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# RMS SENTINEL

Editor : D. THEAGARAJAN

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SEPTEMBER 2009

## NEW MAIL ARRANGEMENT - A PROGRESS OR DISASTER

We have 290 Speed Post Centres across the country. The Speed Post articles Parcels, Regd. Letters and ordinary letters account for 80% of the total volume of the mails. Earlier these mails were processed and delivered within 48 hours though the norm was fixed as 24 hours. Now the Dept. has introduced Aircraft to carry mails by leasing out to Air India spending 600 crores per year under the pretext of speeding up of mails. But in reality the mails are badly delayed. In this connection our union has written a letter to the DG Post on 17-8-2009. The gist of the letter is as follows.

### **Sub : Introduction of Freighter Aircraft - Regarding.**

**Ref : The Directorate letter No. 8-13/2009-D dated 22-7-2008.**

This is in continuation of my telegram dt. 4-8-2009. Two new Freighter Aircrafts have since been operated from 27-7-2009.

After introduction of the above Aircrafts, the mails are badly delayed in the Metro cities. It is mentioned here that previous mail transmission was cost roughly Rs. 60 lakhs per day. Now the cost of operation is Rs. one crore. The irony is that by giving Rs. 40 lakhs extra, the mails are delayed.

The following short-comings are brought to your notice for redressal:-

- i) There is no advantage to the mails leave alone cost factor involved.
- ii) A mail posted in any part of the city will be lying in the bag in the same place more than 12 hours For instance, a Speed post letter booked at Chennai at 10 a.m. will be despatched through night Air Service at 2200 hrs on the same day. Thus the mail will remain lying in Chennai for more than 12 hours. The letter will be moving towards destination via Nagpur and finally it would reach Delhi next day. It will then be processed at New Delhi Speed Post concentration centre and it would be delivered on the following day (Third day D+3).]



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

- iii) In the old system, mails will be forwarded by evening flights around 1900 hrs and it will be processed in Delhi in the night itself and the delivery is ensured on the next day.
- iv) Minimum delivery time for Speed Post article is D+2 in the present arrangement for the Metro cities. The Secretary can imagine how long it will take to reach villages (it may take D+4 or D+5 as per present arrangement). This would spoil the Speed Post Business which is well-established a premium product. The higher charges for Freight and other arrangements are huge as per information available.
- v) All the south bound mails are received at Chennai point (Kochi, Coimbatore, Tiruchi). These mails are further transmitted by surface. This causes further delay.
- vi) Ordinary mails to the villages are badly delayed in the present arrangement, as it takes longer transit time and thereby the Department norms for delivering the mails as per the schedule is becoming a mockery. This invites public criticism. Further it will directly help the private mails comes to grow leaps and bounds.
- vii) Furthermore, there is no Aircraft service on Sundays and P.O. Holidays.
- viii) Weight provision to Delhi, Kolkata and Mumbai is low compared to the actual weight available. Hence the bags have to be detained for one more day, whereas the Bangalore is provided with huge weight which is not required.
- ix) There is no DB as per the bags. Therefore it takes long time to clear the bags.
- x) Metro cities usually get huge mails. Most of the bags are not related to the Centre. Hence the huge man-power is needed which is chronically a problem in our Department.

The above points merit considerations by the Department and go to prove that officers are not well-acquainted with mail movement and they act as catalyst to spoil the reputation the Department.

In view of the above, my Federation submits following suggestion, if any major mail arrangement is planned in future.

1. Two officers who are good in the respective field have to be nominated before embarking on the changes. They should interact with the staff and send their view points before implementing.
2. Confidence of the operative staff is a must for success in any field when the changes are effected.
3. Old system of A orders and B orders have to be issued by Circles/Divisions in advance before effecting proposed changes.
4. The views of service unions may be taken into consideration without any bias.

In view of the above, it is requested that necessary modification aiming at speedy delivery of mails may be incorporated in the mail arrangement. Otherwise even if the present mail arrangement works properly it will definitely delay the public mails by 24 hours in Metro cities and 48 hours for other areas. When P.O. Holidays and Sundays intervene, it may take delay further by 72 hours and 96 hours.

If a Stg. Asst. missends a Speed Post article, the Dept. takes disciplinary action against him and imposes punishment. Now the Dept. itself delays the mail due to faulty mail arrangement. For this delay, will the Dept. take the responsibility?

