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RMS SENTINEL

Editor : D. THEAGARAJAN

Vol. XXIII No. 11

NOVEMBER 2015

OBSERVANCE OF ALL INDIA PROTEST DAY ON 19TH NOVEMBER 2015

All of you may recall that the NJCA in its meeting held on 30th September 2015 in Delhi after considering the delay in submission of the report of the 7th CPC as also broadly taking stock the speculating and detail deliberations, unanimously decided to defer the proposed Indefinite General Strike of the Central Government Employees till next Budget Session and symmetrically it was also resolve to observe 19th November 2015 as Joint Nation wise protest day to all the country to press upon the Government of India to resolve the long pending legitimate demands of all the Government Employees.

All of you are therefore accordingly requested to take all necessary steps to jointly observe protest day on 19th November 2015. As per decision taken by the NJCA in the said meeting the member of the NJCA shall stage one day Dharna at Jantar Mantar in New Delhi on the said day.

CHARTER OF DEMANDS

1. Effect wage revision of Central Government employees from 1.12014 accepting the memorandum of the staff side JCM; ensure 5-year wage revision in future; grant interim relief and merger of 100% of DA. Ensure submission of the 7th CPC report with the stipulated time frame of 18 months; include

Grameen Dak Sewaks within the ambit of the 7th CPC. Settle all anomalies of the 6th CPC.

2. No privatisation, PPP or FDI in Railways and Defence Establishments and no corporatisation of postal services;

3. No Ban on recruitment/creation of post.

4. Scrap PFRDA Act and re-introduce the defined benefit statutory pension scheme.

5. No outsourcing; contractorisation, privatization of governmental functions; withdraw the proposed move to close down the Printing Presses; the publication, form store and stationery departments and Medical Stores Depots; regularise the existing daily rated/casual and contract workers and absorption of trained apprentices;

6. Revive the JCM functioning at all levels as an effective negotiating forum for settlement of the demands of the CGEs.

7. Remove the arbitrary ceiling on compassionate appointments.

8. No labour reforms which are inimical to the interest of the workers.

9. Remove the Bonus ceiling;

10. Ensure five promotions in the service career.

JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
CH 17-1-18, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

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GOVERNMENT ORDERS

Government of India
Ministry of Personnel, Public Grievances &
Pensions
Department of Personnel & Training
Establishment Division
North Block, New Delhi – 110001

F.No. 11013/7/2014-Estt.(A-III)

Dated: 26th October, 2015

OFFICE MEMORANDUM

Subject: Central Civil Services (Conduct) Rules, 1964 and the Lokpal and Lokayuktas Act, 2013 – Submission of Declaration of Assets and Liabilities by the Public Servant for each year – Regarding.

The undersigned is directed to refer to the O.M. of even number dated the 23rd July, 2015 on the above subject wherein the time lines for filing returns regarding assets and liabilities were laid down. It was mentioned therein that all Government servants i.e. belonging to Group 'A', 'B', 'C' and erstwhile Group D are now required to furnish the declaration of their assets and liabilities in the formats prescribed under the Lokpal and Lokayuktas Act, 2013 ('the Act')

2. Vide the Order No. 407/12/2014-AVD-IV(B) dated 30.4.2014 the date for filing returns under the Act was extended in view of the difficulties faced in filing returns under the Act and the need to simplify the forms and the process in which public servants are required to make a declaration of assets and liabilities. Vide the Order No. 407/12/2014-AVD-IV(B) dated 12th October, 2015, the deadline for filing these returns has again been extended up to 15th April, 2016 as the circumstances enumerated in the earlier orders which necessitated extension still continue.

3. In view of the difficulty faced in filing returns under the formats prescribed under the Lokpal and Lokayuktas Act, it has been decided that the Annual Property Returns required to be filed under the CCS (Conduct) Rules, 1964 for the year 2015 which are required to be filed by the 31st January, 2016 may be filed in the forms prescribed under the CCS (Conduct) Rules, 1964. The returns would be required to be filed by all the Government servants belonging to Group 'A', 'B', 'C' and erstwhile Group 'D'.

[Mukesh Chaturvedi]
Director (E)

Government of India
Ministry of Personnel, Public Grievances and
Pensions
Department of Personnel and Training
Establishment(Res.II) Section
North Block, New Delhi-110001
No.41034/5/2014-Estt. (Res.)

