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# **RMS SENTINEL**

**Editor : D. THEAGARAJAN**

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## **POLICY AND PROGRAMME**

The 21st All India Conference of National Union of RMS and MMS Employees Group 'C' was held in Puri ( Odisha from 01-11-2017 to 03-11-2017). The present National and International scenario and economic conditions were debated in the AIC. The AIC also discussed issues of Central Govt. Employees in general and RMS/MMS in particular. The AIC was disappointed on the outcome of the 7th CPC. The AIC registered its anger against NJCAs decision to withdraw the 11<sup>th</sup> July 2016 strike. The AIC conveys its strong resentment to the Department for non-finalising Cadre Restructuring of RMS & MMS employees. The AIC feels that the Department deceived the RMS unions for Non implementation of Norms in CRC & Speed post units. The AIC deeply discussed the policy

of outsourcing and requests the Department to dispense with the outsourcing in RMS operations especially in Speed Post units to avoid missents. The AIC urges the Department not to install anymore AMPC under MNOP taking in view the international conditions in which AMPC units are closed. The AIC appeals the Department to take proper steps to restore OSA. The AIC requests the Department to finalise norms for parcel products. The AIC solicits the Department to recruit Drivers & Artisans for better MMS operations. The AIC demands to stop OT performance by employees till revision of OTA rates take place. To achieve the above goals, the AIC resolves to organize programmes as deemed fit.

**JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'  
CH 17-1-18, ATUL GROVE ROAD, NEW DELHI - 110001, PHONE : 23321378**

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## **ITEMS OF AGENDA FOR NATIONAL ANOMALY COMMITTEE MEETING**

### **REMAINING ITEMS :**

From the above, it could be seen that Govt's decision not to implement option No 1 recommended by 7 CPC is flawed and based upon factually erroneous premkus and constitutes a clear cut anomaly. The said decision of the Govt requires to be revisited and pensioners given the benefit of option No 1.

We give a chart indicating the financial loss suffered by pensioners on account of the Govt decision in not implementing the recommendation of 7 CPC concerning option No 1.

Comparison of Basic Pension — option I vis-a-vis new Formula available in our website

Copy of letter No.NC-JCM-2016/7th CPC (Pension) dated October 17, 2016 addressed to the Secretary ,Department of Pension & Pensioners Welfare, Govt. of India, Sardar Patel Bhawan,New Delhi.

Dear Sir,

Sub: 7th CPC recommendation. Pay determination in the case of Pre-2016 pensioners. Option No. 1. Examination of feasibility.

Ref: Minutes of the meeting of the Committee in F.No. 38/37/2016 P&PW(A)Dated 10th October, 2016

We refer to the discussions held on 6.10.2016 in the matter of feasibility of acting upon the 7th CPC recommendations (Option No. 1) in the matter of pension computation and the minutes circulated under cover of the letter cited. At the outset, we would like to state that the members of the Staff Side, who were associated with the discussions, gained an impression that the Pension Department

would not like to implement the recommendation of the 7th CPC concerning Option No. 1 provided to the Pensioners in determination of the revised pension. As has been pointed out by us during the discussions on 6th October, the Government has accepted the said recommendation with a rider of its feasibility of implementation. The attempt, therefore, must be to explore the ways and means of implementing the said recommendation, which benefits a large number of retired personnel, especially those retired prior to 1996. It is, therefore, highly doubtful how any alternate proposal in replacement of the accepted recommendation would be tenable.

We have the matter considered by various Pensioners Associations as also the Federations of the Serving employees. We enumerate hereunder the feed- back we have received:

