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RMS SENTINEL

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TRAINING TO SORTING ASSISTANTS - OUR VIEWS

In the workshop which was held in Bangalore on 29 and 30th Dec. 2009, the Secretary Pots has decided to impart training to S.As based on the model developed by the Training Division of the Directorate.

Both the Federations did not object the proposal. Because we do not know model developed by the Training Division and the same was not disclosed to the service unions.

Now the training programme has been commenced by some circles.

It is reported that the nature of the training is as follows:

- i) Test sorting
- ii) mistakes committed by trainee are explained by the trainer.
- iii) exercise with regard to pincode.
- iv) Map routing - important Post offices.
- v) Areas served with different post offices.
- vi) Roads served by different Post offices.
- vii) Frequent mistakes committed by S.As due to beat confusion.

- viii) Recent changes of offices in Town sub offices.
- ix) Important Govt. offices, Colleges to be served by Post office.
- x) Wrong pin-coding by public.

We do not find fault with model of the training. But only thing is to whom the training is to be offered?

The Department is aware that all the 68 RMS Divisions in India are functioning with 40 to 45% shortage of staff. The present staff are working in the TMO, Parcel, RP, CRC and Divisional office/HRO.

In the Letter-Mail Branch, no regular sorting Assistants are working. The Letter-Mail Branch is fully manned by outsiders only.

One Training programme has been exclusively designed for the Letter-Mail Sorting Assistants. The programme is not useful to officials working in TMOs, Parcel Branch, RP Branch, CRC and Divisional office/HRO.

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JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
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In the 68 RMS Divisions in the country, about 15000 x 8 x 3 man hours are allotted for training while there are 45% shortage of staff.

We do not object for sending S.As for training by spending 360000 man-hours if it is really useful. After the training, these S.As will go back to their original units and not to the Letter-Mail Branch. Then what is the use of the training?

My union requests the Department to clarify the following:-

- i) In the last ten years, only some hundred of Sorting Assts. were recruited in the place of 10000 vacant posts of S.As. No recruitment did take place according to the ratio. Under what basis, the recruitment of S.As was stopped?
- ii) The selected candidates were not given S.A. training in the last ten years. The intention of the Department may be clarified.
- iii) The selected candidates, after training, were posted only in the units such as Accts. Branch, Divisional office, system Administrator, CRC and so on under the pretext that the present recruits are well versed in computers. Therefore they do not know the sorting pattern. Are the new

recruits responsible for not knowing the sorting pattern?

From the above doubts raised by us, it is crystal clear that the new S.As are not at fault for not knowing sorting pattern.

Even if the new S.As are imparted training on the new model designed by the training Division of the Directorate, these S.As will not be posted in Letter-Mail Branch in the sorting offices after training. Then what for the training is to be imparted to S.As?

Our union reiterates that we are not objecting the imparting of retraining to S.As. We emphasize that the re-training are essential in the present circumstances. But the training model designed by the Department should be changed according to the need of service, or else, the mere imparting training to S.As in the non-utilisation area is sheer waste of expenditure to the Department, while the Department is running on heavy deficit with the shortage of staff.

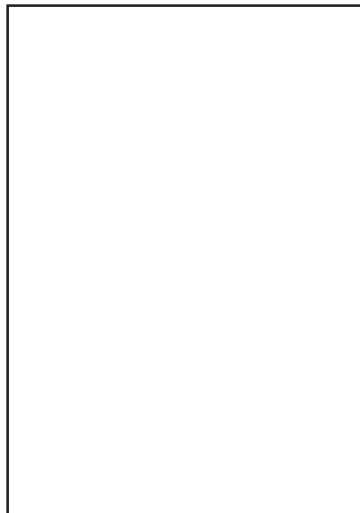
In fine, our union requests that the training model should be changed keeping in view the technological changes in the Department.

On the above line, the NUR 'C' submitted a letter to the Member (O), Postal Services Board after a brief discussion. Copies of the letter were also sent to DDG Member and (Trg.) (HRD).

RETIREMENTS



1. Sri Jamuna Das Gupta, Supervisor, New Delhi Stg. Dn. New Delhi retired from service. He worked as President of our Division Union. His service was very remarkable.