Dated the 20th October, 2015

OFFICE MEMORANDUM

Subject:- Data on the representation of Other Backward Classes in Central Government Services – Meeting taken by the Parliamentary Committee of Welfare of Other Backward Classes held on 14.10.2015.

The undersigned is directed to say that an online portal rrcps.nic.in already exists for uploading information on the representation of SCs, STs, OBCs and Persons with Disabilities. This information is obtained on annual basis as of 1st January of each year.

2. During the Sitting of the Parliamentary Committee of Welfare of Other Backward Classes held on 14.10.2015, Member Secretary of the National Commission for Backward Classes had pointed out to the Hon'ble Committee that in connection with formulation of a report on creamy layer, NCBC had requested all Departments/Ministries through Department of Personnel & Training to provide the information in a format prescribed by them, but the same was still awaited.

3. The Hon'ble Chairman and other Hon'ble Members of the Committee expressed dissatisfaction over low representation of OBCs in Central Government services and directed DoP&T to collect data sought by NCBC and submit to the Committee urgently.

4. It is, therefore, requested that the data, in the enclosed format, relating to appointment of OBCs in the Ministries/ Departments be provided by 30.10.2015 (by mail and also by letter/fax) . The data should also be provided in respect of the attached and subordinate offices under their administrative control, in the enclosed format.

5. The Hon'ble Committee has indicated that delay in submission of the information would be taken seriously by them.

6. In view of the directions of the Parliamentary Committee, the requisite information may be sent in this regard by 30.10.2015. If there are any genuine difficulties in providing the data within the prescribed time limit, the specific reasons for the

delay and the likely date by which the same will be made available be informed to this Department.

7. This may please be treated as urgent.

(G.Srinivasan)

Deputy Secretary to the Government of India

Government of India
Ministry of Personnel,
Public Grievance and Pensions
Department of Personnel and Training
Establishment Reservation – I Section
North Block, New Delhi – 110 001

No. 36011/1/2012-Estt. (Res)

Dated the 8th October, 2015

OFFICE MEMORANDUM

Subject:- Reiteration of the instructions on verification of claims of candidates belonging of Scheduled Castes, Scheduled Tribes and Other Backward Classes for purpose of appointment to posts/services.

The undersigned is directed to say that as per extant instructions where a candidate belonging to a Scheduled Caste (SC), Scheduled Tribe (ST) and Other Backward Classes (OBC) is unable to produce a certificate from any of the prescribed authorities, he/she may be appointed provisionally on the basis of whatever prima-facie proof he/she is able to produce in support of his/her claim subject to his/her furnishing the prescribed certificate within a reasonable time. Instructions have been issued vide DoPT's letter No.36022/1/2007-Estt.(Res) dated 20.3.2007 to the Chief Secretaries of all States/UTs for streamlining the system of verification of caste certificates so that unscrupulous non-SC/ST/OBC persons are prevented from securing jobs meant for SCs/STs/OBCs by producing false certificates. Timely and effective verification of caste status is necessary so that the benefit of reservation and other scheme of concessions etc. go only to the rightful claimants.

2. In this regard, attention is invited to the instructions contained in the following Office Memoranda/Orders issued by this Department from time to time. A copy each of the Office Memoranda is enclosed:-

(i) OM No. 36019/7/75-Estt. (SCT) dated 31.10.1975

(ii) OM No. 36011/16/80-Estt. (SCT) dt. 27.02.1981

(iii) OM No. 36011/3/2005-Estt. (Res) dt. 09.09.2005

(iv) OM No. 36012/6/88-Estt. (SCT) dt. 24.4.1990

3. Instances have been brought to the notice of this Department that despite the aforesaid instructions, the appointments of the candidates

belonging to SC/ST/OBC communities are withheld/ delayed due to pending caste certificates verification.

4. It is, therefore, reiterated that in the situation where a candidate belonging to a Scheduled Caste, Scheduled Tribe and Other Backward Classes is unable to produce a certificate from any of the prescribed authorities, he/she may be appointed provisionally on the basis of whatever prima-facie proof he/she is able to produce in support of his/her claim subject to his/her furnishing the prescribed certificate within a reasonable time and if there is genuine difficulty in his/her obtaining a certificate, the appointing authority should itself verify his/her claim through the District Magistrate concerned.