Even according to the exercise carried out by the Pension department, only in 18% of the cases, the service Books are reported to have been not available. Conversely it means that in 82% of the cases the records are available to operationalize option No.1. Besides, we find that on the basis of a random scrutiny that only 40% (Percentage varies from Department to Department depending upon the then prevailing career prospects) generally will opt to have pension fixation under the provision is of option No.1. It will work out to hardly 7% of the cases, where Service Books might not be available. As has been pointed out in the last meeting, Gradation/ Seniority list is maintained for each Cadre by the Concerned Department, where the date of promotion to the cadre inter alia is indicated. The said gradation list will reveal many other details viz. the date of

birth, date of entry into government service, date of promotion to the present cadre, whether eligible for next promotion, date of superannuation etc. This apart there are several other documents maintained by the Department, which will come in handy for verification of the claim, viz, the pay bills, Establishment files containing promotion orders etc. In other words it is possible to verify the claim of any individual pensioner or family pensioner and take appropriate decision. In other words, there is no infeasibility question at all. It was also pointed out by many organisations that the retention period of Service Books in all major Departments of the Government of India is 5 years after the death of the Pensioner/ Family Pensioner and not 3 years after retirement as indicated by the Official side at the meeting. This apart, it may also be noted that the option has to be exercised by the concerned individual pensioner and he has to make a formal application to the concerned authorities. He is bound to substantiate his claim with documentary proof, whatever that is available with him.

As was pointed out by some of us in the last meeting, the non- implementation of an accepted recommendation on the specious plea of infeasibility will pave way for plethora of litigation. Apart from the administrative difficulties, the Pension Department would be saddled with if such litigations arise, it would be sad and cruel on the part of the Government to compel the pensioners to bear huge financial burden to pursue their case before the courts of law.

In view of this the Staff side is of the firm view that the Government issue orders for implementation of Option No. 1 as there is no room for stating that the recommendation is impossible to be implemented for those who are benefited by the said option.

We are aware that certain anomalies are bound to arise on implementation of option No.1 Anomalies have arisen in the past too. What is needed is to examine those anomalies and ensure that those are genuinely addressed.

It may be noted that even under the present dispensation, no two Government servants are entitled for the same pension despite they being retired on superannuation from the same grade on the same day. The promotion in lower cadres especially Group B, C and D had been few and far between a decade back in many departments and continues to be the same situation in certain organisations of the Government of India. The vacancy based promotion system, one must admit, operates in a fortuitous manner. For no fault of the individual employee, he/she may retire without getting a promotion whereas his colleague due to sheer luck might get the promotion at the fag end of the career. The case of those employees who retired prior to the advent of ACP or MACP is really pathetic. They had to remain in certain departments in the same cadres for years together. They are in receipt of a paltry amount of pension though there is nothing distinguishable in their service careers for such deprivation. To deny them the benefit provided by the 7th CPC on the specious plea that the relevant records are not available with the Government may not only be unreasonable but also will not stand the test of judicial scrutiny.

As we have stated in the meeting, the alternative suggestion put forth by the official side is a welcome feature, for it might be a step in the right direction to remove the anomaly pointed out by the Official side when Option No.1 is implemented and will benefit those pensioners who got their promotion at the fag end of their career.. It is also likely to bring about certain extent of parity, if not

full, between the old and the present pensioners. However it cannot be in replacement of the recommendation in respect of Option No.1. made by the 7th CPC. The alternate suggestion of the Pension Department may be offered as another option to the pensioners who are not benefited either by Option No. 1 or 2 recommended by the 7th CPC. Such an option will eliminate to a great extent the anomalies that might arise from the implementation of option No. 1.

In fine, we request that:

The Pensioners/family pensioners may be allowed to choose any one of the following three options,

(a) 2.57 time of the present pension if that is beneficial.

(b) Option No. 1. Recommended by the 7th CPC, if that is beneficial for them

(c). to determine the Pension on the basis of the suggestion placed by the Pension Department on 6.10.2016 i.e. extension of the benefit of pension determination recommended by the 5th CPC (viz. arriving at notional pay in the 7th CPC by applying formula for pay revision for serving employees in each Pay Commission and consequent pension fixation) to all pre-2016 Pensioners/family pensioners, if that becomes beneficial to them.

Item No 8

Lesser Pay in higher Level of Pay Matrix

The construction of Pay Matrix has opened up very many anomalies. From the illustration given hereunder, it could be seen that a person in higher Pay level but drawing same basic pay of person in the lower pay level gets lesser pay. It could also be seen that certain stage in PB-2 GP 5400 has more benefit than a similarly placed employee in PB3 GP 5400. (see the table). The Pay Matrix therefore has to be changed to remove the anomaly.

