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# **RMS SENTINEL**

Editor : D. THEAGARAJAN

Vol. XXIII No. 4

APRIL 2015

## **POSTAL JOINT COUNCIL OF ACTION**

**NATIONAL FEDERATION OF POSTAL  
EMPLOYEES  
FEDERATION OF NATIONAL POSTAL  
ORGANISATIONS  
ALL INDIA POSTAL EMPLOYEES UNION,  
GDS (NFPE)  
NATIONAL UNION GDS**

No. PJCA/2015 Dated: 26th March ,  
2015

To  
All Office Bearers of both the Federations.  
All General Secretaries  
All Circle/Divisional and Branch  
Secretaries.

Dear Colleagues,

**P.J.C.A. MEETING**

As decided earlier PJCA meeting was held at NFPE office, 1st Floor North Avenue Post Office Building New Delhi-110 001 on 24.03.2015. at 2 P.M The meeting was Presided over by Shri. D.Theagarajan, Chairman, PJCA and Secretary General FNPO.

The meeting attended by both Secretary Generals and General Secretaries of both the Federations.

Before commencement of meeting homage was paid to Com. S.K. Vyas, a Veteran & legendary leader of Central Government Employees & Pensioners Trade Union Movement by observing one minute silence.

In the meeting Com. R.N. Parashar, Secretary PJCA and Secretary General NFPE presented the position of action and development on the 40 points Strike Charter of demands after PJCA meeting with Secretary (P) on 05.02.2015.

All General Secretaries presented their views and after a detailed discussion, the following decisions were taken:

1. Disagreement was recorded on items No. 1,2,11,12,13,14,15,16,21, 25,27, 30, 31,33,34, 35,36,37, and 40 of PJCA Strike Charter of demand as the progress is not being noticed on all these items. Secretary (P) will be addressed to settle these issues as per the assurance given in meeting on 05.02.2015.

2. Due to some unavoidable circumstances the date of Dharna in front of Dak Bhawan, New Delhi by All India leaders of both Federations is rescheduled as 29th April-

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

**ANNUAL SUBSCRIPTION RS. 30/-**

2015 instead of 15th April.

3. Notice for Indefinite Strike to be organized from 06th May 2015 will be served to the Secretary, Department of Posts, New Delhi on 06th April-2015. All Circle /Divisional and Branch Secretaries will also submit Strike Notice at all levels by organizing demonstrations in front of all important offices.

4. Campaign programme by All India Leaders of both the Federations affiliated unions has been finalized and it will be completed between 05th April to 15th April,

2015 to mobilize entire rank and file. All concerned will fix the dates in consultation with Circle leadership and conduct the programme to mobilize maximum employees to participate in Parliament March to be conducted on 28th April 2015 under banner of National Council JCM and to make them ready for the Indefinite strike from 06th May 2015 onwards . (Campaign programme is enclosed)

5. Next Meeting of PJCA will be held on 29th April, 2015 on the day of Dharna by All India leaders in front of Dak Bhawan, New Delhi.

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No. PF/ JCA/12/2015 Dated: 8th April, 2015

To

The Secretary,  
Department of Posts,  
Dak Bhawan, New Delhi 110001

Sub: Strike notice dated 06.04.2015 by PJCA –  
Submission of revised charter of demands- reg.

Ref : DG Posts letter F No o8/07/2014- SR  
dated 12th February 2015

Madam,

The PJCA had reviewed the progress on the  
reply given by the department on the items of

Strike Charter of Demands in the meeting held  
on 5.2.2015 in Dak Bhawan, New Delhi. Even  
though the progress is not satisfactory, the  
reply on some of the items in the earlier  
Charter of demands is accepted. PJCA has  
recorded disagreement on the remaining items  
and hence we are submitting herewith the  
revised charter of demands containing 26  
demands which is enclosed herewith.

DA: Revised Charter of Demands

Yours faithfully,

(D.THEAGARAJAN)  
SG FNPO

(R.N. PARASHAR)  
SG NFPE

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### **ATTENTION TO DIVISIONAL / CIRCLE SECRETARIES.**

Our CHQ is receiving calls from various Divisions/ Circles about the Verification of Membership.

CHQ has already clarified that Verification of membership and enrolment of new members /inclusion of other union members are two different process.

Verification of membership is conducted once in five years.

