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RMS SENTINEL

Editor : D. THEAGARAJAN

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BETRAYAL BY NDA GOVERNMENT

7th CPC Notification has been published by the Government on 25-7-2016. For the first time in the history of Central Government Employees, we are going to get only revision of pay in the new scale and not allowances, The allowances would be paid in the old rate.

The Government has issued press release to appoint three committees for revision of allowances, examining the minimum wages and new pension scheme.

We should not forget that the Government has already appointed a committee in regard to revision of minimum wage and allowances under the chairmanship of the Cabinet Secretary and other secretaries of the Government. That committee called all union office bearers and discussed all aspects. We do not know what was the report of the committee? Whether the committee suggested change in minimum wage or not.....we are not aware of it.

But the Government released the notification on the recommendations of VII CPC without any changes. Seeing the strong opposition of the employees across the country the Government called our union leaders on 30-6-2016. What was the discussion in the meeting and minutes of the meeting were not published by the Government. On 6th July 2016, NJCA leaders deferred the strike on the basis of the assurance of the Finance Minister. After this development, Finance Minister gave written reply in the Parliament on 20-7-2016 that the Government has no idea to change the minimum wage. What is the internal meaning of the statement of the Finance Minister in the

parliament. We do not know? But NJCA declared if there was no change in the minimum wage, Central Government employees would go on strike indefinitely.

From 3rd pay commission to 6th pay commission, increase of pay in percentage is always in ascending order. Now it is in descending order like 2nd CPC. Now the VII CPC not only betrayed on minimum wages and allowances, but also put a hardship in getting annual increment and promotion in future.

VI CPC recommended 2 promotions to the Government Employees, but UPA I Government sanctioned 3 promotions to the Central Government employees. This helped in improving the pay of the Central Government employees in three phases. Especially postmen, Mail Guard, PA and SA got good benefit through MACP. Of course, there are some anomalies. But it is inevitable. But a large number of employees got benefits. Now getting MACP for the employees requires a bench mark of very good in the CR. We know the present condition of Post Offices & RMS across the country. Maintaining very good status in CR is not easy.

Thus getting promotion under MACP has become not only challengeable for us, but it will lead to modern slavery system in Government sector.

The positive recommendation of the 7th CPC like group Insurance and Health Insurance has not been considered by the Government. In short, 7th CPC is not boon for us. It is bane for Central Government employees.

If we want to come out from the bane, we have to fight.

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/-

GOVERNMENT ORDER ON 7th CPC

MINISTRY OF FINANCE
(Department of Expenditure)
RESOLUTION

New Delhi, the 25th July, 2016

No. 1-2/2016-IC.— The Seventh Central Pay Commission (Commission) was set up by the Government of India vide Resolution No. 1/1/2013-E.III(A), dated the 28th February, 2014. The period for submission of report by the Commission was extended upto 31st December, 2015 vide Resolution No. 1/1/2013-E.III(A), dated the 8th September, 2015. The Commission, on 19th November, 2015, submitted its Report on the matters covered in its Terms of Reference as specified in the aforesaid Resolution dated the 28th February, 2014.

2. The Government, after consideration, has decided to accept the recommendations of the Commission in respect of the categories of employees covered in its Terms of Reference contained in the aforesaid Resolution dated the 28th February, 2014 in the manner as specified hereinafter.

3. The Government has accepted the Commission's recommendations on Minimum Pay, Fitment Factor, Index of Rationalisation, Pay Matrices and general recommendations on pay without any material alteration with the following exceptions in Defence Pay Matrix in order to maintain parity in pay with Central Armed Police Forces, namely :-

(i) the Index of Rationalisation of Level 13A (Brigadier) in Defence Pay Matrix may be revised upward from 2.57 to 2.67;

(ii) additional three stages in Levels 12A (Lieutenant Colonel), three stages in Level 13 (Colonel) and two stages in Level 13A (Brigadier) may be added appropriately in the Defence Pay Matrix.

4. (1) The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the notification of this Resolution, shall be as specified in Annexure I in respect of civilian employees.

(2) With regard to fixation of pay of the employee in the new Pay Matrix as on 1st day of January, 2016, the existing pay (Pay in Pay Band plus Grade Pay) in the pre-revised structure as on 31st day of December,

2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Level corresponding to employee's Pay Band and Grade Pay or Pay Scale in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Level, that Cell shall be the revised pay; otherwise the next higher cell in that Level shall be the revised pay of the employee.