5. All Ministries/ Departments are requested to bring the contents of this O.M. to the notice of all concerned.

(G.Srinivasan)

Deputy Secretary to the Government of India

Government of India
Ministry of Personnel P.G. & Pensions
Department of Personnel & Training
North Block, New Delhi

No.AB-14017/61/2008-Estt.(RR)

Dated: 13 /10/2015

OFFICE MEMORANDUM

Attention is invited to this Department's O.M.

No. AB.14017/48/2010-Estt (RR) dated 31st December, 2010 vide which Guidelines on framing / amendment/relaxation of Recruitment Rules and Service Rules were issued.

2. In this context it has been decided that before referring any proposal for framing/amendment in the Recruitment Rules of any post in Ministries/ Departments and their subordinate and attached office, the proposed amendments/revision in the Recruitment Rules would be put up on the website of respective Ministries/Departments for 30 days for inviting comments from the stakeholders. . Thereafter, taking into account the comments so received, the proposal would be sent to DoPT, UPSC and Ministry of Law for finalisation.

4. All the Ministries/Departments are, therefore, requested to adhere to these instructions scrupulously. Proposal referred to this Department without following the aforesaid procedure, would not be entertained.

(Jitendra R. Gaikwad)

Under Secretary (RR)

DEPARTMENTAL ORDERS

Government of India
Ministry of Communications & IT
Department of Posts
(Personnel Division)

Dak Bhawan, Sansad Marg, New Delhi 110 001.
No. 141-141/2013-SPB-II

Dated 29th October, 2013

To

1. All Chief Postmasters General
2. All Postmasters General

Sub : Review of Mechanisms to ensure probity among Government servants - Rotation needs to be carried out in respect of sensitive and non-sensitive posts - reg.

Sir/Madam,

I am directed to refer to above mentioned subject as also the Transfer Policies/ instructions issued on Transfer & placement Committees and to circulate herewith the Department of Personnel & Training O.M. No. C-11020/1/2015-Vig dated 14.09.2015 wherein requirement of rotation of Government servants on sensitive and non-sensitive posts has been emphasized. The DOP&T has requested all the Ministries/ Departments to ensure the above exercise with the objective of having probity among Government servants.

2. It is, therefore, requested that provisions of the Transfer Policies and instructions on Transfer & placement Committees may be strictly adhered to without any deviation. It is also requested to send a Compliance Certificate that rotational transfers for the year 2015-16 have been carried out for all the cadres in the Circle upto STS including the extensions granted, if any, supported by valid justifications. If this exercise in respect of any of the cadres is still pending, the reasons for the same may be informed to this office and rotation transfer of such cadres may be effected within a fortnight under intimation to this office.

3. The status of rotational transfer of all the cadres in the Circles upto STS on sensitive posts and non-sensitive posts may also be included in the monthly D.O. letter written to the Secretary

(Posts) by the CPMG.

This issues with the approval of the Competent Authority.

Yours faithfully,
(Abhay Kumar)

Asst. Director General (SPN)

F.No.C- 11020/1/2015-Vig.

Government of India
Ministry of Personnel, P.G. & Pensions
Department of Personnel & Training
North Block, New Delhi

Dated the 14th September, 2015

OFFICE MEMORANDUM

Subject:- Review of Mechanisms to ensure probity among Government Servants.

In a meeting taken by the Cabinet Secretary on 10.08.2015 with senior officers of different Ministries on mechanisms to adopt to ensure probity among Government Servants, it has been emphasized that rotation needs to be carried out in respect of sensitive posts and non-sensitive posts and review and screening of officers under FR 56(J) within the Ministries and DOPT shall monitor implementation and obtain compliance from all Ministries in this regard.

3. All Ministries/Departments are, therefore, requested to kindly look into the matter and carry out rotation in respect of sensitive and non-sensitive posts and FR 56(J). As this activity is to be completed in a time bound manner, it is requested that priority attention may be paid to it and inputs sent to the Internal Vigilance Section at the very earliest. These details are also to be made part of the monthly D.O. letter to be sent by concerned Secretary to the Cabinet Secretary.

(D.K. Sengupta)

Under Secretary to the Govt. of India

To

1. All Ministries/Departments of the Government of India.
2. Sr. Tech. Director, NIC uploading the above O.M. on the website of DOPT.

SB Order No. 15/2015
Government of India
Ministry of Communications & IT
Department of Posts, Dak Bhawan, Sansad Marg,
New Delhi 110 001.