Inclusion of new members and other union members is being done every year for which 30th April of each year is last date. Now the Directorate has extended the period of Verification process by one month. Therefore I request all Divisional secretaries to submit forms from the new members as well as other members on 30/04/2015.

In regard to verification process new form will be supplied by the Directorate in the month of May 2015 . New form will be posted in our website as and when received from the Directorate.

In that new form, we have to obtain signatures of all members this is for your information once again I appeal to you all please submit declarations on 30/04/2015 in respect of new members and other union members.

## REVISED CHARTER OF DEMANDS

1. No Corporatization and privatization in Postal Services.
2. Inclusion of Gramin Dak Sevaks (GDS) in the terms of reference of Seventh Central Pay Commission. Grant of Civil Servant status to GDS and grant of all benefits of departmental employees on pro-rata basis without any discrimination.
3. Regularise the services of Casual, Parttime, Contingent Employees and Remove the cut off date
4. Grant of merger of 100% DA with pay with effect from 01.01.2014 for all purposes, including GDS.
5. Grant of 25% pay as Interim Relief (IR) with effect from 01.01.2014 to all employees including GDS.
6. Scrap the New Pension Scheme (NPS) and include all employees recruited on or after 01.01.2004 under the old statutory pension scheme.
7. Remove 5% condition for compassionate appointment and grant appointment in all deserving cases as in the case of Railways. Remove the minimum 50 points condition for GDS compassionate appointment.
8. Fill up all vacant posts in all cadres including drivers Artisans , Assistant Managers, Managers and Senior Managers in MMS & GDS.
  - (a) By direct recruitment, (b) By holding DPC and granting promotions, (c) By conducting departmental promotional examination, (d) Replace all condemned vehicles in MMS.
9. Implement cadre restructuring in Postal, RMS, MMS and Postal Accounts as per the proposal signed with the JCM (DC) staff side.
- 10 . Settle issues relating to Postmaster Cadre officials.
  - (a) Allow to write IP and PS Group 'B' examinations, (b) Relaxation in service conditions for promotion from one grade to another, at par with general line promotions to identical posts. (c) Filling up of all PS Group 'B', PM Grade III and Grade II posts by eligible officials and till that time adhoc-promotion may be granted. (d) Other related issues such as filling up of 100% senior Postmaster/Chief Postmaster posts earmarked for PM cadre by PM cadre officials alone and maintainance of Circle Gradation list etc.
11. Reimburse full mileage allowance to System Administrators and fix duty hours and responsibilities of System Administrators. Create separate cadre for System Administrators.
12. Grant of Cash handling allowance to Treasurers in Post offices at par with cashiers in RMS & Administrative offices.
13. Counting of Special allowance granted to PO & RMS Accountants for pay fixation on promotions as the promotional post involves higher responsibilities.
14. Settle all issues related to IT Moderinisation Project – computerization, Core Banking Solution, Core Insurance Solution etc.
  - (a) Replace out dated computers and peripherals with new ones. (b) Increase network capabilities and Bandwidth. (c) Set right the Users credential problems in leave arrangements etc. (d) Stop hasty “Go live” of CBS, CIS till cleansing of data pucca. (e) Provide all assistance and stop harassment in the Implementation of CBS & CIS. (f) Grant enhanced financial powers to Head Post masters.
15. Prompt and regular holding of JCM, Departmental Council meeting, Periodical meeting with Secretary Department of Posts, Sports Board meeting and Welfare Board meeting. Ensure representation of recognised Federations in Sports Board and Welfare Board by calling for nominations.
16. Ensure full protection of existing allowance (TRCA) of GDS employees and introduce Medical Reimbursement Scheme to GDS. Existing monthly emoluments (TRCA) drawn by the GDS should not be reduced under any circumstances. Revision of cash handling norms.
17. (a) All Circle offices/Regional offices/DPLI office, Kolkata must be allowed to function as Circle Processing Centres (CPCs) while

implementing Core Insurance Solutions (CIS) through McCamish for steady growth of PLI/RPLI Business, (b) Stop diversion of 615 posts (576 posts of PAs from C.O.s and 39 posts of PAs from APS PLI CELL) ordered vide Department of Posts, Establishment Division No. 43-47/2013-PE-II dated the 9th June, 2014. (c) Stop harassment and victimization of staff of Circle Administrative offices in the name of decentralization of PLI/RPLI.