(3) After fixation of pay in the appropriate Level as specified in sub-paragraph (2) above, the subsequent increments in the Level shall be at the immediate next Cell in the Level.

5. There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July; provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

6. The Commission's recommendations and Government's decision thereon with regard to revised pay structure for civilian employees of the Central Government and personnel of All India Services as specified at Annexure I and the consequent pay fixation therein as specified at Annexure II shall be effective from the 1st day of January, 2016. The arrears on this account shall be paid during the financial year 2016-2017.

7. The recommendations on Allowances (except Dearness Allowance) will be referred to a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Health and Family Welfare, Personnel and Training, Posts and Chairman, Railway Board as Members. The Committee will submit its report within a period of four months.

Till a final decision on Allowances is taken based on the recommendations of this Committee, all Allowances will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised with effect from 1st day of January, 2016.

8. The recommendations of the Commission relating to interest bearing Advances as well as interest free Advances have been accepted with the exception that interest free Advances for Medical Treatment, Travelling Allowance for family

of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall be retained.

9. The recommendations of the Commission for increase in rates of monthly contribution towards Central Government Employees Group Insurance Scheme (CGEGIS) for various categories of employees has not been accepted. The existing rates of monthly contribution shall continue. Department of Expenditure and Department of Financial Services will work out a customised group insurance scheme for Central Government employees.

10. The Government has accepted the recommendations of the Commission on upgrading of posts except for those specified at Annexure III. The recommendations on upgradation specified at Annexure III will be separately examined by Department of Personnel and Training for taking a comprehensive view in the matter.

11. The Government has not accepted the recommendations of the Commission on downgrading of posts and normal replacement will be provided in such cases.

12. While revising the pay of Doctors in respect of whom Non Practicing Allowance is admissible and Railway employees in respect of whom Running Allowance is admissible, it will be ensured that the actual raise in pay at the time of initial fixation is about 14.29 percent as recommended by the Commission.

13. The pay of officers posted on deputation under Central Staffing Scheme will be protected and the difference in the pay will be given to them in the form of Personal Pay to be made effective from the date of notification.

14. Recommendations not relating to pay, pension and allowances and other administrative issues specific to Departments/Cadres/Posts will be examined by the Ministries/Departments concerned as per the Allocation of Business Rules or Transaction of Business Rules. Until a decision is taken by the Government on administrative issues pertaining to

(i) Non Functional Upgradation (NFU) presently admissible to the Indian Police Service/Indian Forest Service and Organised Group 'A' Services,

(ii) two years' edge to Indian Administrative Service officers vis-a-vis other All India Services/Organised Group 'A' Services in empanelment under Central Staffing Scheme,

(iii) grant of two additional increments at Senior Time Scale, Junior Administrative Grade and Selection Grade to Indian Police Service and Indian Forest Service at par with Indian Administrative Service and Indian Foreign Service

(iv) a uniform retirement age for all ranks in Central Armed Police Forces, where the Commission could not arrive at a consensus, status quo shall be maintained.

15. A Committee of Secretaries comprising Secretaries of Departments of Personnel and Training, Financial Services and Pension and Pensioners' Welfare will be set up to suggest measures for streamlining the implementation of the National Pension System (NPS).

16. Anomalies Committees will be set up by Department of Personnel and Training to examine individual, post-specific and cadre-specific anomalies arising out of implementation of the recommendations of the Commission.

17. Regarding pay and related issues concerning All India Services, appropriate action will be taken by Department of Personnel and Training to give effect to the decisions on these matters as may be applicable to them.

18. The Government of India wishes to place on record their appreciation of the work done by the Commission.

ORDER

Ordered that this Resolution be published in the Gazette of India, Extraordinary.

Ordered that a copy of this Resolution be communicated to the Ministries/Departments of the Government of India, State Governments, Administrations of Union Territories and all other concerned.

R.K. CHATURVEDI, Jt. Secy

ANNEXURE-I

Matrix Table

Visit : www.fnpo.org

ANNEXURE II

Statement showing the recommendations of the Seventh Central Pay Commission on Pay relating to Civilian employees in Group 'A', 'B' and 'C' and personnel of All India Services and Government's decisions thereon.