F.NO. 113-02/2015-SB **Date : 26-10-2015**

To

All Heads of Circles/Regions

Addl. Director General, APS, New Delhi.

Sub : Mandatory use/opening of Savings Account in CBS Post Offices for maintaining/development of relationship of customers with Post Office Savings Bank (POSB) - further clarifications to SB Order No. 12/2015 - regarding.

Sir/Madam,

In continuation of SB Order No. 12/2015 issued vide this office letter of even number dated 5-10-2015 on the subject, the undersigned is directed to convey that a number of references from Public by mails, letters and phone calls have been received, mentioning that Opening of new Savings Account at CBS Post Office is taking too much time/even days due to which maturity payments are getting delayed. Post Offices are not issuing cheques to the customers. The competent authority has reviewed the matter particularly in the backdrop of issues being reported in CIF Creation and Modification menus of Finacle CBS Application and has decided to issue following clarifications:

1. The objective of the letter dated 5-10-2015 was to educate the customers for availing various benefits of Post Office Savings Account in CBS Post office and to develop/maintain relationship with the POSB customers through Savings Account. With this, a customer can also have a holistic view of all transactions happening in various accounts/certificates standing at different post offices in his/her name. Looking to the benefits of Savings Bank Account, field units may be asked to continue to persue the customers to open savings account for better and sustainable relationship with POSB. However, in case of extreme exigencies like a Bank or any Institution presenting Certificates after forfeiting security, any depositor becomes NRI after investment and now wants to take maturity value only, the claim case where there are multiple nominees/legal heirs or any other case where Postmaster/Sub Postmaster is satisfied that depositor is genuinely not in a position to open savings account immediately may issue cheque for the maturity/

prematurity value. Depositors may be made aware that facility of transfer of funds through NEFT/RTGS and use of Post Office Savings Bank ATM cum Debit Card in other Bank's ATMs will also be provided shortly.

2. In case a depositor of RD or PPF is also genuinely unable to open savings Account immediately, then may present cheque of other of other bank for deposit but for future deposits he/she may be requested to open savings account.

3. For all new investments in any scheme including through agents, customers should open Savings Account mandatorily with proper KYC documents to start relationship with POSB and then invest in any of Small Savings Scheme through Cheque of other Bank, his/her cheque should be lodged only through his/her Savings account and then new account/certificate should be funded from that savings account by putting cheque credit date as value Date.

4. For subsequent deposits by RD, PPF and SSA Accounts, Customers/MPKBY Agents should be suitably informed that from 1st Jan. 2016, all such customers should be asked to submit POSB Cheque only for their subsequent deposit and if they do not have savings account in any CBS Post Office, they may have to open Savings Account with cheque Books.

5. All MIS/SCSS/TD Account Holders who open further new account or extend the existing accounts, should also be requested to open savings account mandatorily and give standing instruction for credit of interest so that they need not visit post office frequently and stand in queue, instead they can be issues ATM/Debit Card to withdraw from ATMS. Existing account holders should also be convinced to open Savings account for getting monthly/quarterly/Yearly interest.

6. It is further reiterated that for all the entries made in Clearing Inward / Outward, ECS Inward/Outward, BO Settlement and Postmaster Repayment Office Account (0340) by the User are to be verified by Supervisor. For these entries, it will be the personal responsibility of that User and Supervisor.

7. It is requested to circulate this order to all CBS Post offices and non CBS Post Offices may start requesting customers to open Savings Accounts to avail all the benefits once office is migrated to CBS.

Yours faithfully,
(Kawal Jit Singh), Asst. Director (SB-II)

Government of India, Ministry of Communications & IT
Department of Posts, (Personnel Division)
Dak Bhawan, Sansad Marg, New Delhi 110 116.

No. 135-3/2009-SPB-II Dated : 21st October, 2015
To

1. All Chief Postmaster General, 2. All Postmasters General

Sub : Strengthening of administration - Periodical Review under
FR 56 (J)/FR 56(I) Rule 48 of CCS (Pension) Rules, 1972 - reg.

Sir/Madam,

I am directed to refer to above mentioned subject as also the instructions already circulated in this regard from time to time and to circulate herewith the Department of Personnel & Training O.M. No. 25013/1/2013-Estt. (A)-IV dated 11-09-2015 wherein various aspects of the provisions of FR 56 (J)/FR 56(I) Rule 48 of CCS (Pension) Rules, 1972 have been detailed. The DOP & T has requested all the Ministries/Departments to follow these instructions and periodically review the cases of Government servants as required under FR 56(J)/FR 56(I) Rule 48(1) (b) of CCS (Pension) Rules, 1972.