2. Sri A. Atmanathan, BCR SA, Chennai Air Mail Stg. Division, Chennai retired from service. His service to national union is note-worthy. He donated Rs. 500/- to CHQ.

The CHQ wishes the above two retired officials a happy and peaceful retired life.

**MAY DAY
GREETINGS TO ALL**

GOVT. ORDERS

CLARIFICATION REGARDING APPLICABILITY OF PENSION SCHEME

D.G. Posts No. 4-1/2-10-Pen Dated 24 Feb. 2010

I am directed to forward herewith a Copy of O.M. No. 25014/14/2001-AIS (II) DATED 10-2-2010 regarding the above mentioned subject received from Ministry of Personnel, PG & Pensions, Department of Personnel & Training for information, guidance and necessary action.

Copy of O.M. No. 25014/14/2001-AIS(II) Dated 10-2-2010 from Ministry of Personnel, PG & Pensions, Department of Personnel & Training.

SUB : CLARIFICATION REGARDING APPLICABILITY OF PENSION SCHEME

I am directed to say that this Department has been received references from some State Governments and individual officers seeking clarification on the above subject. In this regard it is clarified that incumbent joining All India Services on or after 1/1/2004 and who were working in Central Government in some of the post which was governed by the GPF-cum-Pension Scheme would continue to be governed by the GPF-cum-Pension Scheme would subject to verification of service prior to 1-1-2004. As regards the issues i.e. giving benefit of the old pension scheme and GPF accounts to such officers, it is informed the concerned State Governments may examine and decide such issues in accordance with the extant rules.

ALLOTMENT OF STAFF QUARTERS – REGARDING.

D.G. Posts No. 189/2010 Bldg. Dated 5-3-2010

I am directed to intimate that instances have come to the notice of the Directorate that the officials posted as Sub-Postmasters in Town Sub Offices are being forced to occupy the staff quarters in the Postal Colony without actually applying for the same.

2. In this connection instruction/guidelines issued by this Directorate vide letter No. 7-6/99-Bldg. (copy enclosed) dated 10/11/07.2000 on the subject mentioned above may kindly be referred to. As per the extant orders no Government accommodation can be thrust upon any Government Employee against his willingness and in the absence of a written request for allotment of a quarter from the employee. However, it is mandatory for the employee to occupy the post-attached rent-free accommodation wherever available. In such cases no HRA can be drawn in favour of the employee even if he is unable to occupy the rent-free quarter.

3. It is, therefore, requested that the instructions/guidelines on the subject may kindly be followed strictly.

DATE OF REALIZATION OF LOCAL CHEQUE/DEMAND DRAFT WILL BE DATE OF DEPOSIT IN PPF ACCOUNT-A CLARIFICATION REGARDING. (SB ORDER NO. 6/2010)

D.G. Posts No. 32-01/2010-SB Dated 25-2-2010

The undersigned is directed to say that as per Paragraph 4(4) of the PPF Scheme, the deposit to the PPF can be made by means of cash, crossed cheque or draft or pay order in favour of the Account Office at the place at which that office is situated Further, as per paragraph 4(5) of the Scheme, where a deposit is made by means of outstation

cheque or instrument, collection charges at the prescribed rate shall be payable along with deposit and the date of realization of the amount shall be the date of deposit". A clarification was issued vide MOF (DEA) letter No. F(3)9-PD/72 Dated 4-9-1972 vide which it was clarified that when a subscriber makes a deposit by a local cheque or demand draft, the dated of tender of cheque or draft at the Accounting Office will be treated as date of deposit.

2. MOF (DEA) vide its letter No. 7/7/208-NS-II dated 10-2-2010 has decided to modify its letter No. (3) 9-PD/72 dated 4-9-1972 to the extent that when the deposit is made in PPF account by means of a local cheque or demand draft by the subscriber, the date of realization of the amount will be the date of deposit.

3. It is requested to that this clarification may be circulated to all post offices operating PPF accounts and should also be displayed on the notice board in these offices for information of the PPF subscribers who used to deposit subscription by means of local cheque. It is pertinent to mention here that interest on deposit in PPF account is admissible only if the deposit is made by 5th day of the month.