### **FLASH NEWS**

60 Days PLB Bonus declared on 11-9-09.  
5% D.A. declared on 10-9-09.

#### **FNPO Sent Protest letters on the below subjects:**

1. Non grant of Bonus to GDS employees on par with regular employees.
2. Non removal of cap 60 days to postal Employees.



### **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.



**ACTION TAKEN REPORT ON THE ISSUES RAISED BY THE POSTAL JOINT COUNCIL OF ACTION COMPRISING OF NFPE AND FNPO (SCHEDULED DEMONSTRATION ON 3-7-2009)**

<b>S.No.</b>	<b>Issues</b>	<b>Action Taken</b>
1.	Early implementation of GDS Committee recommendations with the suggestions of staff side duly incorporated.	1. The report of the GDS committee has been examined in consultation with the Ministry of Finance. Department of Expenditure. Further necessary action is in progress.
2.	End discrimination in bonus quantum ceiling between regular and GDS as per the Bonus Act amendment.	2. The issue was examined in detail and it was held that the revised calculation ceiling of Rs. 3500/- is not applicable to this category of workers. This issue is also being considered as a part of GDS Committee Report.
3.	Remove the arbitrary cap of 60 days in PLB for Postal Employees.	3. There is no such cap fixed by the Department for granting the PLB. However, the Finance Ministry is restricting it to 60 days for all categories of postal employees, till the revision in the formula is done for calculation of Bonus.
4.	Fill up ADR vacancies of 2005-06 & 2006-07 in all wings and of all cadres including Multi skilled employees	4. Necessary orders have already been issued vide letter No. 37/15/2008-SPB.I dated 31-3-2009 regarding filling up the vacancies of various cadres in the Circle for the year 2008 under Annual Direct Recruitment Plan for the year 2008.  In regard to vacancies pertaining to the year 2006 and 2007, orders have been issued reviving 5190 posts for the year 2006 and 2007 with the approval of MOF (DOE) vide order No. 37-15/2008-SPB.I dt. 14-7-2009. Circle wise allocation of posts is being done and orders in this regard will be issued shortly so that the Circles can take action to fill up the posts.
5.	Expedite Cadre Review of all cadres in Department of Posts	5. The issue is under examination.
6.	Stop abolition of Postmen posts and beat and stop harassment of delivery staff and instructions in violation of P & T manuals in Project Arrow Offices.	6. Establishment Division has been issuing orders for abolition of different posts including posts of Postman in accordance with the Screening Committee recommendations under the scheme of Optimization of Annual Direct Recruitment Plan during the past years.
7.	Cancel the order for compulsory pay disbursement through bank cheques and direct credit system.	7. The order No. 2-1/2007-08-PA (Tech I) D-255-326 Dt. 14-4-2009 was issued keeping in view the advantages such as security of the money, faster distribution of salary, encouraging habit of savings and to avoid difficulties of arranging the cash from Bank/Treasury and its disbursement by the concerned DDOs.
8.	Re-fix the eligibility for OTA proportionately to 6th CPC wage level and clear all pending OTA bills.	8. Consequent on implementation of 6th CPC recommendations, no orders have been received from MOF on the matters relating to OTA. However, the proposal taken up by department for revising the pay ceiling fo Rs. 6800/- on implementations of 5th CPC has not been agreed to by the Nodal Department.
9.	Re-fix the wages of all Casual labourers and Part Time Contingent/ RRR employees on the basis of 6th CPC wages.	9. The issue is under examination by Integrated Finance Wing.
10.	Grant of Child Care Leave to all eligible Women Employees.	10. All Circles have been requested vide Department's letter No. 51-3/2009-SPB.II dt. 27-7-2009 to follow the instructions of DOP & T in regard to CCL to all eligible women employees.
11.	Treatment of Strike period as Leave.	11. 1. The Department issued order No. 10-12/2007-SR dt. 27-10-08 directing the Circle offices to work out the budgetary provisions for the period of strike from 5-12-2000 to 18-12-2000 subject to specific requests received from the individual officials. Such cases will be examined at Directorate level in terms of provisions contained in FR-17 A and other relevant guidelines dealing with the subject.  2. The information received from Circles is incomplete and does not contain the specific information required for the purpose. Some circles however, have sent total financial implications involved in the proposal without any request from the individual official who intends to convert the period of strike into EL accumulated during the year 2000-2001. All Circles have again been asked to furnish the requisite information. On receipt of information, the case will be examined.

