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# RMS SENTINEL

Editor : D. THEAGARAJAN

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DECEMBER 2010

## RE-STRUCTURING OF EXISTING OPERATIONAL NET WORK AND PROCESSING ARRANGEMENTS FOR SPEED POST OPERATION-OUR VIEWS

Our union strongly objects the restructuring of the existing operational net work and processing arrangement for Speed Post operation.

In accordance with the Directorate's order the Department desires to reduce the number of Speed post Centres from 315 to 89. In other words, the Department proposes to close down 227 Speed Post Centres and the remaining 89 will be designated as Speed Post Sorting Hubs.

Our union has no objection in changing the nomenclature of Speed Post Centre and we are only opposing reduction of number of Speed Post Centres.

### Why the Speed Post was introduced in 1986?

In the 1980s a letter posted in Jammu was delivered in Kanyakumari within 24 hours. Through an administrative order, the Department abolished the sorting sections in the year 1984 saying that only six to eight percent of mails were dealt with by sorting sections. But this caused delay to public mails by 48 hours to 72 hours.

In order to avoid criticisms from the public, the Department introduced Speed post in 1986 assuring the customers that the articles booked under Speed Post would be delivered within 24 hours to the destinations, or else the

money will be returned to customer in case of delay in delivery. This has attracted the customers in Metro cities. Initially the Speed Post was started in the selected places and later on it extended to all important cities/towns. As on date, we have 315 Speed Post Centres.

### Why there are 315 Speed Post Centres?

80% of the total volume of mails are emanating from these 315 Speed Post Centres and 20% from the rest of the place.

In order to satisfy the customers, 315 Centres were opened. Now the Department proposes to reduce the number of Speed Post Centres from 315 to 89.

### Why our union is opposing the proposal?

In 1990s an administrative order was issued for establishing District Sorting pattern and establishing mail offices in District Headquarters instead of processing at the junction point. Only after this, the private couriers entered into seen of accepting and delivering the mails in India. It means the inefficiency of an administrative order paved way for private couriers. Now the Department wants to introduce the same District pattern of Sorting in Speed Post in the name of Speed Post Hub. It will definitely deteriorate our Speed Post business in future.

**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'  
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

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## Present Position

According to the annual reports of the Department, the Speed Post revenue is increasing every year. But in the last eight months there is ups and downs in the revenue on account of change in policy such as

- a) introduction of Nodal office.
- b) introduction of freighter Air Craft in regard to freighter air craft, the Department withdrew this system after losing a substantial money and business.

In regard to Nodal office, the Department is not ready to withdraw.

Adding insult to injury, the department desires to introduce Speed Post Hubs.

### What is the defect in the Speed Post Hub?

As per the version of the Department, these Hubs have been identified based on the mail flow. If the order of the Department is implemented in true spirits, there will be no mail flow in future. Because, the Mail Hubs are created based on the pincode digit (first three digit) and District pattern and not based on the geographical line. These Hubs will create back-routeing of mails and ultimately it will lead to delay to Speed Post mails. Further the number of closing bags and opening bags will be more in each Hub. This may consume more time for opening and closing of bags in Hubs.

#### Few examples.

1. In the case of Bihar Circle, out of 12 National Speed Post Centres, the Department proposes to close 9 Speed Post Centres. The remaining 3 Speed Post Centres are named as Hubs. That is, Bhagalpur, Muzafarpur and Patna. The important Centre, Gaya has been omitted.

Now in Tamilnadu Circle ten National Speed Post Hubs and six intra-circle sorting Hubs are introduced.

2. In regard to SPC, Tiruchi Hub, mails from 13 Speed Post Centres are pooled into one centre from Myladuthurai to Karaikudi. That is, 609 to 614, 620 to 622, 630 to 639. This will result in back-routeing of mails and it will further cause inordinate delay minimum delay of 24 hours. This is the case of Tamilnadu.

