin is prescribed as Intermediary Mail Office, the SPAs for Tuticorin from Tuticorin may be sent directly to Tuticorin itself instead of sending to Madurai. The delay and cost of operation can be avoided.
- e) Also the articles are travelling unnecessarily 300 kms (to & fro) additionally. It will cause so many things. During the rainy season, there is a chance of getting wet, damage and etc.
- 3)a) Article booked at Tuticorin and deliverable at Tuticorin jurisdiction itself is sent to Madurai.
- b) It reveals that this hub system is caused one day delay in delivery to SPA
- c) Also cause unnecessary additional handling at hub and cost of operation.
- d) As Tuticorin is prescribed as Intermediary Mail Office, the SPAs for Tuticorin from Tuticorin may be sent directly to Tuticorin itself instead of sending to Madurai. The delay and cost of operation can be avoided.
- 4. The explanation given at serial No. 3 is applicable to serial No. 4.
- 5) The Article booked at Paramakudi and deliverable at Ramanathapuram is routed through Madurai. Here it seems that the article is either missent to

Ramanathapuram HO instead of Ramanathapuram Collectorate or redirected to Ramanathapuram Collectorate. The article again sent back to Madurai for further despatch to proper destination. It causes one day delay.

As far as the Speed Post Articles are concerned, Department should ensure the minimum number of handlings and transit time between booking and delivery. When number of handlings and transit time increases, it will pave way for indirect growth of our competitors.

- 6) It reveals that the article booked at Palani and deliverable at Palani sent to Madurai for disposal.

The article has twice passed through Dindigul RMS. Once within the bag and next the article itself was processed at Dindigul RMS. It is clear evident that the Hub system is causing delay in delivery, increased number of handlings at different offices, more travelling, etc.

Through this analysis it is ensured that this article is not "Returned to sender article."

- 7. The distance between Kumbakonam and Thiruvarur is around 60 kms. It took nearly two days between booking and delivery.

Earlier Kumbakonam will close direct bag to Thiruvarur and will be delivered on the next day. Now this hub system is making the difference.

As per the hub list, Thiruvarur is prescribed in Mayiladuthurai RMS, Intermediary office. It reveals that Thanjavur has closed direct bag to Thiruvarur. The prescribed hub system is also not followed.

This hub system is creating lot of confusion amongst the staff as well as administration level.

- 8) TERIZHANDUR (609808) is deliverable under Mayiladuthurai jurisdiction booked at Mayiladuthurai and despatched to Thanjavur for disposal.  
From Thanjavur again it was routed to Mayiladuthurai RMS.
- 9) Mayiladuthurai to Chennai it is around 250 kms. It took 36 hours to reach Chennai. This is the consequence of Hub system.  
For just 250 kms distance, this article is delivered in D+3
10. The ordinary first class mail is getting delivered on 2<sup>nd</sup> day of posting or at the maximum on the 3<sup>rd</sup> day at Kalpakkam from Mayiladuthurai. But the Speed Post Articles are delivered on the 4<sup>th</sup> day of booking.  
Articles meant for Kalpakkam are routed through Chengalpattu RMS.  
This Speed Post article is also reaching Chennai via Chengalpattu and from Chennai to Kalpakkam again it is passing through Chengalpattu. 'This credit goes to Hub system'.

Sl.	Article No. No.	Date of Booking	Office of Booking	Date of Delivery	Office of Delivery
1	ET921230180IN	08/07/11	Neyveli	11/07/11	Lodi Road
2	ET765870570IN	25/07/11	Tuticorin	27/07/11	ChidambaraNagar (TTN)
3	ET765870583IN	25/07/11	Tuticorin	27/07/11	Udangudi
4	ET765870606IN	25/07/11	Tuticorin	27/07/11	New Colony
5	ET766399287IN	25/07/11	Paramakudi	27/07/011	Ramanathapuram
6	ET770855796IN	19/07/11	Palani	27/07/11	Palani
7	ET912408233IN	26/07/11	Kumbakonam	28/07/11	Thiruvarur
8	ET889187513IN	25/07/11	Mayiladuthurai	28/07/11	Thrizhandur (Myd)
9	ET912815841IN	25/07/11	Mayiladuthurai	28/07/11	Chennai
10	ET912819485IN	25/07/11	Mayiladuthurai	28/07/11	Kalpakkam

The Department is aware 65 to 75 % business is available amongst the metro to metro cities. According to the business statistics 20000 crores business is lying with couriers. In Chennai City alone the market share is 11000 crores whereas our share is only 160 crores. The present restructuring is not helping to improve our business. It is only on decreasing side. The Department may say, that the same mail arrangement is continued. If the Department's claim is right, there should be better business performance. Let us analyse the metro to metro speed post performance.