The Basic Pay from the stage 3 of Level 9 of the Pay Matrix recommended by 7th Central Pay Commission shall be higher than of stage 1 of level 10 for a same amount of pre revised basic pay (Pay in Pay Band + Grade Pay) for the grade pay of Rs 5400 in PB 2 and Rs 5400 in PB 3. As per the 7th CPC chart on Pay Matrix the pay for level 9 and 10 are as follows:

As per the Th CPC chart on Pay Matrix the pay for level 9 and 10 are as follows available in our website.

Item 9:

Bunching of steps in the Revised Pay structure

In para 5.1.36, the 7 CPC envisaged that

“Although the rationalisation has been done with utmost care to ensure minimum bunching at most levels, however if situation does arise whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix”.

To give effect to the recommendations, orders were issued vide No.1-6/2016-IC dated 7.9.2016 by the Deptt of Expr-IC.

In consonance with the recommendation, the said order stipulated that officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

However vide order No 1-6/2016-IC dated 03.08.2017, DOE, IC issued a clarification which was virtually to wipe off the benefit to a large number of employees. They placed 4 (four) conditions for the grant of Bunching benefit as under.

i) Benefit on account of bunching is to be extended when two or more stages get bunched.

(ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.

(iii) As stipulated in MoF OM dated 07 09.2016, a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.

(iv) All pay stages lower than the Entry pay in the 6th CPC pay structure indicated in the pay Matrix contained in the 7th cpc Report are not to be taken into account for determining the extent of bunching.

Condition No (iv) has been incorporated as an afterthought it must be construed as one contradictory to the very intention expressed in clear terms by the Commission.

The Staff Side demands that the condition No (iv) in the order cited may be deleted so as to provide the benefit of Bunching to all deserving employees.

#### Item No 10

##### Minimum Pension

In Para 10.1.26, and 10.1.27, the 7 CPC has dealt with the quantum of minimum pension. The 7 CPC has not adduced any reason as to why the demand of minimum pension as minimum wage is not acceptable. The Commission had asked for the opinion of the Deptt of Pension in the matter. From what is stated in the report, the Dept of Pension evaded answering the question. There had been no rationale in fixing 50% of Minimum wage as Pension. Pensioner also can't live without need based minimum wage. The only point that could have been probably considered with some rationale was that in the case of pensioner, the family Unit need not necessarily be 3 as in the case of serving employees. In the case of serving employee, the family unit is taken at 3 on the plea that the family consists of husband, wife and 2 children. Probably exclusion of children from the

Pensioner family unit might be justified. From that view of the matter, the minimum Pension ought to have been fixed at MWx 2/3 = Rs 12,000 (as present). The staff Side demands that the computation in respect of minimum Pension might be corrected and revised orders issued, adopting the sound rationale mentioned above.

#### Item No 11

Date of Effect of Allowances -HRA, Transport Allowance, CEA etc.

The 7 CPC states that its recommendations once accepted must take effect from 1.1.2016. The Govt accepted this recommendation and made it effective from 1.1.2016 only for Pay where as allowances were made effective with effect from 1.7.2017. Salary package contains pay and allowances and cannot be bifurcated and treated separately. This issue had been the subject matter of the proceedings before the Board of Arbitration. The award of the Board of Arbitration in CA No. 8/1986 dated 4.1.1989 was accepted and implemented where as the award on the second occasion in CA No 2/2002 dated 15.4.2004 being the same has not yet been acted upon. The staff side demands that the grant of above stated allowances must be from 1.1.2016 as in the case of Pay.

## RETIREMENT

Our Divisional Secretary RMS Y Division was retired from the service on 31/10/2017 .He joined service as Sorting Asst. in RMS Z Division and retried as HSG/2 in RMS Y Division .



He helped many colleagues to getting loan from the Co operative society.NUR-C wishes him happy and peaceful retire life.