## APPROACH PAPER ON MERGER OF SROS WITH POST OFFICES

I request all Circle Secretaries / Division Secretaries to read this approach paper and send your views on or before 15-10-09.

Our CHQ as already record protest against the proposal.

### 1. Objective :

Objective of this concept paper is to revisit the role of Sub-Record Offices in the wake of emergence of new challenges to the Mail Business/induction of technology and examine the scope to merge with Post Offices.

### 2. General Functions of Sub-Record office :

Presently Sub-Record Office is established to serve the needs of the units located at places away from RMS Divisional Headquarters. Arrangement, Salary Bill preparation for that unit etc., constitute primary responsibility of the Sub-Record Office. Duties, responsibility and authority of the Record Office are detailed in Chapter V of Postal Manual Volume VII, Some of the important duties assigned to Record Office are as follows:-

1. General Supervision over the Sorting Assistants and their work.
2. Maintenance of arrangement register in respect of each set of Mail Office.
3. Maintenance of register of the Sorting Lists received.
4. Maintenance of various Attendance Registers.
5. Communicating to the Sorting Assistants orders received from superiors.
6. Work Paper maintenance.
7. Attending to Bag Account related work.
8. Daily Reports.
9. Examination of sweepings.
10. B Orders and T.B. Orders.
11. Preservation of bags and records for inquiry.
12. Submission of periodical returns.
13. Maintenance of inward register of complaints.
14. Maintenance of Nominal Roll of Metal Tokens.
15. Filing of Acquittance Roles and other documents.

### 3. Functions of the SRO that are akin to those of Post offices :

It can be noticed that certain functions of Sub-Record Office are overlapping with that of Post Office. In order to streamline and optimize the resources

available in the Department of Posts, it is proposed to revisit the role of Sub-Record Office. It is felt that different branches of Post Office can handle certain functions of Sub-Record Office as enumerated in annexure I.

The above mentioned process mapping is done keeping in view that majority of the locations of SRO have Head Post Offices. This was test-checked by collecting data from A.P. and Karnataka Circles. It is noticed that very few locations of SRO do not have Head Post Offices. In such locations at least LSG Offices are available. All the tasks assigned to the C.C. in the above table can be assigned to one of the Dealing Assistants in such places where C.C. branches are not available.

### 4. Broad details of CHRO software Module wise:-

**CHRO Software contains the following modules:-**

1. Administration : Deals with configuration of all modules, users creation, allocation of work.
2. Establishment : Deals with establishment matters.
3. Staff : Employee details, staff arrangements.
4. Accounts : Deals with Pay & Allowance.
5. Cashier : Payment of bills, maintenance of Cash book.
6. Air Mail Accounting : Deals with inward and outward mail movement in Air Port Sorting Offices.
7. Bag Office : Deals with Bag Accounting.
8. Checker : OTA/OSA etc.
9. Stock : Inventory management.

### 5. Modules which synchronize with meghdoot software :

**Meghdoot Accounts Modules contains the following:-**

1. Establishment
2. Employee entry
3. Pay Bill
4. NPC Bills
5. Pension
6. Other Bills
7. Schedules
8. Cash Book (General)

It can be noticed that the following modules of CHRO Software synchronize with the Meghdoot Software.

1. Administration
2. Establishment
3. Staff (Excluding rotation and arrangement of set/ section).
4. Accounts
5. Cashier
6. **Additional Modules in CHRO which can be tagged on to Meghdoot :**

As of now, Meghdoot Software cannot handle the following modules available in CHRO :

1. Air Mail Accounting.
2. Bag office
3. Checker
4. Stock

Both the softwares operate in windows environment and hence the scope to integrate them.

It is proposed to addend the above cited four modules to Meghdoot Software without altering the data structures used in Meghdoot. In case MIS reports are to be generated by combining data from the tables of the above cited modules and that of Meghdoot, code has to be re-written to that extent. It is not a complex job, but requires lot of time. A quick launch of the merger concept is feasible by tagging the modules rather than collusing the data.