Sl.	Article No. No.	Date of Booking	Office of Booking	Date of Delivery	Office of Delivery
1	EM777183825IN	13/05/11	MBC Bhandup	16/05/11	Anna Nagar
2	EM840282774IN	13/05/11	Mumbai	16/05/11	Mylapore
3	ED183514817IN	13/05/11	Sarojini Nagar	16/05/11	Mylapore
4	ED527301816IN	11/05/11	Janak Puri	16/05/11	Mylapore
5	EW831189379IN	13/05/11	Jadhav Puri Kolkata	16/05/11	Mylapore

Serial Number wise details for the above :

- 1) The article booked on 13/5 was delivered on 16/5

- 2) The article booked at Mumbai on 13/5/11 at 21.50 hrs reached Chennai on 15/5/11 at 0253 hrs and it was delivered on 16/5/11
- 3) The article booked at Sarojini Nagar PO on 13/5/11 at 19.10 hrs was received at New Delhi SPC on 14/5/11 at 01.25 hrs  
Article was further bagged to Chennai on 14/5/11 at 03.49 hrs. The same was received at Chennai on 15/5/11 and the article was delivered on 16/5/11
- 4) The article booked at Janakpuri PO on 11/5/11 at 15.22 hrs was received at New Delhi SPC on 12/5/11 at 09.34 hrs.  
Article was further bagged to Chennai on 13/5/11 at 03.29 hrs. The same was received at Chennai on 14/5/11.  
To reach Chennai from Delhi, it took D+3 days.
- 5) The bag despatched on 14/5 at 04.45 hrs was received at Chennai on 15/5 at 01.49 hrs.  
The article received by Mylapore HPO on 15/5 at 11.18 hrs was delivered on 16/5. Details of Analysis are attended as Annexure No. 2

**METRO WITHIN CITY:**

(based on the information retrieved from RAW DATA for analysis)

Now we analysis

Sl. No	City Name	Date of Data from SP Monitoring Tool	Same Day	D+1	D+2	D+ 3 & beyond
1	Chennai	04/08/11	16.23%	67.16%	08.19%	08.4%
2	Ahemedabad	14/07/11	00.19%	76.73%	14.53%	08.4%
3	Bangalore	14/07/11	17.4%	48.75%	09.94%	23.85%
4	Hyderabad	14/07/11	30.94%	42.69%	03.54%	08.27%
5	Mumbai	14/07/11	00.1%	51.17%	15.41%	23.89%
6	Delhi	14/07/11	08.02%	67.99%	12.07%	11.09%
7	Kolkata	03/08/11	04.22%	62.23%	11.75%	21.76%
8	Pune	03/08/11	04.57%	54.17%	24.48%	16.67%

From the above it is transparent that maximum 68% of articles are delivered on the same day. But in reality it is not true.

Chennai has been taken as study. Most of the articles delivered on the same day are booked in BPC and not through post office counters. The Department is aware that the BPCs are closing direct bags instead of sending to the hub.

From the above, it is crystal clear how the same delivery percentage is increasing. If hub system is functioning properly, the same day delivery will be 80% to 90% next day remaining articles to be delivered.

Sl. No	City Name	Date of Data from SP Monitoring Tool	Same Day	D+1	D+2	D+ 3 & beyond
1	Chennai	04/08/11	11.73%	47.79%	19.92%	20.4%
2	Ahmedabad	14/07/11	40.95%	42.83%	11.35%	04.7%
3	Bangalore	14/07/11	14.64%	30.06%	24.71%	30.56%
4	Hyderabad	14/07/11	18.14%	47.57%	11.02%	22.36%
5	Mumbai	14/07/11	08.52%	42.24%	27.72%	21.49%
6	Delhi	14/07/11	12.09%	39.47%	33.03%	15.05%
7	Kolkata	03/08/11	06.35%	52.39%	17.05%	24.19%
8	Pune	03/08/11	06.92%	42.13%	20.76%	30.16%

The above examples are only 'a tip of an iceberg'. Therefore, my federation requests to change the mail arrangement for speedy delivery of the articles to the customers.

#### FIRST CLASS MAILS RE-STRUCTURING

For restructuring of 1st class article Hyderabad is taken into study. The last one month deposit list is enclosed. This is self explanatory there is no need of explaining in the words.

## CIRCLE CONFERENCES

### BIHAR CIRCLE

19th Circle Conference of NUR & MMS Group 'C' was held from 27-7-2011 to 29-7-2011 at Narkatiaganj under the presidentship of Sri Subhash Yadav

The following office bearer of the union were elected unanimously :

President	:	Sri Subhash Singh Yadav-PT Dn. Patna
Vice-President	:	1. Sri Arvind Nath Verma – PT Div. Patna 3. Sri Ram Kumar Jha Raman – NB Dn. Darbhanga 3. Sri Satish Kumar U Dn. Muzafferput
Secretary	:	Sri Yadunandan Singh C Dn. Gaya
Asst. Secy.	:	1. Sri Ram Niranjana Singh PT Dn. Patna 2. Sri Amar Singh – C Div. Gaya 3. Sri Ajay Kumar II U Dn. Muzaffarpur 4. Sri Jitendra Kumar Verma NB Dn. Samastipur 5. Sri Rahul Priyadarshi U Dn. Motihari
Treasurer	:	Sri Vinod Kumar C Dn. Gaya
Organising Secy.	:	1. Sri Avinash Kumar Singh PT Dn. Patna 2. Sri Ram Kumar Singh PT Dn. Patna 3. Sri Janardhan Choudhary NB Dn. Katihar 4. Sri Manoj Kumar Mandal – FT Dn. Bhagalpur
Auditor	:	Sri Ramashish Singh PT Dn. Buxer
Regional Secy.	:	Sri Ajay Kumar II U Dn. Muzaffarpur

- Advisor : 1. Sri Satya Narayan Prasad PT Dn. Arrah  
2. Sri Pradeep Singh  
3. Sri Sitaram Pandey  
4. Sri Jagnath Mishra

### ODISHA CIRCLE

The biennial Circle Conference of National Union of RMS & MMS Employees Group 'C' Orissa Circle was held at Puri from 17-7-2011 to 18-7-2011 and the following new set of office bearers were elected unanimously for the year 2011-2013.