4. This issues with the approval of DDG (FS).

ENHANCEMENT OF LIMIT OF WITHDRAWALS AT EXTRA DEPARTMENTAL SUB/BRANCH POST OFFICES WITHOUT OBTAINING SANCTION FROM ACCOUNT OFFICE.

DG (P) No. 113-01/2001-SB Dated 14-12-2009

The undersigned is directed to say that issue of enhancement of the present limit of withdrawal without sanction of Account. Office by EDSO/BO was under consideration of this Directorate from some time. This limit was last enhanced from Rs. 500/- to Rs. 2000/- vide this office letter of even number dated 6-12-2001 and 12-12-2001 (SB Order No. 16/2002 and 18/2001) After careful consideration of the requests received, views of circles and devaluation of rupee, it has been decided to enhance the present limit of withdrawal from Rs. 2000/- to Rs. 5000/- w.e.f. 15-12-2009.

2. It is requested that these changes may be brought to the notice of all post offices immediately for information, guidance and necessary action.

3. This issues with the approval of Secretary Posts.

POSTAL FORMULARY 2008-2010 EXTENSION THEREOF-REGARDING.

DG (P) No. 10-2/2006-Medical Dated 13-1-2010

It has been decided to extend the validity of existing Postal Formulary 2008-2010 by one year and therefore the medicines in the Postal Dispensaries for the year 2010-11 (1-4-2010 to 31-03-2011) may be procured based on the existing formulary for the year 2008-10 circulated vide this office letter No. 10-2/2006-Medical dated 11-6-2008.

All other conditions and guidelines issued by the Directorate from time to time and the usual Codal Procedures may be scrupulously followed while making procurement of medicines. This issues with the approval of Secretary (Posts)

Please acknowledge receipt of this letter.

CORRIGENDUM ISSUED BY DOP IN C/W PS GR. B EXAM.
DG(P) No. A-34020/15/2009-DE Dated 17-2-2010

CORRIGENDUM

LIMITED DEPARTMENT COMPETITIVE EXAMINATION FOR PROMOTION TO THE CADRE OF POSTAL SERVICE GROUP 'B' 2009 TO BE HELD ON 3RD & 4TH MAY 2010.

I am directed to refer to this office letter No. A 34020/15/2009-DE dated 4th February 2010 on the above mentioned subject.

2. The following corrigendum is issued.

i. To read column 2 of Annexure-II the last date of submission of applications by eligible candidates is 2-3-2010.

ii. To read Para 3 (ii) as "Clerical line officials working in Post offices/Postal Divisions offices with 5 years regular service in the Lower Selection Grade (LSG) and above as on 1-1-2008.

FINAL GRANT PROPOSALS FOR THE YEAR 2009-10

DG(P) No. 2-4/09-CP Dated 26-2-2010

The Final Grant proposals of the year 2009-10 are required to be formulated and sent to Ministry of Finance immediately. The exact requirements for Plan funds may be assessed under the Annual Plan 2009-10 and any surrender/savings likely to take place in any of the Plan schemes may be assessed.

Accordingly, you are required to kindly review your requirements for the current year as against the allocations made at the RE stage and indicate your final requirements.

While preparing the proposals the following instructions of Ministry of Finance may kindly be kept in view:

1. The requirement of funds for inclusion in Final Grant statement should be assessed very carefully keeping in view the economy orders. It should be ensured that the portion of the allotment that is not expected to be utilized during the current year is surrendered promptly.

2. The re-appropriation proposals are to be made only when it is absolutely necessary and cannot be avoided.

3. Reasons should also be furnished separately for surrender/Additionality. Additional demands/surrenders not supported by valid reasons will run the risk of being ignored.

4. To avoid variation between final Grants and actual expenditure it is enjoined upon all concerned that close liaison should be maintained particularly with the Postal Accounts. Care should be taken to include in the Final Grant Statements only such of the liabilities as are capable of being cleared during the year.

5. No commitment should be entered into unless specific approval of this office is communicated in regard to the additional demands that may be included in the Final Grant Statement.

