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# RMS SENTINEL

Editor : D. THEAGARAJAN

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## RESTRUCTURING OF SPEED POST OPERATION - INTRODUCTION OF SPEED POST SORTING HUBS

You all know that the Department has recently re-structured the Speed Post network. In this connection, our union wrote two letters to the Department to dispense with the revised restructuring. One letter was published in December 2010 journal as editorial. The other letter is published as below.

In continuation of our union letter No. SPC/89/2010 Dt. 22-11-2010, the system regarding introduction of speed post sorting hub has been analyzed in depth.

The observation of our union is that any restructuring of mail arrangement of speed post should result in advantage to mails in delivery and at the same time it should result in saving, whereas the restructuring of speed post hub would incur an additional expenditure of Rs.04 croress. Moreso, the system causes delay in delivery of speed post mails.

The new arrangements would result in incurring of additional expenditur as discussed below:

“CHENNAI IS TAKEN FOR STUDY”

As per the present system only parent sorting hub are to close bag for local TSOs. Previously direct station bags for important delivery officers in Chennai were being closed by Big Mail offices according to justification. Also important

“BAD” offices (Booking and delivery offices) were also closing bags for important TSOs in Chennai. Due to introduction of new system all these direct station bgas have been discontinued. This has resulted in additional receipt of 3000 articles (approx) at SPCC, Chennai. For effective disposal of these mails, 3 sorting Assistant are to be engaged. Similar position would prevail at all circle Head Quarters.

The approximate expenditure that are likely to be incurred is :

S. Description	No. of SA	Total No. of SAs
i. Metro city	7 Nos. 3 (3 x 7)	21
ii. Major circles	8 Nos. 2 (2 x 8)	16
iii. Minor circles	6 Nos. 1 (1 x 6)	6
Total	21 Nos.	43

Cost of ISA = 2,40,000 per year (20000 per month)  
43 SA 2,40,000 X 43 1,03,20,000

Say 1 Crore

At TMOs (Metro City - Delhi, Mumbai, Calcutta & Chennai)

The present arrangement envisages closing of bags for 89 offices by each 89 offices daily. The total number of bags closed by speed post sorting hub per day is 7832.

**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

**ANNUAL SUBSCRIPTION RS. 30/-**

25% of 7832 bag would be transmitted by surface since these bags are meant for neighbouring circles. Rest of 6000 bags would be transmitted by Air. The receipt (6000 bags) and dispatch of 6000 bags are to be handled by these 4 TMOs situated at Metro city. Therefore each TMO has to handle 3000 bags in addition to the normal work. Minimum of 4 to 5 Sorting Assistant would be required for Mail Agency Branch. This sort of additional work also create congestion at TMOs. Assuming 4 Mail Agents per day per TMO i.e. 4 x 4 = 16 Mail agents per day are to be engaged extra.

Cost for 16 Mail Agents  
 = 2,40,000 x 16 = 38,40,000  
 Minimum 1 Mail agent for other circle  
 40,80,000

1 x 17 = 17  
 Cost of 17 Sorting Assistant @ Rs. 2,40,000  
 Total 79,20,000  
 Say 79 lakhs

#### COST FOR PROCESSING OF MAILS AT SPEED POST SORTING HUBS

By and large the sorting cases till 50 PH are being used for sorting speed post articles. The very purpose of introduction of NODAL Officers for Speed Post in Metro City is to reduce the number of selection to maintain speedy disposal of articles.

In the new set up 89 selections are required for sorting speed post. Initially mail for 50 offices are sorted and mails for 39 officers are set apart for re-handling in the same office. Re-handling of such mails for 39 offices would involve considerable time. Also additional man power are to be engaged.

Leave alone the smaller sorting hubs. At major circles, minimum of 2 sorting Assistants are required for this additional work.

2 per circle 2 x 16 = 32 Sorting Assistant per day. Cost of 32 Sorting Assistant is Rs, 2,40,000. Therefore cost of 32 Sorting Assistant is Rs. 92,00,000/-.