## 21<sup>st</sup> AIC SHORT NOTE

Our 21<sup>st</sup> All India Conference was held in Hotel Rumani at Ratnakar Lane Sea Beach, Odisha from 1<sup>st</sup> November 2017 to 4<sup>th</sup> November 2017. Huge record number of 493 Delegates and 205 Visitors participated in the conference. On 01.11.2017 CWC met and recommended the General Secretary to place the biennial report and audited accounts before the subject committee meeting directly. We cancelled our rally due to local condition. The conference was inaugurated by Hon'ble Shri Narasingha Mishra, Leader of Opposition, Odisha Legislative Assembly. Shri Soumya Ranjan Pattnaik, Editor-in-chief Sambad, Eastern Media Ltd., BBSR and Dr.S.K.Kamila, Chief PMG Odisha Circle, BBSR delivered inspiring speech. FNPO President Sri T.N. Rahate, NUGDS General Secretary, P.U. Muralidharan, NUR IV General Secretary B. V. Bavikar Shri Ashok Kumar Singh working president and NUC General Secretary, K. Sivadasan addressed the gathering and greeted the Conference. Shri Rabindra Pattnaik, Reception committee secretary delivered vote of thanks at the end of the open session.

### BIENNIAL REPORT AND ACCOUNTS:-

General Secretary presented the Biennial report and finance secretary placed the audited accounts before the house. Both were approved without any amendments. With regard to accounts some doubt were raised after an explosion the same was adopted.

### SUBJECT COMMITTEE :-

The subject committee was chaired by Shri. Subroto Chowdhury. The General Secretary initiated discussions on the agenda. All Circle Secretaries and Delegates deliberated their views on the agenda.

### MMS SESSION:

MMS Session started at 4.00 P.M.

Shri Ganesh Singh MMS Kolkatta initiated the discussion. He said that CHQ is working hard, but the results are not fruitful. The following problems are required to be solved at the earliest.

1. Filling up of vacant posts in all cadres
2. Recruitment of MMS Drivers
3. Early finalisation of cadre restructuring.

### RAJESH KUMAR, (DELHI) :

He said MMS issues are not solved by the CHQ. Cadre restructuring is pending years together.

Despatch driver should be merged with MMS Driver. Manager /Asst Manager post should be filled up.

### ASHOK NIKALJE (MAHARASTHRA) :

He stated that the General Secretary is attending the problems properly. Earlier I used to criticise our General Secretary in the all India Conferences stating that he is not attending MMS issues properly. Now I observed that he took up the MMS issues in various forums of the Department vigorously. But the Department is turning a blind eye to the MMS problems.

General Secretary replied that the MMS issues were given proper attention by the CHQ but we are unable to get positive results due to the policy of the Department.

FNPO President T. N. Rahate addressed the subject committee before 2<sup>nd</sup> day conclusion.

### CULTURAL PROGRAMME :

A cultural programme was conducted by the Odisha colleagues in a grand manner. Delegates enjoyed the programme.

### FELICITATIONS:

Felicitation was arranged for the retired colleagues namely Shri. PG. Dutta Panik, D. Chirstudas. Nagarajan, Shri.B.D.Lakan Paul, Shri. R.B.Ghosh, Shri.S.N Sarkar, Shri. Kandaswamy and Shri. T.M.Bhoopathy.

On the 2<sup>nd</sup> of conference 2.11.2017 50<sup>th</sup> foundation day of our federation was inaugurated by Dr.Ramachandra Khuntia, National Vice President INTUC and President INTUC Odisha Branch. He has mentioned in his speech about the present working condition of workers and miserable economical condition after the demonetization prevails in the nation.

The following FNPO affiliated unions Circle Secretaries addressed the foundation day.

Manorajan Sarangi-C/S NAPE

LAMBODAR ROUT-

C/S NUPE POSTMAN & MG

GOUTAM DAS-C/S NUGDS

BINA NAYAK'C/S NUR MG & MRS

**SUBJECT COMMITTEE:** On 03/11/2017 the subject committee was commenced under the chairmanship of Shri. Subroto Chowdhury.

Many divisional secretaries and delegates addressed the 3<sup>rd</sup> day subject committee.