6. It is observed that in previous years funds allocated to some divisions against their requisition in Final grant could not be utilized, resulting in huge savings under various heads which has invited scathing criticism from Audit/Standing Committee. It is, therefore, emphasized that while placing additional requirements under various

heads it should be scrutinized very carefully and only realistic requirement should be projected.

The proposals should reach CO division latest by March 5th 2010. It may kindly be noted that if the statement of Final Grants are not received by due date, the allocations made at RE stage will be treated as 'Final Grant' and no request for additional demands or surrenders will be accepted thereafter.

CLARIFICATION REGARDING APPLICABILITY OF PENSION SCHEME.

DG (P) No. 4-1-2001-Pen Dated : 24-2-2010

I am directed to forward herewith a copy of O.M. No. 25014/14/2001-AIS (II) dated 10-2-2010 regarding the above mentioned subject received from Ministry of Personnel, PG & Pensioners, Department of Personnel & Training for information, guidance and necessary action.

CLARIFICATION REGARDING APPLICABILITY OF PENSION SCHEME

DOPT OM No. 25014/14/2001-AIS(II) Dated 10-2-2010

I am directed to say that this Department and individual officers seeking clarification on the above subject. In this regard it is clarified that incumbent joining All India Services on or after 1/1/2004 and who were working in Central Government in some other post which was governed by the GPF-cum-Pension Scheme would continue to be governed by the GPF-cum-Pension Scheme. This may, however, be subject to verification of service prior to 1-1-2004. As regards the issues i.e. giving benefit of the old pension scheme and GDP accounts to such officers, it is informed the concerned State Governments may examine and decided such issues in accordance with the extant rules.

Income Tax deduction from salaries during the financial year 2009-10

INCOME TAX DEDUCTION FROM SALARIES DURING THE FINANCIAL YEAR 2009-10 UNDER SECTION 192 OF THE INCOME-TAX ACT, 1961

Reference is invited to circular No. 08/2007 dated 5-12-2007 whereby the rates of deduction of income-tax from the payment of income under the head "Salaries" under section 192 of the income-tax Act, 1961, during the financial year 2008-2009, were intimated. The present circular contains the rates of deduction of income tax from the payment of income chargeable under the head "Salaries" during the financial year 2009-2010 and explains certain related provisions of the Income-Tax Act. The relevant Acts, Rules, Forms and Notifications are available at the website of the Income Tax Department – Highlights from the OM dated 5-12-2007.

RELIEF WHEN SALARY PAID IN ARREAR OR ADVANCE :

3.5 Under sub-section (2A) of section 192 where the assessee, being a Government servant or an employee in a company, Co-operative society, local authority, university, institution, association or body is entitled to the relief under Sub-section (1) of Section 89, he may furnish to the person responsible for making the payment referred to in Para (3,1), such particulars in Form No. 10E duly verified by him, and thereupon the person responsible as aforesaid shall compute the relief on the basis of such particulars and take the same into account in making the deduction under Para (3.1) above.

Explanation :- For this purpose "University means a University established or incorporated by or under a Central, State or Provincial Act, and includes an institution declared under section 3 of the University Grants Commission Act, 1956 (3 of 1956), to be University for the purposes of the Act.

However with effect from 1-4-2010 (AY 2010-2011) that no such relief shall be granted in respect of any amount received or receivable by an assessee on his voluntary retirement or termination of his service, in accordance with any scheme or schemes of voluntary retirement or in the case of a public sector company referred to in sub-clause (i) of Clause (10C) of section 10 (read with Rule 2BA), a scheme of voluntary separation, if an exemption in respect of any amount received or receivable on such voluntary retirement or termination of his service or voluntary separation has been claimed by the assessee under clause (10C) of section 10 in respect of such, or any other, assessment year.

NEW PENSION SCHEME :

The New Pension Scheme (NPS) has become operational since 1st Jan. and is mandatory for all new recruits to the Central Government Services from 1st January, 2004. Since then it has been opened to employees of State Governments, Private Sector and Self Employed (Both organized and unorganized).