18. Allot sufficient funds to circles for carrying out constructions, Repairs and Maintenance of Departmental buildings/Postal Staff quarters and RMS Rest houses.

19. Make substitute arrangement in all vacant Postmen/ Mail Guard and MTS Posts. Wherever GDS are not available, outsiders should be allowed to work as substitutes.

20. Modify the orders dated 22/5/1979 regarding existing time factor given for delivery of articles taking in to account the actual time required for door to door delivery.

21. Open L1 offices as recommended by CPMG AP Circle eg: Guntakal RMS .

22. Powers for writing APARs of SBCO staff may be delegated to AO (SBCO) instead of Divisional heads and stop imposing the work of SB Branch on SBCO.

23. Prompt supply of good quality uniform and kit items and change of old specification.

24. Stop vindictive actions of GM (Finance) Postal Accounts Chennai. More than hundred Postal Accounts employees are charge sheeted. GM (Finance) even refused to heed the instructions of DDG (PAF).

25. Review of marks of JAO (P) Part-II examination held in December 2012 in r/o SC/ST candidates. As the exam was conducted on the basis of old Recruitment Rules i.e JAO and the said posts are Group 'B' (Non-Gazetted) review may be held.

26. Revise the Postmen /MailGuards /MTS Recruitment Rules. Stop open market recruitment. Restore Seniority quota promotion.

## POSTAL JOINT COUNCIL OF ACTION

NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
ALL INDIA POSTAL EMPLOYEES UNION - GDS (NFPE)  
NATIONAL UNION OF GRAMIN DAK SEVAKS

No. PF-JCA-12/2015

6-4-2015

To  
The Director General  
Department of Posts  
Dak Bhawan, New Delhi - 110 001.

Madam,

In accordance with the provisions of Sub Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal/RMS/MMS/Administrative & Postal Accounts Employees and the Gramin Dak Sewaks will go on an indefinite strike from 6-5-2015.

The Charter of Demands is enclosed herewith

NFPE

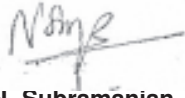


(R.N. Parashar)  
Secretary General, NFPE

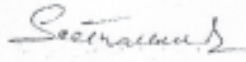
FNPO



D. Theagarajan  
Secretary General, FNPO



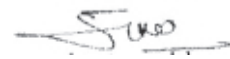
(N. Subramanian)  
General Secretary  
AIPEU Group C



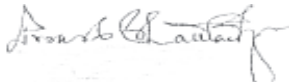
R. Seethalakshmi  
General Secretary  
AIPEU Postmen, MTS/Group D



Giriraj Singh  
General Secretary  
AIRMS & MMS EU Group C



(P. Suresh)  
General Secretary  
AIRMS & MMS EU MGz & MTS / Group D



Pranab Bhattacharjee  
General Secretary  
AIPAOEU (Admin. Union)



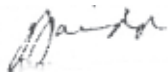
T. Satyanarayana  
General Secretary  
AIPAEA (Postal Accounts)



Virendra Tewary  
General Secretary  
AIPSCOEA

/Sd/

S.A. Rahim  
General Secretary, AICWEA (Civil Wing)



P. Pandurangarao  
General Secretary  
AIPEU-GDS (NFPE)



D. Theagarajan  
General Secretary  
NURMS & MMS EU Group C



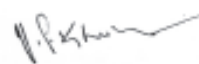
D. Kishan Rao  
General Secretary  
NAPE Group C



T.N. Rahate  
General Secretary  
NUPE Postmen & MTS



(N. Ramappa)  
General Secretary  
NURMS & MMS EU MG/MTS



O.P. Khanna  
General Secretary  
AIPAOA (Admin. Union)



G.P. Parate  
General Secretary  
AIPAOA (Postal Accounts)



Shivadasan  
General Secretary  
NUCWE (Civil Wing)



P.U. Muralidharan  
General Secretary  
NUGDS (FNPO)

# GOVERNMENT ORDERS

## LTC CLAIMS -NEED FOR OBSERVING PRESCRIBED PROCEDURES

F.No. 31011/3/2015-Estt(A-IV)

Ministry of Personnel, Pensions & Public  
Grievances  
Department of Personnel & Training  
Establishment A-IV Desk  
North Block, New Delhi  
Dated April 1,2015

### OFFICE MEMORANDUM

Subject:- LTC Claims -. Need for observing  
prescribed procedures

This Department receives a large number of recommendations for relaxation of some or the other provision of the Central Civil Services (Leave Travel Concession) Rules, 1988, (hereinafter referred to as LTC Rules), in individual cases. It is seen that, in most cases the situation arises are due care had not been exercised by the Government servant and/or the administrative authority in claiming LTC or in examination.