3. In regard to A.P. Circle, 6 National Hubs were identified. The junction office of Guntakal has been omitted.

4. In West Bengal Circle, Burdwan has been identified instead of Asansol. In fact, Bundwan is the District Headquarters which consists of three Big RMS offices, Asansol RMS, Durgapur RMS and Bundwan RMS. All these RMS offices represent pincode-713. Here Bundwan has been made as Hub instead of Asansol. Because Bundwan happens to be District Headquarters, but not based on mail flow.

If the Speed Post Hub is started functioning, minimum delivery time for Speed Post articles will be D+2 for the metro cities. The Department can imagine as to how long it will take in other towns/Districts.

In short, even intra-city mails will not be delivered within 24 hours. Because of back-routeing of Speed Post mails. Such being the condition, what will be the fate of inter-city mails? It may be D+3 or D+4.

Therefore our my union suggest that the existing system may be allowed to continue for the interest of the timely delivery of Speed Post mails and for retaining the Speed Post revenue.

**NEXT ALL INDIA CONFERENCE OF NUR 'C'**  
Next All India Conference of NUR 'C' will be held in Tamilnadu during Second/third week of March 2011. The formal notification on the exact venue and date of the conference will be issued in due course.

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## GOVT. ORDERS

No. 20-34/2010-D  
Government of India  
Ministry of Communications & IT  
Department of Posts  
Mail Business (Development & Operations)  
Division  
Dak Bhawan, Sansad Marg, New Delhi – 110 001.

Dated 25-10-10

### Office Memorandum

The matter relating to restructuring of the existing operational network and processing arrangements for Speed Post operations was under consideration of this Directorate as part of the mail Network Optimization Project. The issue has been examined in detail and in this context, following instructions are issued:

2. Under the new operational arrangements, there would be 88 Speed Post Sorting Hubs instead of the existing 315 Speed Post Centres. The list of the new Sorting Hubs is given at Annexure 1. While booking of Speed Post articles may continue at the existing centres, only Sorting Hubs would close Speed Post bags for each other.

3. Based on the analysis of intra-Circle mail quantum and its proportion vis-à-vis inter-Circle mail, a few intra-Circle operational Hubs for Speed Post would also function in some Circles. The list of intra-Circle hubs for Circles concerned is given at Annexure 2. No. intra-Circle hubs other than the ones mentioned in this O.M. would be permitted. Similarly, while booking of Speed Post articles may continue at the existing locations of State SPCs if required, the concept of State SPC would cease to exist.

4. In such Circles, where no intra-circle hub functions under the new arrangements, all post offices would be mapped to one of the Sorting Hubs. In other cases where an intra-circle hub would be functional, while some post offices would be required to be mapped to only one of the Sorting Hubs (falling under its TD zone/catchment area), some other post offices would be mapped to both Sorting Hub and an intra-Circle hub. The mail flow pattern in each case has been shown in Annexure 3. The details of post office-sorting hub mapping, after incorporating the feedback from the circles, are being provided to the Circles by e-mail. PTC

Mysore may incorporate the new mapping in Speed Net by 31<sup>st</sup> October, 2010. For the purpose of PO-Hub mapping, only computerized post offices have been taken into account so that end-to-end tracking of all Speed Post articles could be ensured.

5. For inward mail, the Sorting Hub would do sorting for all delivery post offices under its catchment area (post offices mapped to it). If the number of post offices for which sorting is to be done by the Sorting hub exceeds 188 (based on the number of selections in one preliminary sorting case (47) and the number of selections in three secondary sorting case (47 X 3), the Circle may consider Ln intermediary Mail Office/Intra-Circle hub/Head Post Office for sorting of inward mail. However, this number may be kept to the minimum level and all such locations must have Speed Net-enabled environment for complete tracking of Speed Post articles. Speed Post articles for post offices not mapped in Speed Net (non-computerized offices) may be sorted based on the PIN range (first three digits).

6. The new operational network would come into effect from 1<sup>st</sup> November, 2010. All Circles, PTC Mysore and APS Directorate may complete action required to migrate to the new network, as highlighted in previous communications by 31<sup>st</sup> October, 2010.