1. President : Padmanabha Mahapatra, SA Berhampur RMS
2. Vice President-I : S. Dhandapani, SA Berhampur RMS
3. Vice President-II : Rama Chandra Sahoo, SA Sambalpur RMS
4. Vice President-III : Pradeep Kumar Malik, SA Cuttack RMS
5. Circle Secretary : Rabindra Pattnaik, SA Dherkanai Stg.
6. Asst. Circle Secy.-I : Nihar Ranjan Sahu, SA Berhampur RMS
7. Asst. Circle Secy.-II : Premananda Khanda, SA Jharsuguda
8. Asst. Circle Secy.-III : Susanta Kumar Datei, SA Bhubaneswar RMS
9. Organizing Secy. : Sanatan Singh, HSG-I SRO Bhubaneswar
10. Asst. Org. Secy.-I : Basudev Pradhan, SA Balasore RMS
11. Asst. Org. Secy.-II : Hemanta Kumar Sahu, SA Berhampur RMS
12. Asst. Org. Secy.-III : Antarjami Buda, SA Szambalpur RMS
13. Treasurer : Sanjay Ku Dash, SA Bhubaneswar RMS
14. Asst. Treasurer : Susil Chandra Besan, SA Jharsuguda RMS
15. Auditor : Sudaesan Behera, SA Berhampur RMS

### KARNATAKA CIRCLE

The 19<sup>th</sup> Joint Circle Conference of NUR – C and NURMS, MG and MM was held at Bangalore on 30-07-2011 and 31-7-2011. The following office bearer were elected unanimously. The GS RIII attended and greeted the Conference.

1. President : Sri V. Nagarajan, BCR OA, MMS, Bangalore.
2. Vice President : Sri K. Ramesh, SA BG TD Stg., Bangalore-1.
3. Vice President : Sri K. Rama, LSG Supr., RMS, Mangalore
4. Vice President : Sri Prakash SA, BG PSO, Bangalore – 26.
5. Circle Secy., : Sri D. Venkatesalu, LSG Supr., BG TD Stg. Bg-01.
6. Asst. Circle Secy. : Sri M. Sreenivasulu, BCR SA, Bellary Stg.
7. Asst. Circle Secy. : Sri H. Gurusamy, BCR SA, Dvanagere RMS
8. Asst. Circle Secy. : Sri Kariyappa, Mechanic MMS, Bangalore-01.
9. Circle Org. Secy. : Sri B.S. Bhat, SA, Udupi Stg. Udupi
10. Asst. Circle Org. Secy. : Sri N.S. Rodgi, BCR OA, RO, Solapur
11. Asst. Circle Org. Secy. : Sri M.C. Harish, SA, SPCC, Bangalore-01.
12. Asst. Circle Org. Secy. : Sri L.D. Sambrani, SA, Dharwad Stg., Dharwad
13. Asst. Circle Org. Secy. : Sri K. Karunakaran, Driver, MMS, Bangalore
14. Treasurer : Sri Nagendra Babu, OA, HRO A/c Bangalore



15. Auditor : Smt. T.R. Sasikala, SA, Bg PSO, Bangalore-26.

Circle Executive Committee :

1. Smt. Shridevi H. Patil, SA, Bangalore PSO, Bangalore-26.
2. Sri Rama Mohan, SA, Bangalore Stg. TD, Bangalore-01

### M.P. CIRCLE

1. President : Sri S.K. Jain-III HRO RMS Bhopal
2. Vice President : Sri S.P. Goyal HRO RMS Bhopal
3. Vice President : Sri B.L. Atewar HRO RMS Indore
4. Vice President : Sri V.K. Marraiya SRO RMS Gwailor
5. Vice President : Kishori Lal MMS Bhopal
6. Circle Secy., : Sri C.M. Tiwari HRO RMS Bhopal
7. Regional Secy. : A.K. Tiwari SRO RMS Gwailor
8. Asst. Circle Secy. : Sri M.L. Agrawal HRO RMS Indore
9. Asst. Circle Secy. : Sri S.N. Singh O/o. Supdt. RMS BPL
10. Asst. Circle Secy. : Sri Mqbul Qureshi MMS Bhopal
11. Asst. Circle Secy. : Sri Vinod Shrivastav SRO RMS Katni
12. Asst. Circle Secy. : Sri B.R. Malviya SRO RMS Ratlam
13. Org. Secretary : Deepak Pantawne HRO RMS BPL
14. Treasurer : Sri H.R. Romtekker O/o. Supdt. RMS BPL
15. Auditor : S.N. Mishra HRO RMS BPL
16. Executive Members
  1. Shri N.K. Bhatt HRO RMS Bhopal
  2. Shri Ram Kumar HRO RMS Bhopal
  3. Shri S.S. Dharmik HRO RMS Bhopal
  4. Smt. Sangita Chaudhary O/o. Supdt. RMS BPL
  5. Smt. Reena Papachan HRO RMS BPL

No. 1/4/2010-SR

5<sup>th</sup> Aug. 2011

### OFFICE ORDER

Sub : Secretary (P)'s meeting with Postal Joint Council of Action on 27-6-2011, 29-6-2011, 30-6-2011 and 1-7-2011 – Item No. 6 – Cadre Restructuring of Group 'C' employees – Modification of Constituted Committee.