2. The references mainly relate to:

- a) Late submission of claims;
- b) Booking of air tickets through an agency not authorised by the Government for this purpose;
- c) Travel by private vehicles; and
- d) Claims for wrong block of years.

3. In this connection it may please be noted that the primary responsibility for ensuring compliance with the rules is that of the Government servant. The of-repeated plea of ignorance of rules cannot be a valid ground for relaxation of rules. At the same time it has also been noticed that the administrative authorities have also shown laxity and due diligence on their part could have prevented such situations from arising.

4. Late Submission of Claim

4.1 In terms of Rules 14 and 15(vi) of LTC Rules, the time limit for submission of LTC claim is

i) Within three months of completion of return journey, if no advance is drawn;

ii) Within one month of "completion of returnjournmey, if advance is drawn.

Powers have been delegated, as under, to the Ministries/Departments to relax these limits with the concurrence of the Financial Advisor.

a) Upto 6 months, if no advance is drawri;

b) Upto 3 months if advance is drawn, provided the Government servant refunds the entire amount of advance (not merely the unutilised portion) within 45 days of completion of return journey.

4.2 As per Rule 12(a) of the 'Compendium of Rules on Advances to Government Servants', it is the responsibility of the Head of Office to effect recovery of advances and also to see that the conditions attached to each advance are fulfilled. The Drawing and Disbursing Officer (DDO) is required to keep a watch on the advances and furnish monthly statements to the AP&AO. In addition, the DDO is also required to adjust all outstanding short term advances at the close of financial year.

5. Booking of air tickets through agents other than Government approved agents

5.1 Government servants travelling by air under LTC are required to book their tickets either directly from the airline or through the approved agencies viz: Mjs Balmer Lawrie Co. Ltd/ M/s Ashok Tours & Travels Ltd/IRCTC. Booking through any other agency is not permissible.

6. Travel by private vehicles.

6.1 As per LTC rules, a Government servant may travel only by vehicles operated by Central/State Government or local bodies or by any corporation in the public sector owned/controlled by Central/State Government. Journey on LTC by taxi, auto-rickshaw etc, are permissible only between places not connected by rail. This is further



subject to the condition that these modes Operate on a regular basis from point to point with the specific approval of the State Governments/transport authorities concerned and are authorised to ply as public carriers.

#### 7. Claims for wrong block of years

7.1 Whenever a Government servant applies for LTC advance, the administrative authority is required to verify from the service book and certify the entitlement of the Government servant. Cases of the type mentioned in para 2(d) would not arise, if this is properly done.

8. LTC Rules also provide that a government servant who has been granted LTC Advance is required to submit copies of the tickets within 10 days of drawal of advance. The administrative authority can at this stage itself check the date of commencement of journey; whether ticket has been booked direct from airline or through approved agency etc. Any discrepancy can be brought to the notice of the government servant so that he can take remedial action, if needed.

9. Even in cases where advance is not drawn, the Government servant is required to give prior intimation of his intention to avail LTC. The administrative authority can check the details indicated especially w.r.t entitlement. A watch can also be kept to ensure timely submission of claims.

10. All Ministries/Departments are requested to bring the contents of this OM. to the notice of all concerned. It may also be noted that requests for relaxation of rules shall be considered by this Department only if it is established that the deviation is due to reasons beyond the control of the Government servant and there has been no laxity on the part of the administrative authorities concerned.

sd/-  
(Sukesh C aturvedi)  
Director (Establishment)

5. Grant of incentive for acquiring higher qualifications- Inclusion of additional qualification / Review of the qualifications listed in the Annexure to this Departments

OM No1/2/89Esst (Pay-1) dated 09/04/1999.