2. It is, therefore, requested that provisions of the FR 56(J)/fr 56 (I) Rule 48 (I) (b) of CCS (Pension) Rules, 1972 may be strictly adhered to and Review Committees of the Circles/Units should meet Quarterly without fail to review the cases six months before a Government servant attains the age of 50/55 years or completes 30 years of service or 30 years of service qualifying for pension, as the case may be, under these instructions/rules. The Circles/Units must sent compliance report in this regard regularly to Personnel Division (SPB-II Section).

3. It is also informed that in the monthly D.O. letter written to the Secretary (Posts), the Chief Postmasters General are also required to include the status on the periodical reviews carried out in the Circle under FR 56 (j)/FR 56 (I) Rules 48 (I) (b) of CCS (Pension) Rules, 1972.

This issues with the approval of the Competent Authority.

Yours faithfully,
(Manoj Sharma), Assistant Director General (SGP/SPN)
Government of India, Ministry of Personnel, Public Grievances
and Pensions, Department of Personnel and Training,
Establishment A-IV Desk, North Block, New Delhi

No. 25013/01/2013-Estt. A-IV Dated 11th Sept. 2015

OFFICE MEMORANDUM

Sub : Strengthening of administration - Periodical review under FR
56(j) and Rule 48 of CCS (Pension) Rules, 1072.

The undersigned is directed to refer to this Department's OM No. 25013/2013-Estt(A) dated 21/03/2014 on the periodical review under Fundamental Rule 56 or rule 48 of CCS (Pension) Rules.

3. Various instructions issued on the subject deal with compulsory retirement under the above mentioned provisions. The Supreme Court has observed in State of Gujarat Vs. Umedhal M. Patel, 2001 (3) SCC 314 as follows:

- i. Whenever the services of a public servant are no longer useful to the general administration, the officer can be compulsorily retired for the sake of public interest.
- ii. Ordinarily, the order of compulsory retirement is not to be treated as a punishment coming under Article 311 of the Constitution.
- iii. "For better administration, it is necessary to chop off dead wood, but the order of compulsory retirement can be passed after having due regard to the entire service record of the officer".
- iv. Any adverse entries made in the confidential record shall be taken note of and be given due weightage in passing such order.
- v. Even un-communicated entries in the confidential record can also be taken into consideration.

vi. The order of compulsory retirement shall not be passed as a short cut to avoid Department enquiry when such course is more desirable.

vii. If the officer was given a promotion despite adverse entries made in the confidential record, that is a fact in favour of the officer.

viii. Compulsory retirement shall not be imposed as a punitive measure.

4. In every review, the entire service records should be considered. The expression service record will take in all relevant records and hence the review should not be confined to the consideration of the ACR/APAIR dossier. The personal file of the officer may contain valuable material. Similarly, the work and performance of the officer could also be assessed by looking into files dealt with by him or in any papers or reports prepared and submitted by him. It would be useful if the Ministry/Department puts together all the data available about the officers and prepares a comprehensive brief for consideration by the Review Committee. Even uncommunicated remarks in the ACRs/APARs may be taken into consideration.

5. In the case of those officers who have been promoted during the last five years, the previous entries in the ACRs may be taken into account if the officer was promoted on the basis of seniority fitness, and not on the basis of merit.

6. As far as integrity is considered, the following observations of the Hon'ble Supreme Court may, while upholding compulsory retirement in a case, may be kept in view:

The officer would live by reputation built around him. In an appropriate case, there may not be sufficient evidence to take punitive disciplinary action of removal from service. But his conduct and reputation is such that his continuance in service would be a menace in public service and injurious to public interest.

S. Ramachandra Raju vs. State of Orissa

(1994 2 SCC 424)

Thus while considering integrity of an employee, actions or decisions taken by the employee which do not appear to be above board, complaints received against him, or suspicious property transactions, for which there may not be sufficient evidence to initiate departmental proceedings, may be taken into account. Judgement of the Apex Court in the case of Shri K. Kandaswamy, I.P.S. (TN: 1966) in K. Kandaswamy vs Union of India & Anr, 1996 AIR 277, 1995 SCC(6) 162 is servant here. There were persistent reports of Shri Kandaswamy acquiring large assets and of his getting money from his subordinates. He also indulged in property transactions which gave rise to suspicion about his bonafides. The Hon'ble Supreme Court upheld his compulsory retirement under provisions of the relevant Rules.