This is in partial modification of SR Section's Office Order of even number dated 12-7-2011 on the above mentioned subject.

2. On the request of Staff Side composition of the committee on Cadre Restructuring of Group 'C' employees has been revised, which is now as under:

OFFICIAL SIDE	STAFF SIDE
1. Shri Salim Haque, DDG (P) –Chairman 2. Shri Alok Saxena, Secy, PSB – Member 3. Director (Estt.) – Member 4. ADG (PCC) – Member Secretary	1. General Secretary, AIPEU, Gr. 'C' 2. General Secretary, NAPE, Gr. 'C' 3. General Secretary, AIRMS & MMS, Gr. 'C' 4. General Secretary, NU RMS & MMS, Gr. 'C' 5. General Secretary, AIPEU, Postmen & MTS 6. General Secretary, NUPE, Postmen & Multi Tasking Employees

3. The other terms and conditions of the functioning of the Committee will remain unchanged.

(Subhash Chander), Director (SR & Legal)

# GOVT. ORDERS

No. 28-2/2010-D

Dated 19-7-2011

Sub : Outstation Allowance for RMS Staff-  
revision of rates thereof.

The outstation allowance payable to the RMS Staff was last revised vide Directorate Memo No. 50-1/98-D dated 8-3-1999 and was under consideration at this Directorate for further revision in the wake of revised DA rates recommended by the 6<sup>th</sup> Central Pay Commission.

2. It has been decided to revise upwards the Outstation Allowance payable to the RMS Staff for a period of absence on duty from their headquarters exceeding six hours at the following rates:-

i. Multi task Staff (Gr. D)	Rs. 27.50
ii. Mail Guard	Rs. 27.50
iii. Head Mail Guard	Rs. 29.70
iv. Sorting Assistants	Rs. 29.70
v. LSG SA	Rs. 31.50

(For every six hours or part thereof)

3. The revised outstation allowance rates would be applicable with retrospective effect from 1-9-2008.

4. This issues with the concurrence of IFW vide Diary No. 64/FA/11/CS dated 15-7-2011 and approval of Secretary (Posts).

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## ABNORMAL DELAY IN PAYMENT OF SPEED POST DELIVERY INCENTIVE BILLS

DG (Posts) No. 16/56/2011-SR Dated 7 July 2011

Please find enclosed a copy of letter No. P-IV/CHQ/05-SP/2011 dated 6<sup>th</sup> July 2011, received from General Secretary, All India Postal Employees Union Postmen & MSE/Gr. 'D' on the above mentioned subject.

2. A perusal of the aforesaid letter would reveal that payment of speed post delivery incentive is being delayed due:-

a) Undue time being taken in preparation of the bills.

b) Undue delay in processing of the bills; and

c) Non-availability of funds.

3. It is not for the first time that this issue has been taken up by the Staff Side and our enquiries on previous occasions revealed that adequate funds are being placed at the disposal of the Circle Office towards payment of Speed Post Incentive/OTA etc. In fact most of the delay is being caused due delay in preparation/processing of the bills, as a result of which employees are suffering. It may please be appreciated that undue delay in payment incentives discourages the employees in performance of their duties which ultimately tells upon the efficiency of the Postal Services. In the light of the above, it is requested to pay immediate attention in the matter and ensure payment of incentive due to the employees without any further delay.

RESTRICTED HOLIDAY (R.H.) ON THE OCCASION BIRTHDAY OF SHRI GURU GOBIND SINGH TO BE OBSERVED ON 31-12-2011.

DG (Posts) No. 21-1/2010-PE.II Dated 6<sup>th</sup> July 2011

I am directed to enclose a copy of O.M. No. 12/1/2010-JCA 2 dated 27-6-2011 received from Department of Personnel & Trg. On the subject mentioned above for information and necessary action.

2. It is requested to kindly bring to the notice of all concerned, the shifting of Restricted Holiday on account of the birthday of Shri Guru Gobind Singh from 5-1-12 to 31-12-2011.

3. This issues with the approval of competent authority.

CLARIFICATION REGARDING GIVING OPTION FOR ALTERNATION/WITHDRAWAL OR INCLUSION MEMBERSHIP OF SERVICE ASSOCIATIONS/UNIONS IN THE MONTH OF APRIL EACH YEAR TO BE MADE EFFECTIVE FROM THE MONTH OF JULY OF THAT YEAR.

DG (Posts) No. 18/03/2011-SR 28<sup>th</sup> July 2011

I am directed to refer to the Department's letter No. 13-1/93-SR dated 25-02-1994 circulating Departmental of Personnel & Training's OM No. 2/

10/80-JCA dated 31-1-1994 regarding procedure for verification of membership of associations for the purpose of recognition under CCS (RSA) Rules, 1993. In accordance with instructions contained in said OM, option, if any, for alternation, withdrawal or inclusion of new members is to be given in the month of April each year to DDO or any other designated authority.