Air Freight charges likely to be incurred additionally :

Daily 12000 bags are required to be Air lifted. Bags for circle SPCC., Regional SPCC, are justified for closing by these 88 Speed sorting hubs. In respect of minor Speed Sorting Hubs only one or two articles would required to be transmitted. In such cases the weight of the Blue Drill Bags are much more than the weight of the articles.

The approx. weight of Blue Drill Bags is 1/2 K.G. In case if 1 or 2 articles weighing 100 gms. is enclosed in the Blue Bag, 400 gms. of dead weight are to be transmitted and the department has to pay freight charges for these 400 gms. dead weight.

Barring bags for neighbouring circles, nearly 6000 bags are to be sent by Air. 60 bags per day are closed by speed post sorting hubs daily. Of these only 30 bags are justified by standards. The remaining 30 bags would contain only one or two articles. Therefore the dead weight of 30 bags of one speed post sorting hub is 1/2 kg. x 30 = 15 kgs. For 60 speed post sorting hub the dead weight is 60 x 15 = 900 kgs. per day.

The expenditure would be worked out based on actual calculation. However approximately one crore is taken for study.

#### INCURRING OF HEAVY EXPENDITURE FOR PURCHASE OF BLUE DRILL BAGS

On an average 6000 Blue Drill bags are required per day for closing of Air Bags by 89 speed post sorting hubs. Minimum of 10 days requirements are to be kept in stock for maintaining smooth mail movement.

6000 x 10 = 60000 bags.

Average previous requirement is only 20000 bags. The additional requirement of 40000 bags is

Cost per day 100/-

Cost of 40000 bags = 100 x 40000/- = Rs. 40,00,000/-

The life of the Blue Drill bag is maximum one year. Therefore the expenditure of Rs, 40,00,000/- for purchase of Blue bags is recurring one.

#### ADDITIONAL EXPENDITURE

Sl.No.	Description	Amount
1.	At circle speed post sorting hubs	1,00,00,000
2.	Double handling	92,00,000
3.	At Metro PMOs	79,00,000
4.	Air Freight charges	1,00,00,000
5.	Cost of Blue Drill bgs	40,000
	Total	4,11,00,000

The other expenditure like stationery, cost of sorting racks and transport of mails have not been taken into account. If these are taken into account, there will be a colossal expenditure on account of the revised restructuring.

Will the Department rethink it?

# 18TH ALL INDIA CONFERENCE

I am very glad to inform that our 18th All India Conference of National Union of RMS & MMS Employees, Group 'C' will be held in Pudicherry (Pondicherry) from 10th March to 12th March 2011.

We have booked two choultries one for the Conference and the other for the dinning. The Reception Committee has made an excellent arrangement for staying of delegates at Youth Hostel, Solai Nagar, Muthialpet, Puducherry - 605 003, Phone : 0413-2237495 which is three kilometres away from the Conference Venue. The Reception Committee is making van arrangements for transporting the delegates to the Conference venue and back for all the three days.

Pondicherry is situated on sea-shore of Bay of Bengal. This is a 3½ hours journey from Chennai.

From Pondicherry, delegates can go to Tiruchi (3½ hours), Madurai (5 hours) Rameshwaram and Kanyakumari (8 hours journey roughly). In regard to Ooty and Coimbatore, it may take 10 hours from Pondicherry. There is Railway Station in Pondicherry. Train service is very meagre from Chennai. Therefore it is advisable for delegates from Northern, Eastern and Western Circles to book train tickets upto Chennai. Thereafter delegates can come by bus from Chennai to Pondicherry. There is bus for every 15 minutes to Pondicherry. Train service is available only in the morning and in the evening. Therefore delegates are advised not to book train ticket for Pondicherry.

Pondicherry was once a France colony 60 years back. Hence French culture still remains there. Places of importance to be visited in Pondicherry are -

1. Aurobindo Ashram
2. Manakula Vinayakar Temple
3. Pondicherry Museum
4. Beach
5. Park
6. Botanical Garden
7. Boat House
8. Auroville
9. Panchavadi Hanuman Temple
10. Navagraha Temples
11. Ousteri Lake
12. Sampoorna Theme Park

Morethan 20 important places are there to visit in Tiruchi, 10 important places in Madurai 3 important places in Kanyakumari, whole Rameshwaram is a holi city. Besides these, world famous Arunachaleswara Temple (Lord Siva) is in Tiruvannamalai which is two hours journey from Pondicherry. Every one is aware that Chennai is a metropolitan city and there are umpteen places to be visited.