(RISHIKESH), Director (Mail Management)

## X-MAS, NEW YEAR MAHARA SANKARATHI & PONGAL GREETINGS



| Sl. No. | Destination National Speed Post Centre (DNSPC) | Pincode | Extract for Sorting  | Sl. No. | Destination National Speed Post Centre (DNSPC) | Pincode | Extract for Sorting                       |
|---------|--|---------|--|---------|--|---------|---|
| 1.      | 1 CBPO   | 900056  |  | 42.     | Trivandrum                                     | 695001  | Kayamgula-690, Kollam-691, Trivandrum-695 |
| 2.      | 2 CBPO   | 900099  |  | 43.     | Bhopal   | 462011  |   |
| 3.      | Hyderabad                                      | 500016  |  | 44.     | Gwalior  | 474001  |   |
| 4.      | Kurnool  | 518001  |  | 45.     | Indore   | 452001  |   |
| 5.      | Tirupati                                       | 517501  |  | 46.     | Jabalpur                                       | 482001  |   |
| 6.      | Vijayawada                                     | 520 010 |  | 47.     | Aurangabad                                     | 431001  |   |
| 7.      | Visakhapatnam                                  | 530 001 |  | 48.     | Mumbai   | 400099  |   |
| 8.      | Warangal                                       | 506002  |  | 49.     | Nagpur   | 440001  |   |
| 9.      | Guwahati                                       | 781001  |  | 50.     | Panaji   | 403001  |   |
| 10.     | Bhagalpur                                      | 812001  |  | 51.     | Pune   | 411001  |   |
| 11.     | Muzaffarpur                                    | 842001  |  | 52.     | Imphal   | 795001  |   |
| 12.     | Patna  | 800001  |  | 53.     | Bhubaneshwar                                   | 751001  |   |
| 13.     | Raipur   | 492001  |  | 54.     | Sambalpur                                      | 768001  |   |
| 14.     | New Delhi                                      | 110001  |  | 55.     | Amritsar                                       | 143001  |   |
| 15.     | Ahmedabad                                      | 380001  |  | 56.     | Chanadigarh                                    | 160017  |   |
| 16.     | Rajkot   | 360001  |  | 57.     | Jalandhar                                      | 144001  |   |
| 17.     | Surat  | 395003  |  | 58.     | Ludhiana                                       | 141001  |   |
| 18.     | Vadodara                                       | 390001  |  | 59.     | Pathankot                                      | 145001  |   |
| 19.     | Ambala SPC                                     | 133001  |  | 60.     | Patiala  | 147001  |   |
| 20.     | Gurgaon SPC                                    | 122001  |  | 61.     | Ajmer  | 305001  |   |
| 21.     | Kamal  | 136118  |  | 62.     | Jaipur   | 302001  |   |
| 22.     | Rohtak   | 124001  |  | 63.     | Jodhapur                                       | 342001  |   |
| 23.     | Shimla   | 171001  |  | 64.     | Chennai  | 600 016 |   |
| 24.     | Jammu  | 180001  |  | 65.     | Coimbatore                                     | 641001  |   |
| 25.     | Srinagar                                       | 190001  |  | 66.     | Jolarpettai                                    | 635851  |   |
| 26.     | Dhanbad  | 846001  |  | 67.     | Madurai  | 625001  |   |
| 27.     | Jamshedpur                                     | 831001  |  | 68.     | Nagercoil                                      | 629001  |   |
| 28.     | Ranch  | 834001  |  | 69.     | Salem  | 636001  |   |
| 29.     | Bangalore                                      | 560001  |  | 70.     | Tiruchirapalli (Trichy)620001                  |         |   |
| 30.     | Belgaum  | 590001  |  | 71.     | Tirunelveli                                    | 627001  |   |
| 31.     | Davangere                                      | 577001  |  | 72.     | Vellore  | 632001  |   |
| 32.     | Gulbarga                                       | 585101  |  | 73.     | Villupuram                                     | 605602  |   |
| 33.     | Hospat   | 583201  |  | 74.     | Agra   | 282001  |   |
| 34.     | Hubli Dharwad                                  | 580020  |  | 75.     | Allahabad                                      | 211001  |   |
| 35.     | Mangalore                                      | 575001  |  | 76.     | Bareilly                                       | 243001  |   |
| 36.     | Mysore   | 570001  |  | 77.     | Ghaziabad                                      | 201001  |   |
| 37.     | Kannur   | 670001  | Kannur-670, Kasargod-671   | 78.     | Gorakhpur                                      | 273001  |   |
| 38.     | Kochi  | 682011  | Ernakulam-682, Aluva-683, Idukki-685, Kottayam-686, Alapuzha-688 | 79.     | Kanpur   | 208001  |   |
| 39.     | Kozhikode                                      | 673001  | Kozhikode-673, Tirur-676   | 80.     | Lucknow SPC                                    | 226001  |   |
| 40.     | Tiruvalla                                      | 689101  | Tiruvalla-689  | 81.     | Moradabad                                      | 244001  |   |
| 41.     | Trissur  | 680001  | Palakkad-678, Shoranur-679, Thrissur-680                         | 82.     | Noida  | 201301  |   |
|         |  |         |  | 83.     | Varanasi                                       | 221002  |   |
|         |  |         |  | 84.     | Dehradun                                       | 248001  |   |
|         |  |         |  | 85.     | Burdhwan                                       | 713101  |   |
|         |  |         |  | 86.     | Howrah   | 711101  |   |
|         |  |         |  | 87.     | Kharagpur                                      | 721301  |   |
|         |  |         |  | 88.     | Kolkata  | 700052  |   |
|         |  |         |  | 89.     | Siliguri                                       | 734001  |   |