The income received by the NPS trust is exempt. The NPS trust is exempted from the Dividend Distribution Tax and is also exempt from the Securities Transaction Tax on all purchases and sales of equities and derivatives. The NPS trust will also receive income without tax deduction at source. The above amendments are retrospectively effective from 1-4-09 (AY 2009-10) onwards

MEDICAL REIMBURSEMENT BY THE EMPLOYER EXCEEDING RS. 15000/- P.A. U/S 17(2) (V) IS TO BE TAKEN AS PERQUISITES

It is further clarified that the rule position regarding valuation of perquisites are given at Section 17(2) of Income Tax Act 61 and at Rule 3 of Income Tax Rules 62. The deductors may look into the above provisions carefully before they determine the perquisite value for deduction purposes.

It is pertinent to mention that benefits specifically exempt u/s 10 (13A), 10(5), 10(14), 17 etc. would continue to be exempt. These include benefits like travel on tour and transfer, leave travel, daily allowance to meet tour expenses as prescribed, medical facilities subject to conditions.

UNDER SECTION 80E OF THE ACT A DEDUCTION WILL BE ALLOWED IN RESPECT OF REPAYMENT OF INTEREST ON LOAN TAKEN FOR HIGHER EDUCATION, SUBJECT TO THE FOLLOWING CONDITIONS:

(MOF Dept. of Revenue No. 275/192/2009-IT(B) Dated 11-1-2010)

i. In computing the total income of an assessee, being an individual, there shall be deducted, in accordance with and subject to the provisions of this section, any amount paid by him in the previous year, out of his income chargeable to tax, by way of interest on loan, taken by him from any financial institution or any approved charitable institution

for the purpose of pursuing his higher education or for the purpose of higher education of his spouse or children.

ii. The deduction specified above shall be allowed in computing the total income in respect of the initial assessment year and seven assessment years immediately succeeding the initial assessment year or until the interest referred to above is paid in full by the assessee, whichever is earlier.

a) "Approved charitable institution" means an institution established for charitable purposes and approved by the prescribed authority under clause (2C) of section 10, or, an institution referred to in clause (a) of Sub-section (2) of Section 80G.

b) "financial institution" means a banking company to which the Banking Regulation Act, 1949 (10 of 1949) applies (including any bank or banking institution referred to in section 51 of that Act); or any other financial institution which the Central Government may, by notification in the official Gazette, specify in this behalf:-

c) "higher education" means any course of study pursued after passing the Senior Secondary Examination or its equivalent from any school, board or university recognized by the Central Government or State Government or local authority or by any other authority authorized by the Central Government or State Government or local authority to do so;

d) "initial assessment year" means the assessment year relevant to the previous year, in which the assessee starts paying the interest on the loan.

e) "relative" in relation to an individual, means the spouse and children of that individual or the student for whom the individual is the legal guardian.

REPRESENTATIONS REGARDING REVISION OF PENSION OF PRE-2006 PENSIONERS OFFICE MEMORANDUM

REPRESENTATIONS REGARDING REVISION OF PENSION OF PRE-2006 PENSIONERS.

(Dept. of Pension & P.W. OM. No. 38/27/08-P & PW(A) Dated 11-2-2009)

The undersigned is directed to say that in accordance with instructions contained in Para 4.2 of this Department's OM of even number dated 1-9-08, the fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. In the case of HAG and above scales, this will be fifty percent of the minimum of the revised pay scale. It was clarified in the OM dated 3-10-2008 that the pension calculated at 50% of the minimum of pay in the pay band plus grade pay would be calculated at the minimum of the pay in the pay band (irrespective of the pre-revised scale of pay) plus the grade pay corresponding to the pre-revised pay scale. The pension will be reduced pro-rata, where the pensioners had less than the maximum required service for full pension as per rule of the CCS (Pension) Rules, 1972 as applicable before 2-9-2008 and in no case it will be less than Rs. 3500/- p.m. The fixation of family pension will be subject to the provision that the revised family pension, in no case, shall be lower than thirty percent of the sum of the

minimum of the pay in the pay band and the grade pay thereon corresponding the pre-revised pay scale from which the pensioner had retired. A table indicating the revised pension based on revised pay bands and grade pay was also annexed with this Department's OM dated 14-10-2008.