## VENUE OF THE CONFERENCE :

Sri Kala Marriage Hall  
East Coast Road  
Pin - 605 104.  
Phone No. 0413-2234090

How to reach the venue : All delegates are advised to reach Chennai and take bus service fom Koyambedu bus Terminus to Pondicherry.

Weather : Weather will generally be normal. No special dress is required.

Rally : There will be rally before commencement of open session on 10-3-2011. Delegates are requested to bring their banners and flags.

Delegate's fee : Rs. 500/-  
Visitor's fee : Rs. 500/-  
Separate accommodation : Rs. 1000/-  
(Double Room)  
Family Room : Rs. 1500/-  
(for four persons)

- ❖ Delegates camp will be thrown open only on 10th March 2011 at 6 a.m.
- ❖ Food will be served from the morning of 10th March to the night of 12th March 2011.
- ❖ Delegates are requested to vacate their accommodation at 9 a.m. on 13th March 2011.

#### SPECIAL FEATURES

- ❖ We have invited some foreign dignitaries to deliver special lecture on "Postal operation and Technological changes".
- ❖ Exact date of lecture will be intimated later

The Reception Committee has made arrangement for accommodation for delegates at youth Hostel by spending Rs. 360/- per person. Therefore without paying delegate fees/visitors fees admitting the persons is impossible.

#### FOOD

The Reception Committee is trying to provide excellent food for delegates for which the Reception committee spends Rs. 150/- per day per person. So, without Coupons, delegates cannot enter into dinning Hall. Dining is arranged in the Preethi Mahal which is by the side of the Conference Venue (Sri Kala Marriage Hall).

#### APPEAL TO DIVISIONAL SECRETARIES/ CIRCLE SECRETARIES

Reception Committee is spending roughly Rs. 750/- per person who attends the Conference as delegate or visitor. The CHQ has strictly instructed the Reception Committee that delegate fee should not exceed more than Rs. 500/-. Therefore delegate fee is fixed as Rs. 500/-. As such, without paying delegate fee/visitor fee no one will be allowed to enter into the dinning Hall/staying Hall.

#### SOUVENIR :

The Reception Committee proposes to release Souvenir on the first day of the Conference. Therefore, it is requested that at least one advertisement from each Branch/ Division/ Circle may be procured and sent to the Secretary, Reception Committee before 15th February 2011. Advertisement received after 4th February 2011 will not be included in the Souvenir.

#### APPEAL TO CIRCLE SECRETARIES/ DIVISIONAL SECRETARIES

All Circle/Divisional Secretaries are requested to furnish probable number of delegates from their Circles/Divisions to the Secretary, Reception Committee before 20th February 2011 so as enable us to arrange for additional accommodation if required.

#### ADDRESS :

Sri P. KUMAR  
Secretary, Reception Committee  
18th AIC, NUR 'C'  
New No. 15/ Old No. 36, V Cross Street,  
Trustpuram, Kodambakkam,  
Chennai - 600 024.  
Cell : 9444257979

Yours Sincerely,  
D. THEAGARAJAN  
General Secretary

## GOVT. ORDERS

No. 18016/3/2010-Estt. (1)  
Government of India  
Ministry of Personnel, P.G. and pensions  
(Department of Personnel & Training)  
North Block, New Delhi

Dated the 28<sup>th</sup> December, 2010

### CORRIGENDUM

Sub : Special concessions/facilities to Central Government Employees working in Kashmir Valley in attached/subordinate offices or PSUs falling under the control of Central Government.

The undersigned is directed to refer to this Department of even Number dated 15-3-2010 extending the Special concessions/facilities to Central Government Employees working in Kashmir valley in attached/subordinate offices or PSUs falling under the control of Central Government, for the period with effect from 1-1-2010 to 31-12-2010 and to say that the Annexure attached with the OM stands partially modified to include the Notes. The Annexure as modified is attached herewith.

(SIMMI R. NARRA), Director (P & A)

To  
All Ministries/Departments of the Government of India.