#### **7. Feasibility Study :**

As enumerated in para-3 above all the duties and responsibilities of the Sub-Record Officer can be assigned to nearby HO/LSGSO. Softwares can also be merged as explained in para 5 and 6 above. Providing accommodation and staff to the HO/LSGSO to the extent of increase of workload because of transfer of SRO's work are concerns to be addressed. As per Rule 558-A of Postal Manual Volume VII approximate accommodation required to locate SRO at HO/LSGSO is calculated as at annexure 2. Providing staff to SRO office is governed by Punjab Formula also known as Unit Formula. Additional workload on HO/LSGSO due to transfer of Sub-Record Office may be calculated using the same formula and manpower may be adjusted accordingly. Thus, it is felt that functioning of SRO can be merged with neighbouring HO/LSGSO without any major hindrance.

#### **8. How to go about it :**

1. All the SROs, wherever HOs are available in the same town, can be straight away merged with Post Office and each of the function of SRO can be attached to HO as explained at para-3 above.

The issues that need to be looked into are :-

- a) Accommodation : Most of the HOs are houses in departmental buildings. By proper arrangement of branches and weeding out records/auctioning unserviceable material, space can be easily created. In acute cases, temporary structure like asbestos roofed accommodation can be provided quickly.
- b) Furniture and Equipment : Furniture available with HOs is more than enough. However, if required, can be transferred from the SRO. Regarding systems/printers those in HO can be used on time sharing basis, if not available in SRO. If available, they can be transferred.
- c) Establishment : SRO posts to be transferred to the P.O. or by redeployment of posts in the postal side.
- d) Staff : Willing officials from RMS can be posted to the Post Office. If unwilling they can be adjusted in the existing vacancies in the mail division. In such a case the posts are to be filled up in the postal side by fresh recruitment.
- e) Training : Officials working in respective branches of Head Office are to be trained in functions related to RMS offices. Duration and contents of the training may have to be decided in consultation with PTCs.
- f) Softwares are to be modified as explained at para 6 above. Software Developers from Kurnool can work with PTC, Mysore and do it. Not an issue.
- g) SROs which are not located along with HOs may continue for the time being. After gaining experience of entrusting SROs duties to HOs, the modalities of emulating the same in case of LSGSOs may then be contemplated.

#### **9. Problems foreseen in the process :**

1. In case of closure of SRO offices and transfer of SRO staff to Post Offices, seniority related issues are to be looked into.
2. Integration of RMS work with Post Office is to be handled gradually keeping in view the variance of the psychological disposition of the staff working in the two wings.

#### **10. Conclusion**

The functional specialization between RMS and postal wings is rapidly decreasing. By successful integration of the two wings idle resources can be put into optimum use. Merging SRO with post office is one small step in that direction. When compared to the advantages, the problems that need to be resolved are minuscule and insignificant.

**ANNEXURE - I**

<b>S.No.</b>	<b>Item</b>	<b>Duties to be discharged by</b>
1.	Authority of Record Officer	Postmaster
2.	Supervision of work	do
3.	Record of orders regarding practicing test card Sorting and result of examination of portfolios, etc.	do
4.	Distribution of work	do
5.	Arrangement register	CC
6.	Nominal roll of metal tokens to be kept at record Offices	C
7.	Register of sorting lists	Mails (PA)
8.	Hours of attendance	PM
9.	Attendance of Railway Platform	PRI(P)
10.	Travelling of Record Officer	PRI(p0)
<b>Duties during Attendance Hours of Sets</b>		
11.	Work to be done during attendance hours	Mails (PA)
12.	Importance of proper examination of work-papers	APM(Mails)
13.	Points to be observed in examining work-papers	Mails (PA)
14.	Disposal of daily reports	PM
15.	Issue of forms to sets	CC
16.	Inspection of work-papers prepared	APM (Mails)
17.	Examination of sweepings	Mails (PA)
18.	Delivery Book	Mails (PA)
19.	B. Orders and T.B. Orders	Mails (PA)
<b>Records, Returns and Correspondence</b>		
20.	Filling of work-papers	APM (Mails)
21.	Preservations of bags and record for enquiry	PM
22.	Record Officer's daily report	PM
23.	Corrected copies of sorting lists	Mails (PA)
24.	Disposal of Supter intendent's communications	PM
25.	Inward Register for complaints	CC
26.	Monthly account bundle	APM (A/Cs)

- |     |  |            |
|-----|--|------------|
| 27. | Filling of acquittance rolls and other documents     | APM (A/Cs) |
| 28. | Periodical returns to be submitted by Record Officer | CC         |