2. The Department vide letter No. 13/01/2010-SR dated 18-2-2010, modified letter of authorization prescribed by the DOPT specifically in order to comply with the directions of the Hon'ble Court of Madras given in Writ Petition No. 4704-4707 of 1999 and Contempt Petition No. 950/09. The modified letter of authorization was endorsed with signature of Director (SR & Legal) with an objective to rule out the possibility of using the old forms bearing the signatures of the employees, as some of the associations had complained about it. The signature of Director (SR & Legal) has no relevance in regard to letters of authorization which may be used for change of option or for seeking new membership in the month of April every year.

3. All the letter of authorization whether bearing Director (SR & Legal)'s signature or not, applied during the month of April may be considered as per the standing instruction and in view of clarification in the preceding paragraph.

**INCREASE IN THE NUMBER OF CHANCES TO APPEAR IN THE LIMITED DEPARTMENTAL COMPETITIVE EXAMINATION (LGO EXAMINATION) TO FILL UP THE POSTS OF POSTAL ASSISTANT/SORTING ASSISTANT.**

DG (Posts) No. 60-10/2011-SPB-I Dated 26<sup>th</sup> July 2011

I am directed to refer to the Directorate letter No. 37-63/98-SPB-I(Pt) dated 20/26-8-1999 regarding increasing the number of chances to appear in the Limited Departmental Competitive Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant from 5 to 6. The matter has since been reviewed and it had been decided by the competent authority to increase the number of chances for OC candidates to appear in the Limited Departmental Competitive Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant from 6 to 8, it has also been decided to increase the chances for SC/ST candidates to appear in the said

examination to 10 provided there are vacancies reserved for candidates belonging to SC/ST and in case any SC/ST candidate is appointed on the basis of his/her 9<sup>th</sup> or 10<sup>th</sup> chance he/she shall be appointed against the vacancy reserved for SC/ST, as the case may be irrespective of his/her merit in the examination.

2. It is requested that these instructions may be given wide publicity immediately.

**MEETING OF THE DEPARTMENTAL COUNCIL (JCM) IN THE DEPARTMENT OF POSTS.**

DG Posts No. 14013/03/2010-VP Dated 22-6-2011.

It has been brought to the notice of the Directorate that staff is being harassed on contributory factors for simple and flimsy reasons by misusing the provisions of 'unbecoming of Govt. servant' deviating the ruling contained in the various Departmental volumes and huge recoveries are being ordered by the Disciplinary Authorities in contravention of the provisions of the rules.

2. In the context, it is reiterated that acts and conduct which amount to misconduct have already been prescribed in GOI's decision (23) and cases of trivial nature should be eliminated vide GOI's decision (24) below Rule 3-C of the CCS (Conduct) Rules, 1964.

3. So far as imposition of the penalty of recovery is concerned, the instructions already exist in DGP & T order No. (12) below Rule 11 of the CCS (CCA) Rules, 1965 which stipulates that proceedings relating to recovery of a pecuniary losses caused to the Government by negligence or breach of orders by a government servant, the penalty of recovery can be imposed only when it is established that the government servant was responsible for a particular act or acts of negligence or breach of orders or rules and that such negligence or breach caused the loss.

4. All concerned are requested that the orders issued by Government of India, Ministry of Home Affairs the Department of Personnel & Administrative Reforms as well as DG (Posts) from time to time on the subject should be scrupulously adhered to.

**IMPLEMENTATION OF MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACP)- CLARIFICATIONS ON CONSTITUTION OF DIVISIONAL SCRUTINY COMMITTEE**

DG Posts No. 4-7 (MACP) 2009-PC dated 30<sup>th</sup> June, 2011

This has the reference to the Directorate letter of even No. dated 1-9-2010 vide which constitution of the Scrutiny Committee was prescribed at Divisional levels for scrutinizing the confidential reports of Postmen, PA/SAs & other Group 'C' staff for the proceeding 5 years and grade the ACRs on basis of entries made by the reporting officer in it. The Committee so constituted were required to complete the exercise of grading the performance of the officials within a period of one month from the date of issue of the said order. It was clearly provided that the findings of the Committee shall require acceptance of the DPS/Regional PMG concerned and that the exercise was a one time exercise only.

2. Service Unions have represented to the Department that the Committee has not been met any contended that the officials are not benefitted at all by its constitution. In the light of the representation made by service unions, it has accordingly been decided to make the purpose of constitution of Scrutiny Committee clear to all concerned.

3. Hence, it is clarified that the process of communication of APAR's (earlier ACR's) for regular promotion is equally applicable for consideration of financial upgradation under MACPS. As per existing provisions, complete APAR is required to be communicated to the official concerned from reporting year 2008-09 onward. Where an employees is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 reckonable for assistance of his fitness in such future DPC contain final grading which are below the benchmark for next promotion, the concerned employee is to be given an opportunity to represent within 15 days of its communication before such ACRs are placed before DPC. Keeping in view the practice of writing ACRs in the Department to constitute Scrutiny Committee to scrutinize the grading based on the entries in the ACRs where there was no adverse entry exclusively for the purpose of grant of financial upgradation under MACPS. In other cases, where there was an adverse entry in the ACRs prior to reporting year 2008-09, the process of communication of the same was to be applied & representation decided in accordance with the existing provisions.

4. Some of the Circle have also sought certain clarifications over the issue and the same are clarified as under:

ISSUE :

1. Whether the Divisional Scrutiny Committee has to just arrive at the average grading based on the grading given during the last 5 years to ease the work of the Screening Committee so that the Screening Committee can easily decide the cases fit or until based on average grading or the committee has to go through all the entries, reassess the performance and award fresh grading ignoring the earlier grading given by the reporting officer/reviewing officer if found necessary?