(As per standard mailing list)

\*\* As above Annexure to DOP & T's O.M. No. 180163/2010-Estt. (1) dated 28<sup>th</sup> December 2010  
Details of package of Concession/Facilities to Central Government employees working in Kashmir Valley in Attached/Subordinate Offices or PSUs falling under the control of Central Government:-

#### 1. ADDITIONAL H.R.A. AND OTHER CONCESSIONS:

(a) Employees posted to Kashmir Valley :

i. These employees have an option to move their families to a selected place of their choice in India at Government expense. T.A. for the families allowed as admissible in permanent transfer inclusive of transportation of personal effects, lamp-sum payment for packing etc.

ii. Departmental arrangements for stay, security and transportation to place to work for employees.

iii. HRA as for Class 'A' city applicable for employees exercising option at (i). Such employees will be eligible for drawing the normal HRA as well as their place of posting provided Department arrangement is not made for his/her stay.

iv. The period of temporary duty extended to six months. For period of temporary duty daily allowance at full rate is admissible, apart from departmental arrangements for stay, security and transportation.

B. Employees posted to Kashmir Valley who do not wish to move their families to a selected place of residence :

A per diem allowance of Rs. 10/- is paid for each day of attendance to compensate for any additional expense in transportation to and from office etc. This will be in addition to the transport allowance, which the employee is otherwise eligible for under Ministry of Finance order No. 21(2)2008-E.II(B) dated 29-8-2008.

#### II. MESSING FACILITIES :

Messing Allowance to be paid to the employees at a uniform rate of Rs. 15/- per day by all Departments, or in lieu messing arrangements to be made by the Departments themselves. This rate of allowance will have to be adhered to uniformly by all the Ministries/Departments with effect from 1-7-1999. The slightly higher rate of Rs. 25.50 adopted by the Department of Telecom and Posts and allowed to be contained as a special case by the Department of Personnel in consultation with the Ministry of Finance, would, however, continue to be paid at the said rate.

#### III. ADJUSTMENT OF MIGRANT EMPLOYEES :

As a purely temporary measure, the employees migrated from the Kashmir Valley are accommodated to the extent possible in the available vacancies under the respective Ministries/Departments in offices located outside but adjacent to the union Territory of Delhi.

#### IV. PAYMENT OF LEAVE SALARY/ADHOC FINANCIAL ASSISTANCE :

Arrangements were made for payment of leave salary for the period upto 30<sup>th</sup> April, 1990 in respect of employees who may not have received their emoluments after migration. Such employees were allowed to be given either leave salary at the minimum of the scale or some adhoc financial assistance as an advance to be adjusted from their dues after they join duty. Further the migrant employees who were unable to join their respective places of posting in the Valley due to the prevailing circumstances, were extended this facility till they were adjusted in accordance with (iii) above.

#### V. REGULARISATION OF THE PERIOD OF ABSENCE OF J & K MIGRANT EMPLOYEES :



In August, 1992, it was decided that the period of migration of a Central Government employee, who migrated from Kashmir Valley in view of the disturbed conditions would be treated as Earned Leave to the extent which may have been due to him on the date of proceeding for migration. However, the position was reviewed by the Ministry of Personnel in April, 1997 and it was decided that the Earned Leave which was at the credit of the Central Government migrant employees at the time of migration will not be adjusted against the migration period, but will remain available for the purpose of leave encashment on the date of their retirement in respect of the employees who had already retired or would retire in future. The period of absence would however count in the service for the purpose of pension, but shall not count for earning any kind of leave. During the period of absence, a migrant employee is entitled to his pay (excluding special pay and local allowances) dearness allowance, which he would have been otherwise paid from time to time including benefit of increment had he reported for duty immediately after expiry of his Earned Leave.

#### **VI. PAYMENT OF MONTHLY PENSION TO PENSIONERS OF KASHMIR VALLEY**

Pensioners of Kashmir Valley who are unable to draw their monthly pensions through either Public Sector Banks or PAO treasuries from which they were receiving their pensions, would be given pensions outside the Valley where they have settled, in relaxation of relevant provisions.