I. PAY FIXATION IN REVISED PAY STRUCTURE:

| Sl.No | Recommendation of the Seventh Central Pay Commission | Decision of the Govt. |
|-------|---|-----------------------|
| 1 | Minimum pay in government with effect from 01.01.2016 at Rs. 18000 per month (Para 4.2.13 of the Report) | Accepted |
| 2 | Pay Matrix comprising two dimensions having horizontal range in which each level corresponds to a "functional role in the hierarchy" with number assigned 1, 2, 3 and so on till 18 and "vertical range" denoting "pay progression". These indicate the steps of annual financial progression (Para 5.1.21 of the Report) | Accepted |
| 3 | On recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increments till the time of their next promotion. (Para 5.1.22 of the Report) | Accepted |
| 4 | The fitment factor of 2.57 to be applied uniformly for all employees. (Para 5.1.27 of the Report) | Accepted |
| 5 | Pay of employees to be fixed in the revised Pay Structure in the manner laid down in Paras 5.1.28 and 5.1.29 of the Report. | Accepted |
| 6 | In case of upgrading of posts recommended by the Commission, the pay may be fixed in revised Pay Structure in manner laid down in Para 5.1.30 of the Report. The recommendation regarding downgrading not accepted and, therefore, no occasion for fixation on downgrading of posts. | Accepted. |
| 7 | Pay of direct recruits will start at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each Level in the Matrix (Para 5.1.32 of the Report) | Accepted |
| 8 | On promotion, pay of employees to be fixed in the manner laid down in Para 5.1.33 of the Report. | Accepted |
| II. | ANNUAL INCREMENTS: | |

| Sl.No | Recommendation of the Seventh Central Pay Commission | Decision of the Government |
|-------|--|----------------------------|
|-------|--|----------------------------|

| | | |
|---|---|----------|
| 1 | The manner of drawal of annual increment to be as laid down in Para 5.1.53 of the Report. | Accepted |
|---|---|----------|

III. MODIFIED ASSURED CARRIED PROGRESSION SCHEME:

| Sl.No | Recommendation of the seventh central Pay Commission | Decision of the Government |
|-------|--|----------------------------|
|-------|--|----------------------------|

| | | |
|---|---|----------|
| 1 | MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next Level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services. (Para 5.1.44 of the Report) | Accepted |
| 2 | Benchmark for performance appraisal for promotion and financial ungrdation under MACPS to be enhanced from "Good" to "Very Good". (Para 5.1.45 of the Report) | Accepted |

| | | |
|---|--|----------------------------|
| 3 | Withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service. (Para 5.1.46 of the Report) | Accepted |
| IV. CONSOLIDATED PAY PACKAGE IN REGULATORY BODIES: | | |
| S.No | Recommendation of the seventh Central Pay Commission | Decision of the Government |
| 1 | Consolidated pay package of Rs. 4,50,000 (Rupees Four Lakh and Fifty Thousand only) for Chairpersons of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report) | Accepted |
| 2 | Consolidated pay package of Rs. 4,00,000 (Rupees Four Lakh only) for Members of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report) | |
| 3 | Consolidated pay package in above cases to be raised by 25 percent as and when Dearness Allowance goes up by 50 percent. All other benefits, including Travelling Allowance/Daily Allowance on tour etc., to be provided by the Regulatory Bodies as per their rules and regulations. (Para No. 13.15 (ii) of the Report) | |
| 4 | Normal replacement pay for existing Members of the remaining regulatory bodies set up under Acts of Parliament. (Para No. 13.15 (iii) of the Report) | Accepted |
| V. DEARNESS ALLOWANCE: | | |
| Sl.No | Recommendation of the seventh Central Pay Commission | Decision of the Government |
| 1 | Existing formula and methodology for calculating Dearness Allowance to continue (Para 8.17.37 of the Report) The reference base for calculation of Dearness Allowance after coming into force of the revised Pay structure shall undergo change accordingly and will be linked to the average index as on 01.01.2016. | Accepted. |