# MACP CLARIFICATIONS

Govt. of India, Ministry of Communications & IT  
Dept. Of posts, (Pay Commission Cell)

Dak Bhawan, Sansad Marg, New Delhi 110 116.

No. 4-7 (MACPS)/ 2009-PCC 18<sup>th</sup> Oct. 2010

All Chief Postmasters General

All Postmasters General

General Managers (Finance)

All Directors of Accounts Postal

Sub : Delay and irregularities in implementation of modified assured career progression scheme-clarifications regarding.

Sir/Madam,

I am directed to refer to this Directorate's OM dated 18 Sep, 2009 communicating the detailed guidelines for implementation of Modified Assured Career Progression Scheme (MACPS) and several other clarification issued on this subject.

**Point on which clarification sought**

1. Eligibility of MACPs to a direct recruited Postal Assistant conferred with TBOP

It has been represented that in some Circles the directly recruited Postal Assistants who were accorded financial upgradation under on time bound promotion scheme on completion of 16 years of satisfactory service are not being given the 2<sup>nd</sup> MACPS on the ground that the officials have not completed 10 years of service TBOP Scale/Grade with gradr pay of Rs. 2800/-

**Status Position**

Attention is drawn to Para No. 28 of Annexure-I to this office OM dated 18-9-2009. It is stated that a directly recruited Postal Assistant who got one financial upgradation under TBOP Scheme after rendering 16 years of service before 1-9-2008, will become eligible to 2<sup>nd</sup> MACP on completion of 20 years of continuous service from date of entry in Government service or 10 years service in TBOP grade pay or scale or combination of both, whichever is earlier. However, financial upgradation under MACPs cannot be conferred from a date prior to 1-9-2008. They will also become eligible for 3<sup>rd</sup> MACP on completion of 30 years of service or after rendering 10 years in 2<sup>nd</sup> MACP, whichever is earlier.

**Point on which clarification sought**

2. Eligibility of MACP to a directly recruited Postal Assistant having qualified in PO & RMS Accountant Examination and opted initially for defunct scale & later opted out of it & who have got financial upgradations under TBOP and BCR subsequently.

The staff side has alleged that Postal Assistants who have qualified in PO & RMS examination who initially opted for defunct scale and later switched over to normal line and accorded financial upgradations under TBOP/BCR schemes are denied 3<sup>rd</sup> MACP construing that PO & RMS

Accountants is 1<sup>st</sup> MACP and TBOP/BCR are off set against 2<sup>nd</sup> and 3<sup>rd</sup> MACP.