7. Similarly, reports of conduct unbecoming of a Government servant may also form basis for compulsory retirement. As per the Hon'ble Supreme Court in State of U.P. and Others vs Vijay Kumar Jain, Appeal (civil) 2083 of 2002.

If conduct of a government employee becomes unbecoming to the public interest or obstructs the efficiency in public services, the government has an absolute right to compulsorily retire such as employee in public interest.

8. Many changes in the nomenclature and in the areas of responsibility of various departments/Ministries have taken place. In order to simplify and speed up the procedure of review, a need is felt to reconstitute the Review Committees. In partial modification of the OM 25013/15/86-Estt. (A) dated 27/06/1986, it has been decided that the Secretaries of the Cadre controlling Authorities will constitute Review Committees consisting of two Members at appropriate level. The Review Committees in the case of various levels of employees will be as under:

(a) In case of officers holding Group A posts:

(a) In r/o ACC appointees:

Contd. P.No. 7

CIRCLE CONFERENCE OF KARNATAKA CIRCLE

The 20th circle conference of Karnataka circle NUR-C was held at Davangere-01 on 18/10/2015&19/10/2015 under the president ship of Sri. V.Nagarajan. The following office bearers were elected unanimously for the year 2015-17.

President	Sri.G.L.Lamani.	SA	B.City RMS
Vice. President	1.Sri.V.Nagarajan,	OA	MMS Bengaluru
	2.Sri.NS Rodgi,	SA III	RO Sholapur
	3.Sri.N.Prakash,	SRO	Davanagere
Circle Secretary	Sri.M.SREENIVASULU	SA III	Ballari stg office
Asst.circleSec.tary	1.Sri.N.Chandrashekar	SA	B.City RMS
	2.Sri.R.L.Hotkar	SA	HRO Hubli
	3.Sri.M.K.Puttaraju	SA III	SRO Hassan
Org. Secretary	Sri.Kariyappa	Gr.I.Mech.	MMS Bengaluru
Asst.org.sec'tary	1.Sri.S.D.Naik	SA II	Ballari stg office
	2.Sri.D.Ravi Kumar	SA	B.City RMS
	3.Sri.Suryaprakash S R	SA	B.City RMS
TRESURER	Smt.Jamuna T.Mishal	SA II	Ballari stg office
Asst.Tresurer	1.Sri.K.Karunagaran	Gr.I.Driver	MMS Bengaluru
Auditor.	Sri.T.E.Ajay Kumar	SA	B.City RMS
Exc.Members	1.Sri.H.C.Hansi	SA III	HRO Hubli
	2.Sri.M.F.Poojar	SA	HRO Hubli
	3.Sri.Kempanarasappa	OA	MMS Bengaluru
	4.Sri.Sathyadisheshan	SA	SpeedPost,B.GPO
	5.Sri.K.Ramesh	SA	B.City RMS
	6.Sri.MD.Afzal	SA	B.City RMS
	7.Sri.Nagendra Babu	SA	B.City RMS
	8.Sri.R.N.Murthy	SA	B.City RMS

Review Committee may be headed by the Secretary of the concerned Ministry/Department as Cadre Controlling Authority.

(b) In r/o Non-ACC appointees:

i. Where there are Boards viz CDBT, CBBC, Railway Board, Postal Board, Telecom Commission, etc. the Review Committee may be headed by the Chairman of such board.

ii. Where no such Boards/Commissions exist, the Review Committee may be headed by Secretary of the Ministry/Department.

(B) In case of Group B (Gazetted) officers:

Additional Secretary/Joint Secretary level officer will head the Review Committee.

(C) In the case of Non-Gazetted employees:

i. An officer of the level of Joint Secretary will head the committee. However in case the Appointing Authority is lower in rank than a Joint Secretary, then an officer of the level of Director/Deputy Secretary will be the head.

ii. In the case of Non-Gazetted employees in other than centralized cadres, Head of Department/Head of the Organisation shall decide the composition of the Review Committee.

9. CVO in the case of gazette officers, or his representative in the case of non-gazetted officers, will be associated in case of record reflecting adversely on the integrity of any employee.