Annexure III

List of cases of upgradation of posts recommended by seventh Central Pay Commission to be referred to Department of Personnel and Training

| A (I). UPGRADATION OTHER THAN APEX LEVEL: | | | |
|--|--|--------------|-----------------------|
| No | Name of Posts (Para No. of Report of Seventh Central Pay Commission) | Present G.P. | G.P recom. by 7th CPC |
| 1 | Junior Radiographer of Andaman and Nicobar Islands Administration (7.7.50) | 2000 | 2800 |
| 2 | Preservation Assistant, Botanical Survey of India, Ministry of Environment, Forest and Climate Change (11.16.19) | 2000 | 2400 |
| 3 | Senior Technical Assistant (Survey), Ministry of Mines (11.29.15) | 4200 | 4600 |

| | | | |
|----|--|------|------|
| 4 | Senior Technical Assistant (Drawing), Ministry of Mines (11.29.15) | 4200 | 4600 |
| 5 | Technical Officer, Office of Textile Commissioner, Ministry of Textile (11.49.9) | 4200 | 4600 |
| 6 | Assistant Director Grade-II (Technical), Ministry of Textile (11.49.9) | 4600 | 4800 |
| 7 | Assistant Accounts Officer, Finance Division of Defence, Ministry of Defence (11.12.140) PB-2) on completion of 4 years service | 4800 | 5400 |
| 8 | Senior Section Officer (Accounts), Ministry of Railways (11.40.83) | 4800 | |
| 9 | Senior Travelling Inspector (Accounts), Ministry of Railways (11.40.83) | 4800 | |
| 10 | Senior Inspector (Store Accounts), Ministry of Railways (11.40.83) | 4800 | |
| 11 | Chemical and Metallurgical Assistant (CMA), Ministry of Railways (11.40.124) | 4200 | 4600 |
| 12 | Chemical and Metallurgical Superintendent (CMS), Ministry of Railways (11.40.124) | 4600 | 4800 |
| 13 | Assistant Chemist and Metallurgist, Ministry of Railways (11.40.124) (PB-2) | 4800 | 5400 |

A(II). UP-GRADATION TO APEX SCALE:

| Sl.No | Name Of Post(Para No.of Report of Seventh Central Pay Commission) |
|-------|--|
| 1 | Director General (Indian Coast Guard) (11.12.27) |
| 2 | Director General, Central Statistics Office, Ministry of Statistics and Programme Implementation (11.47.9) |
| 3 | Vice President of Income Tax Tribunal, Department of Legal Affairs (11.27.27) |
| 4 | Head, National Defence College (NDC), New Delhi (14.21) |
| 5 | Head, National Defence Academy (NDA), Khadakwasla, Pune (14.21) |
| 6 | Head, Defence Services Staff College (DSSC), Wellington (14.21) |

B. Cases recommended by Seventh Central Pay Commission in which no action is required:

| Sl.No | Name of Posts (Para No. of Report of Seventh Central Pay Commission) | Present G.P. | G.P. Precom. by 7th CPC |
|-------|---|--------------|-------------------------|
| 1 | Agriculture Assistant, Government of National Capital Territory of Delhi(11.23.170) Posts do not exist | 2400 | 2800 |
| 2 | Gardner overseer, Government of National Capital Territory of Delhi(11.23.170) | 2400 | 2800 |
| 3 | Group Level Worker, Government of National Capital Territory of Delhi (11.23.170) | 2400 | 2800 |
| 4 | Extension Officer (Agriculture) Government of National Capital Territory of Delhi (11.23.170) | 2400 | 2800 |
| 5 | Farm Manager Junior, Government of National Capital Territory of Delhi(11.23.170) | 2400 | 2800 |
| 6 | Assistant Store Keeper, Indian Bureau of Mines(11.29.24) This post already exists in Grade pay 2400 | 1900 | 2400 |

7TH CPC - FIXATION OF PAY AND PAYMENT OF ARREARS

Government of India, Ministry of Finance
Department Of Expenditure
(Implementation Cell, 7 CPC)
Room No. 214, The Ashok, New Delhi,
the 29th July, 2016

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Pay Commission- Fixation of pay and Payment of arrears – instructions Regarding

The undersigned is directed to refer to the Government of India, Ministry of Finance, Department Of Expenditure's Resolution No. 1-2/2016-IC dated 25/07/2016, bringing out the decisions of the Government On the recommendations of the 7th Central Pay Commission as well as the consequent promulgation of the Central Civil Services (Revised Pay) Rules, 2016, notified vide G.S.R NO. 721(E) dated 25th July, 2016 regarding fixation Of pay in the revised pay structure effective from 01.01.2016 and to say the provisions governing such fixation Of pay have been clearly enunciated in the said Rules.