No.1/3/2008-Estt.(Pay-I)(Vol.11)

Government of India  
Ministry of Personnel, Public Grievances  
and Pensions  
Department of Personnel and Training

North BlocLNew Delhi

Dated the 1 April, 2015

#### OFFICE MEMORANCIUM

Sub: Grant of incentive for acquiring higher qualifications - Inclusion of additional qualifications / Review of the qualifications listed in the Aonexure to this Department's OM No.1/2/89-Estt.(Pay-1) dated 9/4/1999 – reg

The undersigned is directed to refer to this Department's OM of even number --dated 28.4.2009 and subsequent reminders of even number dated 11.8.2009,20.82009, 30.10.2009, 7.1.2010 and 22 11 2013 calling for suggestions regarding addition / deletion of qualifications listed in the Annexure to this Department's OM dated 9.4.1999.

2. Only few Ministries / Departments have sent in their suggestions on the subject. The meeting of the Centralized Committee for considering the inclusion of new qualifications for grant of lump sum incentives is going to be held shortly.

3. All the Ministries / Departments are once again requested to furnish their suggestions to this Department latest by 10 1h April, 2015, This may please be accorded priority.

-sd-  
(k K. Jain)

Deputy Secretary to the Government of India

To  
Tel.: 2309 3178

1. All the Secretaries to the Government of India

2. NIC, DoP&T, with a request to upload this OM on the Department's website under "What is new"

Date of Publication : 21-4-2015  
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Regd. No. DL(ND)-11/6030/2015/16-17

## GENERAL SECRETARY'S LETTER

Reached Delhi on 24-3-2015.

### VERIFICATION OF MEMBERS, 2015

Our FNPO affiliated unions have applied for verification of membership, 2015 on 24-3-2015 to the Director (SR). The Directorate may issue new form to enroll members for ensuing verification, 2015. Please await for further communication.

### POSTAL JCA MEETING

On 24-3-2015, Postal JCA met at NFPE office and decided to go on indefinite strike from May 6th Onwards. Details of the meeting are published as editorial in this issue.

### MEETING WITH CHAIRPERSON, POSTAL BOARD

On 24-3-2015, the SG FNPO alongwith President FNPO, GS NAPE 'C' and GS NUR IV met the Secretary, Posts and discussed various issues. The Secretary heard our views and assured that she would issue necessary instruction to the appropriate authority.

### MEETING WITH MEMBER (P)

On 25-3-2015 SG FNPO along with President FNPO and GS NUR IV met the Member (P) and discussed absorption of GDS substitutes in AP Circle. After patiently hearing our long discussion, the Member (P) said that it is not possible to absorb GDS substitutes as GDS. We have to find concrete solution for this issue shortly.

### MEETING WITH DDG (MB) AND DDG (P)

On 26-3-2015, the GS NUR 'C' along with Sri Devendra Kumar, CS Delhi Circle and Finance Secretary Sri Pavan Kumar Joshi discussed issue of Delhi AMPC and selection committee for Direct Recruitment of skilled Artisan, Delhi

Circle. The DDG assured that necessary clarification will be issued to Delhi Circle soon.

### MEETING WITH CHAIRMAN, VII CPC

On 26-3-2015, the following representatives of FNPO met Sri A.K. Mathur, Chairman, VII CPC of New Delhi. 1. S/Sri D. Theagrajan, T.N. Rahate, D. Kishan Rao, N. Ramappa, O.P. Khanna, K. Sivadasan, Devendra Kumar, Pavan Kumar Joshi and Jagdeesh. We demanded higher scales of pay for PA/SA, Postmen, MTS, MMS Drivers/Artisans, (PMRO Staff) Civil and Electrical Staff, System Administrator, PO & RMS Acct. and Marketing Executive.

We have given enough justification for higher scales for the above cadres.

Let us hope that the Pay Commission will consider genuine demands.

With regards,

Yours Fraternally,  
(D.THEAGARAJAN),  
General Secretary



## SUBSCRIPTION

The Monthly subscription will be  
Rs. 40/- from 1-7-2013.

The Monthly subscription shall be  
allocated as under:

Branch Rs. 8.00 Division Rs. 10.00  
Circle Rs. 10.00 CHQ Rs. 12.00

Federation Quota Rs. 1/- for member  
will be paid proportionately  
based on the quota received by the CHQ  
directly to Federation.



Please visit our website : [www.fnpo.org](http://www.fnpo.org) for day-to-day news.  
E-mail : [theagarajannachi@hotmail.com](mailto:theagarajannachi@hotmail.com)

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