**Status Position**

PO & RMS Accountant examination is a qualifying one and the Postal Assistants who have passed the examination are posted as accounts with some special allowance. They will be continued in the cadre of Postal Assistants in the common gradation list.

The PO & RMS Accountants who initially opted for defunct pay scale of Rs. 380-620 and later switched over to normal line of promotion in PA cadre and given financial upgradations under TBOP/BCR Schemes will become eligible for 3<sup>rd</sup> MACP under MACPS provided that they have not earned any other regular promotion and subject to rendering of 30 years of continuous service from the date of entry in the PA grade or 10 years continuous service in the BCR grade, whichever is earlier. Denial of 3<sup>rd</sup> MACP on the said ground is not in order.

**Point on which clarification sought**

3. Eligibility of MACP to a promoted official to PA Cadre and having completed 10 years of service in PA Cadre

It was stated by staff representatives that in some circle, the officials who were promoted from the lower cadres to Postal Assistants and on completion of 10 years in the said Postal Assistant cadre are not considered for 2<sup>nd</sup> MACP on the plea that they have not completed 20 years of service from the date of entry in clerical cadre.

**Status Position**

The attention of the Circles is drawn to Para No. 28 (A) (I) in the Annexure - 1. In case of a lower grade official promoted to PA Cadre, having got one promotion to PA cadre before completion of 10 years of continuous service, it will be off set against 1<sup>st</sup> MACP and on rendering 10 years continuing service in the clerical grade/scale or on completion of 20 years service from the date of entry would become eligible for 2<sup>nd</sup> MACP, whichever date is earlier. However, financial upgradation under MACPs cannot be conferred from a date prior to 1-9-2008 as the scheme became operational from this date only.

**Point on which clarification sought**

4. No. 4 Eligibility of MACP on completion of 30 years of service from date of entry as on 1-9-2008, declining regular promotions to LSG during 2009 and 2010.

The General Secretary intimated that certain officials who become eligible for 3<sup>rd</sup> MACP on 1-9-2008 are denied the same on the ground that they have declined the regular promotion to norm based LSG in 2009 and 2010.

**Status Position**

The attention is drawn to Para 25 of Annexure I to order on MACPS issued on 18-9-2009 providing that "if a regular promotion has been offered but

was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground for withdrawal of the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion and the second and the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal". Therefore, the issue raised as already covered under para 25 and in such cases where due date of financial upgradation precedes the refusal for regular promotion, financial upgradation under MACPS shall be allowed.

#### Point on which clarification sought

Eligibility of MACP due on 1-9-2008 for officials due to currency of the penalty of recovery in consequence of disciplinary proceedings or disciplinary proceeding contemplated.

#### Status Position

Para 18 of Annexure – 1 to OM dated 18-9-2009 provides that "in the matter of disciplinary/penalty proceedings, grant of benefit under the MACPs shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued there under". Attention of the Circle is drawn to Department of Personnel and Training OM No. 22011/2/78-Estt. (A) dated 16-2-1979 communicated in DGP & T letter No. 35-1/79-SPB-II dated 7-5-79. According to these orders, the penalty of censure or recovery of pecuniary loss are not a bar for penalty for promotion if the finding of the DPC are in favour of the employee.

Similarly, the officials who were facing disciplinary action as on the date of actual due date of their upgradation can only be not considered.

2. The Circles are requested for bringing the above position to the notice of all Divisional Heads and concerned authorities for scrupulous observance and to avoid and grievance to the officials.

3. Time limits for holding of Screening Committee as provided in Para li of this Directorate OM of even number dated 18-9-2009 may be strictly adhered to on concluding action of Scrutiny Committee ordered under letter of even number dated 1-9-2010.

This issues with the approval of Competent Authority.

/Sd/-

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

No.45/3/2008-P&PW (F)

Government of India, Ministry of Personnel, Public  
Grievances & Pensions

Department of Pension & Pensioners' Welfare  
3'd Floor, Lok Nayak Bhavan, Khan Market,  
New Delhi-110 003.