2. Whether the Divisional Scrutiny Committee can change the grading given by the reporting officer without receiving representation from the official/without disposal of representation/without intimating the initiated officer and whether such revision can be taken as authenticated for further reference. This office is of the view that the benchmark assigned by the reporting officer cannot be changed by the Committee.

3. Whether the Scrutiny Committee has to carry out the scrutiny/grading of all the officials or has to carry out the grading of only those officials who are due for MACP during the year?

4. As the information of the Scrutiny Committee is one time measure, whether committee has no meet every year in the beginning and carry out the grading work in advance to facilitate the Scrutiny Committee to award financial upgradation under MACP

CLARIFICATION

1. Scrutiny Committee ordered to constitute was required to re-assess the grading of each year based on all the entries made in the confidential reports of the preceeding 5 years prior to reporting period 2008-09 & grade the performance as 'Average', 'Good', 'very Good' etc. as a onetime exercise. Fitness for the purpose of conferment of financial upgradation under MACP based on reassessed grading of the Scrutiny Committee was to be adjudged by the Screening Committee only after acceptance of such finding by the authority mentioned in Para 7 of order dated 1-9-2010 on constitution of the Scrutiny Committee issued by this Directorate.

2. Grading given by the Scrutiny Committee after reassessing the ACR was required to be recorded separately without making a change in the grading given by the reporting officer/reviewing officer available on the original confidential reports. The finding of the Committee one being accepted by the authority in Para 7 was to be taken as authenticated for the only purpose of financial upgradation under MACPS

3. Scrutiny Committee was required to reassess the entries of the preceding 5 years ACRTs prior to the reporting period 2008-09 in respect of all the officials covered by the orders in the light of the new system of communicating the entries in the APAR effective from reporting period 2008-2009 initiated after 01 April 2009.

4. Since entries in APAR for reporting year 2008-09 onwards are prescribed to be communicated to the officials reported upon and representation made against the adverse entries/grading made, if any is to be decided by the competent authority & final grading is to be arrived at, no further scrutiny of the APAR would be involve. Hence the answer to this part is negative.

5. In the light of the foregoing, it may please be ensured that where Screening Committee's have not already met and completed the exercise the same may be got completed within one month and a division wise compliance on the completion of this exercise be sent to this office by 31<sup>st</sup> July 2011. In cases where the exercise has completed and the officials have not been benefitted by the above despite the fact that there was no adverse entry in the ACRs scrutinized, the process of communication ACRs's may at once be initiated and representations called for within 15 days of such communication and such representations be decided by the officer superior to the reporting officer/reviewing officer. Thereafter, Screening Committee may be constituted for consideration of grant of financial upgradation under MACPS, wherever justified and status thereof may also be reflected separately for each Division in the report to be submitted by 31-7-2011.

6. This issues with the approval of competent authority.

**IMPARTING TRAINING TO PHYSICALLY DISABLED NON-MATRICULATE ERSTWHILE GROUP D EMPLOYEES & THOSE PROMOTED TO POSTMAN/MAIL GUARD OR PA/SA AFTER 1-1-2006**

DG Posts No. 1-202008-PCC Dated 15 June, 2011.

Attention of all concerned is invited to this Directorate letter No. 4-4/2008-PCC dated 09 Aug 2010 vide which Ministry of Finance, Dept. of Expenditure OM No. 7/19/2010-E III(A) dated 2 Aug. 2010 was circulated allowing Grade Pay Rs. 1800 to those Group D employees who did not possess the minimum qualification and who retired/died in harness between 1-1-2006 and date of notification of Revised Pay Rules. Further in this Directorate had made it clear under Para 4 of letter No. 1-20/2008-PCC dated 23-9-2010 that non-matriculate erstwhile Group D who passes Postman/PA examination from 1-1-2006 onwards before implementation of 6<sup>th</sup> CPC recommendations have also to undergo the computer training already designed by the Department for making them eligible for fixing their pay in PB-1 with Grade Pay of Rs. 1800 from 1-1-2006.

2. The issue relating to placement of physically disabled erstwhile Group D employees as on 1-1-2006 has been considered in this Directorate in the light of view taken by Ministry of Finance, Department of Expenditure vide their UO No. 16/10/2010-Legal dated 12-8-2010 and it has been decided that a training module commensurate with the job requirements expected from such physically disabled officials (Hearing Handicapped, Visually Handicapped & Physically Handicapped) & in particular the sphere of duties of Multi Tasking Staff circulated under No. 1-20/2008-PCC dated 24-09-2010 a suitable training module not exceeding 6 days and of not more than two hours a day may be devised locally by the Heads of the Circles within a week time of receipt of this communication and the required training may be administered to such physically disabled erstwhile Group D employees continuing as MTS and including those promoted to Postman/PA/SA on or after 1-1-2006 till date of notification of 6<sup>th</sup> CPC recommendations i.e. before 29-8-2008 within the next 15 days. After the said administered training, such officials may be allowed to draw Grade Pay of Rs. 1800 effective from 1-1-2006.