Note :

1. The package of concession/Facilities shall be admissible in Kashmir Valley comprising of six districts, namely Ananmag, Baramulla, Budgam, Kepwara, Pulwama and Srinagar.
2. The package of concession/facilities shall be admissible to Temporary Status Casual labourers working in Kashmir Valley in terms of para 5(1) of the Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Government of India, 1993.
3. The benefit of additional HRA admissible under the Kashmir Valley Package shall be admissible to all Central Government employees posted in Kashmir Valley irrespective of whether they are natives of Kashmir Valley, if they choose to move their families anywhere in India subject to the conditions governing the grant of these allowances.
4. The facilities of Messing Allowance and Per Diem allowance shall also be allowed to natives of Kashmir Valley in terms of the Kashmir Valley package.

Ministry of Personnel, P.G. and Pensions  
(Department of Personnel & Training)  
New Delhi, the 30<sup>th</sup> December, 2010

### **OFFICE MEMORANDUM**

Sub : Child Care Leave to Central Government employees – Regarding.

The undersigned is directed to say that subsequent to issue of this Department OM of even number dated 7-9-2010, this Department has been receiving references from various Departments, seeking clarifications. The doubts raised are clarified as under:-

1. Whether Earned Leave availed for any purpose can be converted into Child Care Leave? How should applications where the purpose of availing leave has been indicated as 'Urgent Work' but the applicant claims to have utilized the leave for taking care of the needs of the child, be treated?

Child Care Leave is sanctioned to women employees having minor children, for rearing or for looking after their needs like examination, sickness etc. Hence Earned Leave availed specifically for this purpose only should be converted.

2. Whether all Earned Leave availed irrespective of number of days. i.e. less than 15 days, and number of spells can be converted? In cases where the CCL spills over to the next year (for example 30 days CCL from 27<sup>th</sup> December), whether the Leave should be treated as one spell or two spells?#

No. As the instructions contained in the OM dated 7-9-2010 has been given retrospective effect, all the conditions specified in the OM would have to be fulfilled for conversion of the Earned Leave into Child Care Leave, in cases where the leave spills over to the next year, it may be treated as one spell against the year in which the leave commences.

3. Whether those who have availed Child Care Leave for more than 3 spells with less than 15 days can avail further Child Care Leave for the remaining period of the current year?

No. As per the OM of even number dated 7-9-2010. Child Care Leave may not be granted in more than 3 spells. Hence CCL may not be allowed more than 3 times irrespective of the number of days or times Child Care Leave has been availed earlier, Past cases may not be reopened.

4. Whether LTC can be availed during Child Care Leave?

LTC cannot be availed during Child Care Leave as Child Care Leave is granted for the specific purpose of taking care of a minor child for rearing or for looking after any other needs of the child during examination, sickness etc.

Hindi version will follow.

(SIMMI R. NAKRA), Director

# NOTICE

Ref : 1/AIC/2010

Date : 27-12-2010

It is hereby notified that 18th All India Conference of National Union of RMS & MMS Employees, Group 'C' will be held at Sri Kala Marriage Hall, East Coast Road, Kotakuppam 605 104 from 10th to 12th March 2011.

The following shall be the Agenda :-

1. Adoption of Report on activities for the period 1-11-2008 to 31-1-2011.
2. Adoption of Audited Accounts for the year 2008-2009, 2009-2010.
3. Organisational Review.
4. Financial Review.
5. Membership Verification
6. Functioning of RJCM/Departmental Council
7. Negotiating machinery

## COMMON PROBLEMS

1. Common demands of CG Employees
2. Ban on creation of Posts
3. Medical Insurance Scheme
4. Non-implementation of pending arbitration awards
5. MACP and Anomalies
6. Departmental anomalies
7. Bonus

## RMS PROBLEMS

1. Terms of reference on Mckinsey & Co.
2. Speed Post HUB
3. Creation of AMPCs
4. Cadre Re-structuring

5. Strike Programme
6. PO & RMS Accountants
7. Franchising / Outsourcing

## MMS Problems

1. Re-structuring of MMS cadres
2. Driver's Problems
3. Artisan's Problems
4. O.AS Problems
5. PMA/TPA Problems
6. Privatisation
7. Outsourcing

## POLICY AND PROGRAMMES

- ✳ Resolutions
- ✳ Election of office-bearers
- ✳ Venue of the next AIC

(D. THEAGARAJAN)  
General Secretary

A copy of this Notice is issued to :

1. All Branches / Divisions / Circle Secretaries
2. The Secretary, (SR Sec.), Dept. of Posts, New Delhi 110 001.
3. All Heads of Circles
4. Secretary-General FNPO

(D. THEAGARAJAN)  
General Secretary



## General Secretary's Letter

Reached Delhi on 15-12-2010.