Dated 30<sup>th</sup> September, 2010

Subject: Special benefits in cases of death and  
disability in service - payment of Disability  
Pension/Family pension - regarding.

The undersigned is directed to say that the pension of pensioner/family pensioners who were drawing pension/family pension as on 1.1.2006 under the CCS(EOP) Rules is to be revised in accordance with Department of Pension & Pensioners' Welfare Office memorandum No.38/37/2008-P&P&W(A) dated 1.9.2008.

2. The question of modified parity between past and present pensioners, covered under the Central Civil Services (Extraordinary Pension) Rules/Liberalized Pensionary Award Scheme, on the lines of benefits sanctioned for ordinary pensioners/family pensioners, has been under the consideration of the Government. It has now been decided that the revision of pre-2006 pensioners/family pensioners coming under this category would be done as under:-

(A) The past cases of pre-2006 pensioners/family pensioners will be revised under Para 4.1 of this Department's OM NO. 38/37/2008-P&P&W (A) dated 1.9.2008 as is being done hithertofore and the revised pension on the basis of the provisions of this OM worked out.

(B) The pension/family pension shall also be calculated as on 1.1.2006 by applying the following procedure:

#### I. Family Pension for Categories B & C

(a) Where the deceased Government servant was not holding a pensionable post.

40% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of Rs.4550/-

(b) Where the deceased Government servant was holding a pensionable post:

60% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of Rs.7,000/-

In case where the widow dies or remarries, the children shall be paid family pension at the rates mentioned at (a) or (b) above, as applicable, and the same rate shall also apply to fatherless/motherless children. In both cases, family pension shall be paid to children for the period during which they would have been eligible for family pension under the CCS (Pension) Rules. Dependent parents/brothers/sisters etc. shall be paid family pension one-half the rate applicable to widows/fatherless or motherless children.

## II. Family Pension under Categories D & E

Family pension shall be calculated as the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee.

(a) If the Government servant is not survived by his widow but is survived by child/children only, all children together shall be eligible for family pension at the rate of 60% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of Rs. 7000/-

(b) When the Government servant dies as a bachelor or as a widower without children, dependent pension will be admissible to parent without reference to pecuniary circumstances, at the rate of 75% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, if both parents are alive, and at the rate of 60% if only one of them is alive.

## III. Disability Pension for Categories B & c

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale in case of HAG and above, applicable from 1-1-2006, corresponding to the scale of pay last held by the employee, to be reduced proportionately, if the employee did not have required qualifying service for full pension, plus disability element equal to 30% of the same minimum basic pay, for 100% disability.

(b) For disability less than 100%, disability element shall be reduced proportionately. In cases of disability pension where permanent disability is not less than 60%, the disability pension (i.e. total of service element plus disability element) shall not be less than 60% of the minimum of pay in the Pay Band plus Grade Pay/minimum basic pay in the revised Scale of pay in case of HAG and above, corresponding to the scale of pay last held by the employee, subject to a minimum of Rs. 7000/- per month.

## IV. Disability Pension for Category D

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee subject to proportionate reduction in case his qualifying service up to the deemed date of retirement falls short of full qualifying service and disability element equal to 30% of the same minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay, subject to the condition that the aggregate of service and

disability element shall not be less than 80% of the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability.

(b) For lower percentage of the disability, proportionate reduction would be made in disability element as provided in OM dated 3.2.2000 as amended vide O.M. NoA5/3/2008-P&PW (F) dated 18.11.2008.

## V. Disability Pension for Cases under Category E

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of pay in case of HAG and above applicable from 1-1-2006, corresponding to the scale of pay last held by the employee subject to proportionate reduction in case his qualifying service up to deemed date of retirement falls short of full qualifying service and disability element equal to the same minimum of pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, corresponding to the scale of pay last held by the employee, for 100% disability subject to the condition that the aggregate of service and disability elements shall not exceed the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability.