2. A large number of representation/references are being received in this Department raising the following issues:

i. It has been alleged that the above instructions are discrimination/anomalous and are not in conformity with the decision taken on the recommendations of the Sixth Central Pay Commission;

ii. It has been suggested that certain pre-2006 scales of pay should be allowed pay band/grade pay or pay scales higher than mentioned in Col. 6 in Annexure 1 to O.M. dated 14-10-2008;

iii. It has been suggested that in cases where certain posts have been upgraded and allowed higher pay band/grade pay or pay scale, the application of the provision in para 4.2 of the OM dated 1-9-2008 (as clarified from time to time) should be with reference to the upgraded pay band/grade pay or pay scale.

3. These representations/references have been examined in consultation with Ministry of Finance. The instructions/clarifications issued in this regard are in consonance with the decision of the Government on the recommendations of the Sixth Central Pay Commission and no change is required to be made in this respect.

4. The Table in Annexure-1 of this Department's OM dated 14-10-2008 is based on the CCS (Revised Rules), 2008 which are applicable to the employees in the service as on 1-1-2006 and no dispensation in this regard can be made in respect of pre-2006 pensioners for the purpose of application of the provision of Para 4.2 this Department's OM dated 1-9-2008.

5. In accordance with the instructions contained in para 4.2 of this Department's OM of even number dated 1-9-2008, the fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired.

Therefore, the benefit of upgradation of posts subsequent to their retirement would not be admissible to the pre-2008 pensioners in this regard.

6. All references / representations received in this Department on the above issues stand disposed off accordingly.

IMPLEMENTATION OF GOVERNMENT'S DECISION ON THE RECOMMENDATIONS OF THE SIXTH CENTRAL PAY COMMISSION – CHILD CARE LEAVE WAIVING OF AGE RESTRICTION OF 18 YEARS FOR GOVERNMENT SERVANT HAVING MENTALLY CHALLENGED/DISABLED CHILDREN.

DOPT OM No. 13018/6/2009-Estt. (L) Dated 3-3-2010

OFFICE MEMORANDUM

The undersigned is directed to refer to DOP & T OM No. 13018/2/2008-Estt. (L), dated 11-9-2008 on the subject mentioned above and to say that this Department has been receiving various references regarding waiving of the age

restriction of 18 years in respect of disabled/mentally challenged children for grant of Child Care Leave to Women employees. The matter has been considered in consultation with Ministry of Finance and it has been decided to permit Child Care Leave to women employees with disabled children upto the age of 22 years for a maximum period of 2 years (i.e. 730 days) subject to the other conditions stipulated by the Government in this regard from time to time. However, it is stressed that CCL cannot be demanded as a matter of right and under no circumstances can any employee proceed on CCL without prior approval of the Leave sanctioning authority. Disabled Child having a minimum disability of 40% is elaborated in the Ministry of Social Justice and Empowerment Notification No. 16-18/97-NI, I, dated 1-6-2001 (copy enclosed). Documents relating to the handicap as specified in the Notification, as well as certificate from the Government Servant regarding dependency of the child on the Govt. servant would have to be submitted by the employee. The Child Care Leave would be permitted only if the child is dependent on the Government servant.

ENCASHMENT OF 10 DAYS EARNED LEAVE ALONGWITH LTC BY RE-EMPLOYED PENSIONERS-CLARIFICATION REGARDING.

(DOPT OM No. 14028/1/2010-Estt.(L) Dated 2-3-2010)

The undersigned is directed to refer to DOP & T O.M. No. 31011/4/2008-Estt. (A), dated 23rd September, 2008 allowing encashment of earned leave alongwith LTC and to say that various references are being received from Ministries/Departments with regard to the applicability of encashment of earned leave by re-employed pensioners.

2. In this regard, it is clarified that re-employed pensioner will be entitled to encashment of Earned Leave alongwith LTC during the period of re-employment upto the limit to 60 days in accordance with Rule 38-A (including the no. of days for which encashment has been allowed alongwith Leave Travel Concession while in service) provided he is entitled to LTC.