2. Accordingly in pursuance of the CCS (RP) Rules, 2016, appropriate necessary action to fix the pay of the employees covered thereunder in the revised pay structure needs to be carried out forthwith in accordance with the provisions contained therein. In order to facilitate a smooth and systematic fixation of pay, a proforma for the purpose (Statement of Fixation of Pay) is enclosed at Annexure. The statement of fixation of pay in revised pay structure as per CCS (RP) Rules, 2016 be prepared in triplicate and one copy thereof be placed in the Service Book of the employee concerned and another copy made available to the concerned accounting authorities [Chief Controller Of Accounts/Controller Of Accounts/Accounts Officer] for post-check.

3. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01 2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the first installment of Dearness Allowance in the revised pay structure shall be as per the orders to be issued in this behalf in future.

4. The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance), based on the recommendations of the 7th Central Pay Commission shall be notified subsequently and separately. Until then, all such Allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the existing pay structure has not been revised under the CCS (RP) Rules, 2016 issued on 25.07.2016

5. The contributions under the Central Government Employees Group Insurance Scheme (CGEGIS) shall Continue to be applicable under the existing rates until further orders,

6. The existing system on interest free advances for medical treatment, Travelling Allowance for family Of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall continue as hitherto.

7. The arrears as accruing on account Of revised pay consequent upon fixation Of pay under CCS Rules. 2016 with effect from 01 012016 shall be paid in cash in one installment along with the payment Of salary for the month Of August, 2016, after making necessary adjustment on account of GPF and NPS, as applicable, in view of the revised pay. DDOs/PAOs shall ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.

8. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check Of the fixation of pay in the revised scales of pay, However, the facilities to disburse arrears without pre-check of fixation of pay will not be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date Of implementation of the Pay Commission's recommendations but before the preparation and drawl Of the arrears claims, as well as in respect of those employees who had expired prior to exercising their option for the drawal of pay in the revised scales.

9. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. Therefore, the Drawing & Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the arrears; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 6(2) of the CCS(RP) Rules, 2016 shall be obtained in writing from every employee at the time of exercising option under Rule 6(1) thereof,

10. In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

11. On receipt of the necessary options, action for drawal and disbursement Of arrears should be completed immediately.

12. Hindi version will follow.

(R.K Chaturvedi)
Joint Secretary to the Government of India

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GENERAL SECRETARY'S LETTER

7th CPC gazette Notifications have been issued by the Government on 25-7-2016. Details of the notifications have already been published in our web-site (www.fnpo.org) the Gazette notifications and other details have been published elsewhere.

2ND SEPTEMBER STRIKE

To reach the consensus in participating the strike, the undersigned called for opinions from the Circle Secretaries. Most of the Circle Secretaries have not responded. Only a few Circle Secretaries responded for non-participation of strike. However the FNPO decided to participate in the strike taking into consideration of the serious situation prevailing in the country on the labour movement. I therefore request all our colleagues to participate in the strike.

FINANCIAL CONDITION

In spite of my repeated requests only a few circles have responded. No circle has sent 60% CHQ quota as per the membership. I feel my repeated requests have fallen in deaf ears of Divisional Secretaries.

I have decided to write letters to the SSRM/ SRM / Manager MMS concerned in the month of November 2016. Model letter is furnished below. Don't blame me for your lapse.

MODEL

To

The SSRM/SRM/Manager

Sri,

Sub : Non-remittance of quota to the CHQ NUR 'C' by the Divisional Secretary – Regarding.

My Divisional union is receiving subscription from the members through DDO every month by giving acquittance. As per my union constitution, the Divisional Secretary has to remit the quota three months in advance to the CHQ, NUR C New Delhi. But my Divisional Secretary working in your Division is not paying quota to the CHQ as per the union constitution. Hence I request you to stop payment of subscription amount recovered from the members of National union to my Divisional Secretary until the undersigned write further communication.

I request you not to construe this letter for curling trade union facilities. I request to you continue the trade union facilities to my Divisional union/Divisional Secretary excepting payment of subscription amount collected.

Yours sincerely,



(D. Theagarajan), General Secretary

Copy to :

Divisional Secretary

This is my last appeal to my Divisional Secretaries. Please don't put me in embarrassing situation at the time of my retirement.

Yours Fraternally,



(D. Theagarajan), General Secretary

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