3. A compliance report may be sent to this Directorate by 22-7-2011 that the required action has been taken and all physically disabled erstwhile Group D who could not be imparted computer training till now for the reasons of their

physical disablement: have been placed in Grade Pay of Rs. 1800 effective 1-1-2006.

No. 6-31/2010-PE II Dated 5-8-2011

**Sub : Admissibility of severance amount to Gramin Dak Sevaks on Retirement / Death and on Absorption on regular Posts-Clarification Regarding.**

Attention of all concerned is invited to Annexure-III of this Directorate order No. 6-1/2009-PE.II dated 8-10-2009 containing details of existing and revised benefits under nature of benefit named 'Severance Amount'.

2. In this context, it is clarified that the present benefit shown against Severance Amount also includes Severance Amount on absorption on regular posts payable @ Rs. 20000/- (Rs. Twenty thousand only) to an EDA (now called GDS) absorbed on regular basis against a departmental post after 15 years of continuous service as ED Agent (now called GDS) in the light of the common recommendation made by the GDS Committee in Para 14.14.1. Therefore, the revised benefit

indicated against nature of benefit 'Severance Amount' is applicable not only on retirement/ death but also on absorption against departmental posts @ Rs. 1500 for every completed year of service subject to maximum of Rs. 60000 with reduction in minimum eligibility to 10 years.

3. Therefore, the words "Severance Amount on retirement/death" may be taken as inserted on the top as headline above the existing para under present benefits against 'Severance Amount' starting with "A lump sum severance amount and ending with amount paid is Rs. 20,000". Below this para, a new headline as "Severance Amount on absorption on regular posts" & a para beneath it starting as "Severance amount of Rs. 20000 (Rs. Twenty thousand only) is paid on absorption on regular basis against a departmental post after 15 years of continuous service" may also be taken as inserted & accordingly the Annexure III to this Directorate Order No. 6-1/2009-PE II dated 09 Oct 2009 may be taken as amended. Revised Annexure III to this Directorate Order ibid is appended below:-

Nature of Benefit	Present Benefits	Revised Benefits
Es-gratia Gratuity	Granted at the rate of half months basis TRCA drawn immediately before discharge of service for each completed year of service subject to maximum of Rs. 18000 or 16.5 months basis TRCA last drawn whichever is less. Minimum service prescribed is 10 years	Continuance of the existing formula for grant Ex-gratis Gratuity subject to a maximum of Rs. 60000.
Severance Amount	Severance Amount on retirement /death A lump sum severance amount of Rs. 30000/- is paid on discharge provided a GDS has completed 20 years of continuous service. In case of a GDS completing 15 years of service but less than 20 years of continuous service the severance amount paid is Rs. 20000 Severance Amount on absorption on regular post Severance amount of Rs. 20000 (Rs. Twenty thousand only) is paid on absorption on regular basis against a departmental post after 15 years of continuous service	Severance amount shall be paid at the rate of Rs. 1500 for every completed year of service subject to a maximum of Rs. 60000 with reduction in minimum eligibility period to 10 years.

**SRI PAWAN KUMAR**  
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## AMENDMENT TO CONSTITUTION OF NUR 'C'

Government of India  
Ministry of Communications & IT  
Department of Posts, Dak Bhawan, Sansad Marg  
New Delhi 110 001.

No. 15-04/2006-SR Dated 25<sup>th</sup> Aug. 2011

To  
General Secretary, FNPO  
National Union of RMS & MMS Employees Gr. 'C'  
Chambri, No. CH. 17-1-18, Atul Grove Road  
New Delhi 110 001.

Sub : Amendment to constitution of National  
Union of RMS & MMS Employees Group 'C'.

Sir,

I am directed to refer to your letter No. AIC/84/2011 dated 21/7/2011 on the above mentioned subject and to inform that Government has provisionally approved amendments to the Constitution of National Union of RMS & MMS Employees Group 'C'. The amended version will now read as given below:

### ARTICLE 14 : SUBSCRIPTION

The monthly subscription for membership of the Union shall be as follows : Rs. 30 per month which shall be payable in advance. Notwithstanding anything contained in foregoing, the Circle conference shall have the power to prescribe compulsory levy for Circle Journal, if any.

### ARTICLE 15 : ALLOCATION OF SUBSCRIPTION

The monthly subscription shall be allocated as under : Branch Rs. 6, Division Rs. 8, Circle Rs. 8, CHQ Rs. 8 (Federation quota @ Re. 1 per member will be paid proportionately based on the quota received by the CHQ)

### ARTICLE 32 : POWERS AND DUTIES OF ALL INDIA CONFERENCE

The All India Conference shall be the supreme deliberative and legislative body of the union and shall have absolute control over the affairs and property of the union. It shall have the following special powers.

- a. To elect the following office-bearers
  - i. One President
  - ii. One Working President
  - iii. Two Vice Presidents
  - iv. One General Secretary
  - v. One Deputy General Secretary
  - vi. Eight-Assistant General Secretaries (one from MMS)

### vii. One Financial Secretary

- b. To appoint auditor or auditors as provided in the Trade Union Act
- c. To elect delegates to Federal Congress
- d. To consider and adopt the Annual Report and audited accounts of the union.
- e. To adopt the Budget Estimate of the union.
- f. To effect or ratify changes in the constitution of the union in accordance with the Article 40 of the constitution.
- g. To frame rules and bye laws for the management of the affairs of the union at all levels.
- h. To act as a final court of appeal against the suspension of expulsion of any member, local unit or circle branch or any employee of the Central Head Quarters
- i. To appoint adhoc committees for specific purposes.