10. In addition to the above, the Secretary of the Ministry/Department is also empowered to constitute internal committees to assist the Review Committees in reviewing the cases. These committees will ensure that the service record of the employees being reviewed,

alongwith a summary bringing out all relevant information, is submitted to the Cadre Authorities at least three months before the due date of review.

11. The procedure as prescribed from time to time has been consolidated and enclosed as Appendix to the OM issued by this Department on 21/03/2014. As per these instructions the cases of Government servant covered by FR 56(j), FR 56(l), or Rule 48(1) (b) of CCS (Pension) Rules, 1972 should be reviewed six months before he/she attains the age of 50/55 years, in cases covered by FR 56(J) and on completion of 30 years of qualifying service under FR 56(L)/Rule4(j) of CCS (Pension) Rules, 1972 as per the following calendar:

S.No.	Quarter in which review is to be made	Cases of employees who will be attaining the age of 50/55 years or will be completing 30 years of service or 30 years of service qualifying for pension, as the case may be, in the quarter.
1.	January to March	July to September of the same year
2.	April to June	October to December of the same year
3.	July to September	January to March of the next year
4.	October to December	April to June of the next year

11. All Ministries/Departments are requested to follow the above instructions and periodically review the cases of Government servants as required under FR 56(j)/FR 45(L) Rule 48(1) (b) of CCS (Pension) Rules, 1972.

Instructions on composition of the Representation Committees will be communicated separately.

(Mukesh Chaturvedi), Director (Establishment)

Date of Publication : 21-11-2015

RNI No. 43028/85

Date of Posting : 24-11-2015

Regd. No. DL(ND)-11/6030/2015/16-17

GENERAL SECRETARY'S LETTER

15th AIC NUGDS

15th AIC of NUGDS was held at Parajapathi lodge Kharagpur West Bengal from 01/10/2015 to 3/10/15 .

On 02/10/2015 before open session leaders & General secretaries paid the respect to Our father of the Nation & Martyrs. The open session was presided by the Chairman Reception committee Shri Debasis Chowdhury, Hon Member of the Parliament Subhendru adhikari inguaurated the 15th AIC of NUGDS. S/Shri D. Thega rajan, P.U.Murali dharan, D.kishan rao, B.Shivakumar & shivaji addressed the open session.

On 03/10/2015 Shri P.U Murlidharan placed Activities report and B.S.Venu placed Finance report both were adopted by the house. More than 40 representatives addressed the Delegate session.

In the conference S/Shri CH Lakshmi Narayanan, P.U. Muralidharan & B.S.Venu were elected as President, General Secretary Finance Secretary respectively.

Shri Rjat S. Das Secretary Reception committee & his team made an excellent arrangements for Lodging & Boarding within a short period.

NUR C wishes all the new office bearers of NUGDS for the success in their endeavors.

20TH ALL INDIA CONFERENCE

20th All India Conference of National Union of RMS & MMS Mail Guard & MTS Employees (CHQ) was held at Vijayawada-3 from 13-10-15 to 16-10-2015.

On 13-10-2015 during the open session Sri D. Theagarajan, Secretary General FNPO, inaugurated the conference. Sri N. Ramappa, General Secretary welcomed all the dignitaries, S/s. S. Noor Ahmed, Head Quarter Secretary, T.M. Bhoopathy, Treasurer, R.C. Trust, Venkateswaralu, former C.S. Karnataka, P. Kumar, C.S., FNPO P3, TN Circle, V.K. Shindey, A.G. Pathan greeted the conference.

S/Sri N. Ramappa & S. Sridharan are elected as General Secretary & Finance Secretary respectively.

NUR C wishes all the new office bearers of NUR IV for the success in their endeavors.

CWC of NUPE P-IV:

On 27th and 29th the CWC of NUPE P-IV was held at Salem, (Tamilnadu Circle) under the Presidentship of Shri Gulam Rabbani, President, CHQ.

Shri T,N.Rahate General Secretary placed a detail note on activities after the AIC of NUPE P-IV. Shri D. Theagarajan, Secretary General, FNPO participated & briefed the CWC regarding 7th CPC, Bonus Act, Amendment in Labour Law.

**WITH BEST WISHES FOR DIWALI,
CHAT, BHAI DUJ AND GURU PARV.**

Yours fraternally,



(D. Theagarajan), General Secretary

Please visit our website : www.fnpo.org for day-to-day news.

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