The condition that the aggregate of service and disability elements shall not exceed the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability-stands withdrawn w.e.f. 1.7.2009.

(b) For lower percentage of the disability, proportionate reduction would be made in disability element as provided in OM dated 3.2.2000 as amended vide *a.M.* No.45/312008-P&PW (F) dated 18.11.2008.

3. After the revised pension/family pension has been calculated in accordance with the methods indicated in (A) & (B) above, the higher of the two shall be granted as revised pension w.e.f. 1.1.2006.

4. All other terms and conditions in the *a.M.* dated 3.2.2000, as amended vide O.M. No.45/3/2008-P&PW (F) dated 18.11.2008 shall remain unchanged.

5. This issues with the concurrence of the Ministry of Finance, Department of Expenditure U.O. No.403/EV/2010 dated 28.7.2010.

6. In so far as persons belonging to the Indian Audit & Accounts Department, these orders issue after consultation with the Comptroller & Auditor General of India.

(Tripti P Ghosh), Director Tele: 24624802



## General Secretary's Letter

Reached Delhi 22-11-2010

### III UNI CONGRESS

III Union Network International World congress was held from 9<sup>th</sup> Nov. 2010 to 12<sup>th</sup> Nov. 2010 at Nakasaki (Japan). More than 2000 delegates from all over the world and representatives of various unions affiliated to UNI attended the Congress. More than 20 resolutions were passed. Important among them are G-20, AIDS and reservation to women to the extent of minimum 40%.

Sri JOE-DE-BRUYN a leader of Australian Commerce Union has been elected as new president. Sri Phillip Jennings has been re-elected as General Secretary.

FNPO was represented by Sri D. Theagarajan, Sri D. Kishen Rao and Sri P.U. Muralidharan. Sri D. Theagarajan SG FNPO was elected as executive Committee member of world body.

### TECHNOLOGICAL DEVELOPMENT

The Department conducted a meeting on the subject on 23-11-2010. The SG FNPO presented a paper "Discrepancies prevailing in the present software and Hardware in both RMS and Postal".

The Member (Technology) explained about future changes to be taken place in the Department. If the proposed changes are taken place, the present set-up may take new shape.

### MAIL OPTIMISATION

The CGM (Mail Business) made a power-point presentation on 23-11-2010 about the changes in the Speed Post operation. Our RMS Union openly protested the view-points of the administration because if changes take place, Speed Post articles will be delivered only after three days. It will pave the way to increase the courier business. Hence we opposed outright. The paper on the subject is published as editorial of this month.

### APPEAL TO ALL CIRCLE/DIVISION/BRANCH SECRETARIES

Kindly go through the editorial of this issue and read the administrative order of the Department thoroughly and send your views to CHQ before 15<sup>th</sup> January 2011.

### OUTSTATION ALLOWANCE

Our Federation has taken up the issue very seriously with the Department. Now the CGM (Mail Business) has fixed the new rates. The file has been sent to Internal Finance. After observing necessary formalities, it will be sent to Finance Ministry for approval.

### COMMITTEE ON CADRE-RESTRUCTURING

The Committee may sit during this month to discuss the subject. The Department may agree with our proposals to increase the number of supervisory posts (LSG/HSG II/HSG I). But the Department may not agree to accord enhanced grade pay as we demanded. In regard to MMS, the Department may not discuss the issue because some group of MMS officials have gone to court on the subject. However this is only an informal message.

### REVISION OF WAGES FOR PART-TIME AND CASUAL LABOURERS

The Department has sent the file to the Ministry of Finance for approval.

### DA INCREASE

As on 30<sup>th</sup> September 2010, All India Consumer Price Index number for industrial workers (base 2001 equal to 100) is 179 as announced by the Department of Labour, Government of India. Based on this, it may be presumed that DA will not be less than 6% as on 1<sup>st</sup> January 2011.

### DRIVERS RECRUITMENT

The Ministry of Finance has agreed for recruitment to fill up the vacant posts of drivers in MMS. The Department will soon issue orders in this regard.

Yours Sincerely  
(D. THEAGARAJAN), General Secretary

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