**ANNEXURE II**

**Accommodation standards for RMS Offices**

**558-A.** i) The following instructions should be observed in preparing plans for new RMS building or for the extension of existing buildings:-

ii) The amount of space necessary in an office must depend on the number of staff working in that office and the following standards are laid down as a guide:-

S.No.	Post	Accommodation allowed per head (in sq. meters)
-------	------	--

**I-Head and Sub-Record offices**

1.	Head and Sub-Record office clerks and bag clerks	9
2.	Supervisors Checkers	3
3.	Correspondence	7
4.	Clerks	-
5.	Sorting Assistants (with work papers) Group 'D' staff	4
	Mail Agents	4
		7
		4
		7
		2

In addition, provision should be made for separate room for keeping empty bags at the rate 6.9 sq.mt. for 500 canvas bags. A separate provision should also be made for Forms and Records and Strong Room as considered necessary. The size of record and forms room will be calculated at the rate of 1.3 sq.mt. for each sorter and clerk attached to the office. The size of strong room must depend on the importance and volume of business in each office. It is not possible to lay down standards for these rooms.

The accommodation required should be calculated on the existing sanctioned staff. Allowance for expansion should then be made as specific addition. This addition should be justified on its merits on a review of the past growth of business in the office and on the local condition and any anticipation of development of business or commerce in the locality or changes in route.

Conrn.P.No. 7

# APPEAL

Orders for payment of 60% Pay Arrears/Bonus/DA have been issued. Every member will get substantial amount in the month of September 2009. You are aware that our CHQ is functioning without clerk and peon. The General Secretary is not paid any salary except Rs. 2500/- (consolidated amount) towards all expenses of the General Secretary. However the CHQ is functioning efficiently as far as possible. All the letters are promptly attended to intime. In the last 40% arrears, only a few RMS Divisions made contribution to the CHQ. Most of the RMS Divisions collected the donation from the members but they did not send it to CHQ. It is very unfortunate. It is the duty of Divisional Secretaries to send the donation which was collected from the

members. The details of the Donation has already been published in the RMS Sentinel.

In order to avoid embarrassment, we did not publish the names of the Divisions which did not send donation to CHQ. But this time it has been decided that the name of Divisions (Circle-wise) who send the donation will be published and at the same time the names of defaulting Divisions will also be published.

Kindly avoid the embarrassment and send the donation collected promptly.

Atleast send Rs. 100/- per member to the Federation as well as CHQ.

The donation collected may be sent in one lump to Federation and CHQ.

Contd.P.No. 6

Only a reasonable amount of expansion should be provided for in the first instance in order to avoid providing accommodation which may not be required for many years to come. It is preferable to construct a building which is capable of expansion as required, than to construct one greatly in excess of the requirements.

Normally 25 per cent of additional accommodation should be provided on the justified accommodation for working space, except working space required for supervisory staff. However, in special cases provision of more space than 25 per cent may be made but that should not be adopted as a general rule. The rate of additional accommodation for future expansion in respect of forms and record rooms and amenity block should be 12 ½ per cent of the justified accommodation.

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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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### ANNEXURE - III

#### Approximate accommodation required for SRO at Head Office

Based on the above standards, approximate accommodation required to locate SRO at Head Offices s calculated as follows:

HRO/SRO:-

(A)

S.No.	Post	Standard Accommodation (sq. mts)	No. of Officials	Total Accommodation required (sq. mts.)
1.	HRO/SRO		1	9.3
2.	Checker	7.4	1	7.4
3.	Correspondence	4.7	1	4.7
4.	Clerks	4.7	2	9.4
5.	SA with work papers	2.4	1	2.4
6.	Group D	1.9	1	1.9

(B) Bags Room : 6.9 Sq. mts. (for 500 canvas) + 12.5% for future needs i.e. 0.86 sq.mts. Sum is 6.9 + 0.86 = 7.76 sq. mts.

© Strong Room : To keep forms and records 1.3 sq.mts. For each sorter and clerk attached to the office. Average number of officials attached to SRO is taken as 30.

Thus, accommodation required for strong room is 1.3 X 30 = 39 sq.mts. + 12.5% for future expansions i.e. 4.8 sq.mts. Sum is 39 + 4.8 = 43.8 sq. mts.

Total accommodation for an SRO at HO is (A) + (B) + (C) = 35.1 + 7.76 + 43.8 = 86.66 sq.mts. (appx.)