### ARTICLE 33 : DUTIES OF OFFICE-BEARERS

- a. President : No Change.
- b. i. Working President : In the absence of the President, the Working President shall exercise all the powers of the President.  
ii. Vice President : In the absence of both the President and Working President, the Vice President shall exercise all the powers of the President.

### ARTICLE 70 : QUALIFICATION TO HOLD OFFICE

A member who is on rolls during the month in which conference is held and not in arrears of the subscription on the date of the conference shall only be allowed to participate in the voting.

Election to all posts shall be conducted by secret ballot, if there is contest. The procedure for the same shall be decided by the Branch Conference in the manner providing opportunity to all members including those on duty.

3. The above amendments may be incorporated in the existing constitution of the Association and a fresh copy of the constitution submitted to this office, for record.

Yours faithfully,

(Subhash Chander), Director (SR & Legal)

Copy for information to :  
All Heads of Circles

## GENERAL SECRETARY'S LETTER

### STRIKE IN BANGALORE SORTING DIVISION

Employees of Bangalore Sorting Division organized a spontaneous strike in protest against shifting of Bangalore TD Sorting. The strike commenced on 1-8-2011 and ended on 4-8-2011 after detailed discussion with the Chief PMG.

Our CHQ has taken up the issue with Member (O) three times during the strike period.

The CHQ congratulates the JCA leaders of Karnataka Circle for their unity.

### KR'S BIRTH CENTENARY

KR's Birth Centenary was celebrated in a grand manner on 8-8-2011. All the FNPO affiliated General Secretaries and Circle Secretaries of Tamilnadu Circle recalled the Services of Sri K. Ramamurthy on this occasion, our 18<sup>th</sup> All India Conference Souvenir was released by Justice Bhaskaran and received by Sri K. Bagirathi daughter of late K.R. The wife of late K.R. Smt. Muthulakshmi Rammurthy was also present during the Function. S/Sri P.S. Raghavachari, Former DG Posts and Sri S. Brahmmandam, former Chief PMG Tamilnadu Circle. They offered encomiums on Sri K.R.

### CWC MEETING OF NUR 'C'

A Special CWC meeting was conducted on 9-8-2011 at Chennai. The CHQ invited the Divisional Secretaries also in the CWC meeting as special invitees.

The following Circles Circle Secretaries and Division representatives were participated in the CWC Meeting.

AP, Assam, Bihar, Chatisgarh, Delhi, Gujarat, Haryana, Karnataka, Kerala, M.P., Maharashtra, Orissa, Rajasthan, Tamilnadu, U.P. and West Bengal.

The CWC meeting was presided by Sri Subarato, President NUR 'C', working president, Sri Deepak Mukherjee initiated the debate on MNOP.

The GS R III presented a note on MNOP for open discussion 15 Circle Secretaries, 35 Divisional Secretaries and 10 CHQ office-bearers participated in the open discussion.

The CWC resolved the following :

1. CWC resolves that General Secretary may discuss the issue with sister Union and take a decision to retain all RMS offices.
2. CWC resolves that all MMS issues may be discussed with Cadre Re-structuring Committee in regard to

promotion of MMS Employees. If issues are not settled, the same may be taken up to Court of Law.

3. CWC resolves that the General Secretary may finalise cadre Re-structuring proposals after discussion with the Committee officers.

4. CWC resolves to file public litigation case in the court of Law if it is warranted.

5. CWC resolves that one MMS officer should be present while discussing cadre Re-structuring proposals in the Cadre Re-structuring Committee.

### AIC NUR IV

NUR IV AIC was held in Lucknow from 25 to 27 August 2011. The GS NUR 'C' and President FNPO attended and addressed the conference. The Conference was inaugurated by Smt. Rita Bahuguna, President UP Congress.

Sri A.H. Siddiqui was re-elected as General Secretary.

### MEETING WITH CHIEF PMG LUCKNOW

The SG FNPO met Chief PMG, U.P. Circle on 25-8-2011 alongwith P3 and R III Circle Secretaries and discussed various problems of U.P. Circle. The Chief PMG agreed to settle the issues based on the merits.

### RMS 'V' DN. ON STRIKE

The PMG Visakhapatnam Region converted night sets of Eluru RMS and Rajamundry RMS as day sets. Opposing this act, our RMS 'V' Dn. Employees organized an agitation by going on leave on MC enmas. The matter was brought to the notice of Member (O) by our CHQ. The GS R III had detailed discussion with the Chief PMG incharge of AP Circle Smt. Shanthi Nair. Smt. Shanthi Nair has given direction through DPS (HQ) to maintain status quo. The CHQ congratulates the RMS 'V' Dn. Colleagues.

### MEETING AT NEW DELHI

On 27 August 2011, a meeting was conducted at the Federation office in connection with the celebration of Centenary Birthday of K.R. The meeting was presided over by SG FNPO. The meeting decided to celebrate the hundredth birthday of KR in Delhi in the month of Oct. 2011. The exact date and venue will be intimated later. Sri Devendra Kumar, CS NUR 'C' Delhi Circle will be the Secretary, Felicitations Committee.

Pooja Greetings to every one.

Yours fraternally,  
(D. THEAGARAJAN)  
General Secretary

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