### VISIT TO MUMBAI SPEED POST CENTRE

The GS R III accompanied by Divisional Secretary, Mumbai APSO visited Speed Post Centre on 4-12-2010. Details of the visit will be published in the next issue.

### P IV CIRCLE CONFERENCE, GUJARAT

The SG FNPO attended P IV Circle Conference of Gujarat Circle from 5<sup>th</sup> to 7<sup>th</sup> December 2010 at Ahmedabad.

### MEETING WITH CHIEF PMG TAMILNADU CIRCLE

Tamilnadu Circle RMS Unions proposed to stage dharna in front of Circle office on 10-12-2010 on the Vengeful action of SRM RMS 'M' Dn. Against members of NUR 'C' and NUR IV. The GS R III met the Chief PMG, Smt. Shanthy Nair and requested to intervene in the matter. The Chief PMG agreed to look into the matter. Consequently the dharna was averted.

### MEETING WITH MEMBER (O)

The GS R III met Member (O) on 15-12-2010 and requested to re-open the National Speed Post Centre in Gaya in order to avoid delay in delivery of Speed Post mails. She agreed to call for report from the Chief PMG, Bihar. Based on the report, she would take action.

### MEETING WITH THE OFFICERS

The SG FNPO met the following officers on 15-12-10 Member (P), DD (Est), DDG (Petition) and DDG (P) Please see our website as well as Federal Sentinel, January 2011 issue.

### MEETING WITH SECRETARY, JCM STAFF SIDE

SG FNPO met Sri M. Raghaviah Secretary JCM and discussed various national anomalies particularly MACP.

### POST AND LOGISTICS SEMINAR

The SG FNPO attended post and Logistics Seminar at Bangkok on 16<sup>th</sup> and 17<sup>th</sup> December 2010.

### ALL INDIA CONFERENCE

Our 18<sup>th</sup> All India Conference will be held in Pondicherry from 10<sup>th</sup> March to 12<sup>th</sup> March 2011. Notice for the Conference has been issued on

27-12-2010 and the same was despatched to all Circle/Division/Branch Secretaries and CHQ office bearers under certificate of posting. Copy of the notice is published in this issue.

### CADRE RESTRUCTURING MEETING

Cadre Re-structuring Meeting was held on 27<sup>th</sup> December 2010. No final decisions were taken. However the gist of the outcome of the RMS and MMS Cadre Review is as follows:

1. Whatever promotional avenue is extended to PAs, the same will be extended to SAs.
2. Artisans of MMS 50% Base cadre and remaining will be the promotional posts (may be four promotions)
3. MMS O.A. Whatever promotion offered to Circle office, the same will be applicable to MMS O.As.
4. MMS Drivers Based on the CAT judgment, the matter has been taken up with National Anomaly Committee.

### RMS "SH" DIVISION CONFERENCE SHAHARANPUR

RMS 'SH' Division Conference was held in Haridwar on 28<sup>th</sup> December 2010. The GS R III and R IV, U.P. Circle Secretary R.K. Tripathi attended and greeted the Conference. Sri N.K. Tyagi has been re-elected as Divisional Secretary.

### OSA

The GS R III and R IV met CGM Mail Business on 27-12-2010. The CGM informed that Ministry of Finance returned file with same queries. The file has been sent back answering the queries. Let us await the decision.

### THE VETERAN CONGRESS LEADER

#### K. KARUNAKARAN PASSED AWAY

Sri K. Karunakaran, Veteran congress Leader of Kerala passed away on 24-12-2010. The NUR 'C' expresses deep condolences for his followers and congress colleagues.

Yours Sincerely  
(D. THEAGARAJAN), General Secretary

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