IMPLEMENTATION OF GOVERNMENT'S DECISION ON THE RECOMMENDATIONS OF THE SIXTH CENTRAL PAY COMMISSION CHILD CARE LEAVE WAIVING OF AGE RESTRICTION OF 18 YEARS FOR GOVERNMENT SERVANT HAVING MENTALLY CHALLENGED/DISABLED CHILDREN.

(DOPT OM No. 13018/6/2009-Estt.(C) Dated 3-3-2010)

The undersigned is directed to refer to DOP & T OM No. 13018/2/2008-Estt.(L), dated 11-09-2008 on the subject mentioned above and to say that this Department has been receiving various references regarding waiving of the age restriction of 18 years in respect of disabled/mentally challenged children for grant of Child Care Leave to women employees. The matter has been considered in consultation with Ministry of Finance and it has been decided to permit Child Care Leave to women employees with disabled children upto the age of 22 years for a maximum period of 2 years (i.e. 730 days) subject to the other conditions stipulated by the Government in this regard from time to time. However, it is stressed that CCL cannot be demanded as a matter of right and under no circumstances can any employees proceed on CCL without prior approval of the Leave sanctioning authority. Disabled Child having a minimum disability of 40% is elaborated in the Ministry of Social Justice and Empowerment Notification No. 16-18/97-NI.I, dated 1-6-2001 (copy enclosed). Documents relating to the handicap

as specified in the Notification, as well as a certificate from the Government Servant regarding dependency of the child on the Govt. servant would have to be submitted by the employee. The Child Care Leave would be permitted only if the child is dependent on the Government servant.

Extracts of the Notification
Ministry of Social Justice and Empowerment
Notification

Dated 1-6-2006

GUIDELINES FOR EVALUATION OF VARIOUS DISABILITIES AND PROCEDURE FOR CERTIFICATION.

No. 16-18/97-NI.I, In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's OM No. 4-2/83-HW.III, dated the 6th August, 1986 and to recommend appropriate modifications/alterations keeping in view the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide order No. 16-18/97-NI. I, dated 28-8-98, set up four committees under the Chairmanship of Director General of Health Services-one each in the area of mental retardation, Locomotor/Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21-7-1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:-

Visual impairment
Locomotor/Orthopaedic disability
Speech & hearing disability
Mental retardation

Copy of the Report is enclosed herewith as Annexure*

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full participation) Rules, 1996 notified by the Central Government in exercise of the powers conferred by sub-section (1) and (2) of section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability certificate will be a Medical Board duly constituted by the Central and the State Government. The State Government may constitute a Medical Board consisting of at least three members out of which at least one shall be specialist in the particular field for assessing locomotor/Visual including low vision/hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in Annexure* should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as "Permanent".

7. The State Govts./UT Admn. May constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy/doubt regarding the interpretation of the definitions/classifications/evaluations tests etc.

RESTRICTION OF OFFICIATING PAY UNDER FR 35-CLARIFICATION-REGARDING.

(DOPT OM No. F.1/4/2009-Estt.(Pay-I) Dated 8-3-2010

The undersigned is directed to say that in terms of the provisions contained in Fundamental Rule 35, the Central Government may fix the pay of an officiating Government servant at an amount less than that admissible under the Fundamental Rules. Accordingly, orders have been issued from time to time indicating the circumstances and the extent to which provisions of FR 35 would apply. This Department's OM No. 18/7/98-Estt (Pay-I) dated 15th December, 1998 lays down the ceilings based on the pay scales sanctioned by the Government on the recommendation of the Fifth Central Pay Commission.

2. The question of revising these ceilings consequent upon implementation of CCS (RP) Rules, 2008, which have replaced pre-revised pay scales by the running pay bands and grade pay, has been considered by the Government and the President is pleased to decide to replace the existing criteria of basic pay regarding imposition of the above restriction by the criteria of pay in the pay band. Accordingly, the pay under FR 35 shall be restricted so as not to exceed the basic pay in the revised scales by more than the amounts shown below:

- | | |
|---|--|
| a. For employees in receipt of pay in the pay band above Rs. 14880 p.m. | 12-1/2% of the basic pay subject to a maximum of Rs. 2000 p.m. (including the difference of grade pay between the feeder and the promotional post) |
| b. For employees in receipt of pay in the pay band upto Rs. 14880 p.m. | 15% of the basic pay subject to a maximum of Rs. 2000 p.m. (including the difference of grade pay between the feeder and the promotional post) |

3. Insofar as the rate of increment to be drawn in cases where the pay is fixed under FR 35 is concerned, the Government servant may be allowed to draw his annual increment @ 3% of the basic pay granted to him after imposition of restriction under FR35.

4. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

DIVISIONAL SECRETARIES

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

Sri BRIJ MOHAN

Secretary (Finance)

District Court Post Office, Delhi - 110 054.



General Secretary's Letter

Reached Delhi on 3-3-2010.

MARCH TO PARLIAMENT ON 3-3-2010

Hundreds of Postal Employees gathered in and demonstrated near Parliament House under the banner of Postal JCA. The demonstration was presided over by Sri T.N. Rahate, President FNPO. The following addressed the gathering:- S/Sri K.Raghavendran, K.V. Sridharan, D. Kishen Rao, Suresh, A.H. Siddique, Giri Raj Singh and SGFNPO. After the demonstration, a brief note was submitted to Hon'ble MOC & IT on unilateralism and violations of agreement by Department of posts as well as on the issue of GDS and Casual Labours. Postal JCA decided to meet again after re-verification process is over and organize serious programme including higher form of action if there is no progress on the issues.

MEETING WITH OFFICERS

- i) The GS met Smt. Manjula Parasher, Member (O) on 4-3-2010 and submitted a protest-note on Mail consultant, Mckinsey and out sourcing of mail process.
- ii) The GS met Smt. Indra Krishnakumar Member (P) and discussed issues relating to FR 56(J) cases related to Delhi Circle and other matters.
- iii) The GS met Sri A.K. Sharma, DDG (Est) and submitted a letter in regard to grant of enhanced pay scale to Drivers and artisans on par with S.As based on Madras High Court judgment.

MEETING WITH THE CHAIRMAN, POSTAL SERVICES BOARD

The GS met Ms. Radhika Doraiswamy, Chairman Postal Services Board on 4-3-2010 alongwith Sri D. Kishen Rao, GS NAPE 'C' and Sri Johnson Avokaran, CS Kerala Circle NAPE 'C' and discussed issues related to Kerala Circle.

FREIGHTER SERVICE WITHDRAWN

The freighter service introduced for conveyance of mails has been withdrawn w.e.f. 1-4-2010. The NUR 'C' wishes to recall that both our union and Federation

have been urging the Department for cancellation of freighter service by furnishing evidence causing delay to public mails particularly Speed Post articles. Kindly refer to our Sept. 2009 RMS Sentinel Editorial.

FNPO and NUR 'C' thank the Chairman Postal Services Board for taking right decision.

MEETING AT TIRUPATHI

Sri Maruthi Prasad Reddy, Divisional Secretary RMS 'TP' Dn. and Sri Baskar and other colleagues arranged for an interaction with new recruits of RMS 'TP' Dn. on 21-3-2010. The interaction was very fruitful. The GS participated in the interaction.

FNPO CONVENTION

- i) FNPO convention was held in Tiruchi on 14-3-2010.
- ii) FNPO convention was also held at Jeypore, Koraput Division on 28-3-2010. Details available in our website : www.fnpo.org

VISIT TO RMS UNITS

- i) The GS visited Vijaynagaram RMS on 27-3-2010 accompanied by Sri Hamid, Divisional Secretary RMS 'V' Dn.
- ii) The GS visited Jeypore Stg., RMS 'BG' Dn. Berhampore on 28-3-2010 accompanied by Rabindra Patnaik, Divisional Secretary RMS 'N' Division and Sri Jagdish Parigrahi CS, NUR IV and Sri B. Naik, Divisional Secretary NUR IV.

Visit FNPO website for day-to-day news

www.fnpo.org

Yours fraternally,
D. THEAGARAJAN, General Secretary

QUOTA TO CHQ

Remit the Quota to CHQ
@ Rs. 6/- per member per month to
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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