To simplify it, a room measuring 11 X 8 mts. Is required to house SRO at HO.

Similarly this much of accommodation is required for Accounts Branch of HRO.



## General Secretary's Letter

Reached Delhi on 16-8-2009.

### A.P. CIRCLE CONFERENCE

A.P. Circle Conference was held in Hyderabad from 3rd August to 5th August 2009. Vice-President Sri Deepak Mukherjee attended CWC meeting on 3-8-2009. Sri D. Theagarajan, General Secretary attended the open session on 4-8-2009 and addressed the Conference. Sri Mohd. Ali was re-elected as Circle Secretary unanimously. List of new office-bearers will be published in the next issue.

### MEETING WITH THE CHIEF PMG, A.P. CIRCLE

The Secretary General accompanied by Sri T.N. Rahate President FNPO, Sri Gulam Rabbani CS P IV, Sri Mohd. Ali CS R III, Deepak Mukherjee, Vice President and Divisional Secretaries of RMS 'TP' Dn. and 'AG' Dn. met Sri K.V.S. Rajan, Chief PMG and discussed the various issues of A.P. Circle. The Chief PMG assured that the issues discussed will be settled on merits.

### MEETING AT JAKARTA (INDONESIA)

The UNI Conducted a seminar in Jakarta (Indonesia) on 28th and 29th July 2009. Both the Secretary Generals represented the seminar. The following countries representatives participated in the seminar:-

- i) Japan ii) Korea iii) Swizerland iv) New Zealand v) Hongkong vi) Indonesia vii) Malaysia viii) Singapore ix) Nepal x) Sri Lanka xi) Thailand and xii) Bangladesh

The workshop discussed the conditions of workers in Courier and logistic industries. Except the countries like New Zealand and Swizerland no trade union was formed in this areas. The seminar seriously reviewed workers' condition in courier industries and decided to form union. Country report was presented.

### MEETING WITH CGM (MAIL BUSINESS)

The General Secretary met Smt. Manjula Parasher, CGM (MB) on 18-8-2009 and discussed the following issues very seriously:-

- i) merger of SRO with nearby P.Os.  
ii) delay in delivery of Speed Post articles after introduction of freighter aircraft.  
iii) Merger of 'P' Division with 'PT' Division.  
iv) Non-grant of Rule 37 transfer to the officials who worked in RO 'P' Dn. Howrah and RO 'C' Dn. Howrah.

- v) Re-introduction of RMS section S-40 between Silchar and Lumding.

- vi) Stop the proposal of conversion of section into CMM service (Karnataka Circle).

During the meeting the Directors Sri R. Anand and Sri Rishikesh represented official side with the CGM, Mail Business. The CGM replied that no committee was formed by the Dept. to study the merger of SRO with P.O. The Dept. agreed with the union about the delay in delivery of Speed Post articles. Remedies will be taken by the Dept. to Speed up the mails. The Dept. agreed that contention of the union was right in regard to 'P' Dn. and 'PT' Dn. and grant of Rule 37 transfer and it would be looked into. In regard to S-40 RMS section, conversion of section into CMM service necessary report will be called for from the Assam/ Karnataka Circles and decision will be taken shortly.

### MEETING WITH SENIOR OFFICERS IN DIRECTORATE

On 17-8-2009, the GS with Sri Devendra Kumar met DDG (Est.), Director (SPN) and Director (MV) and discussed the following issues:-

- i) ACP in MMS  
ii) Issue of new recruitment rules for Asst. Manager, MMS  
iii) Anomalies in scales of pay for MMS employees

The DDG replied that ACP for MMS Drivers will be discussed with the Federation separately. In regard to issue of new recruitment rules for Asst. Manager MMS, the Directorate has called for report from all Circles as to how many posts are available in each circle. After the receipt of the particulars, the recruitment rules will be finalized. The anomalies will be discussed with Anomaly committee. The date of Anomaly committee meeting will be announced in due course.

### UNI APRO/FES TRAINING COURSE

On enhancing skills on international labour standards and framework Agreement Training Course was held from 11-15 August 2009 at Colombo (Srilanka). 26 participants from India, Nepal, Bangladesh, Pakistan and Sri Lanka participated. From our Country 7 participants took part. Sri P.M. Mahapatra represented FNPO.

**POOJA GREETINGS**

Yours fraternally,  
(D. THEAGARAJAN), General Secretary

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