**Election of new office-bearers of NUR 'C' - 2017-2019**

The following have been elected as new office-bearers unanimously.

**President:** - Subroto Chowdhury, SA Kolkatta RMS (WB)

**Working President:-** P. Kumar S.A Anna Road Sorting (TN)

**Vice President:-** 1. Ashok Kumar Singh SA, Dhanbad RMS (Jharkhand)

2. Sunil Kumar Pandey, SA Raipur RMS (Chattisgarh)

**General Secretary:-** N.K.TYAGI, SA Saharanpur RMS (U.P)

**Deputy General Secretary:-** Rabindra Pattnaik. SA (Odisha)

**Assistant General Secretaries:-**

1. Devendra Singh (MMS Delhi)
2. Soumitra Sarkar (Kolkatta MMS)
3. Gurnam Singh (Punjab)
4. Amar Singh (Bihar)

5. P.M. Kathale, (Mah)

6. P.K. Gupta (Delhi)

7. Lakshmi Narayanbera (W.B)

8. R. Murali (TN)

**Financial Secretary:** Satyanarain, (Delhi).

The above office bearers were elected unanimously in the presence of election officer deputed by the Department of Posts.

The following office bearer were elected as Member of Federal Congress:-

1) P.K.Muralidharan (Kerala)

2) Bijitdas (Assam)

3) S.Chakrapani (A.P)

4) M.Srinivaslu (Karnataka)

5) K.H. Rawal (Gujarat)

6) Abinash Kumar Singh (Bihar)

7) Yagendra Yadav (U.P)

8) P.Kokilavanan (T.N)

9) J.K.Sharma (Assam)

10) N.Rangarajan (T.N)

The subject committee met under the chairmanship of Subroto and finalised the resolution, policy and programme on 04/11/2017

**THE CONSTITUTION AMENDMENTS:-**

1. Existing Article 14: Subscription

The monthly subscription for membership of the union Shall be Rs. 50/- per month, which shall be payable in advance. Notwithstanding anything contained in foregoing, the Circle Conference shall have the power to prescribe compulsory levy for Circle.

Journal, if any.

2. Existing Article 15 Allocation of subscription

The monthly subscription shall be allocated as under:- Branch Rs. 10/-, Division, Rs. 15/-, Circle Rs. 10/-,CHQ Rs. 15/- (Federation quota Re.1/- per member) will be paid proportionately based on the

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quota received from the CHQ). Notwithstanding anything contained in the foregoing, 20% of the total revenue per annum from the CHQ, to be spent for the development of youth and ladies by conducting classes/seminar

**Proposed : Article 14 subscription**

The monthly subscription for membership of the union shall be Rs. 75/- per month, which shall be payable in advance. Notwithstanding anything contained in foregoing, the Circle Conference shall have the power to prescribe compulsory levy for Circle.

Journal, if any.

**Proposed:- Article 15 Allocation of subscription**

The monthly subscription shall be allocated as under:- Branch Rs. 10/-, Division, Rs. 20/-, Circle Rs. 15/-, CHQ Rs. 30/- (Federation quota Re. 1/- per member will be paid proportionately based on the quota received from the CHQ).

Notwithstanding anything contained in foregoing, 20% of the total revenue per annum from the CHQ, to be spent for the development of youth and ladies by conducting classes/seminar.

**CHQ RELATED RESOLUTIONS:-**

1. Rs. 6000/- will be paid to General Secretary towards Head Quarters expenditure (every month).
2. TA of General Secretary will be paid by the CHQ.
3. Rs.1000/- will be paid to Finance Secretary Every month towards Head Quarters expenditure.

4. Rs.500- will be paid to B. Mohan every month for assisting Finance Secretary.

5. The AIC permits Shri. Satish Chander to work as HQ Secretary in the absence of General Secretary at CHQ Union office Delhi he will be paid Rs 4000 (every month).

6. CHQ Money will be deposited in the Nationalised Bank or Ambala Postal Co operative Bank.

7.M/S Lall & Co. New Delhi has been appointed as auditor.

8. The next venue of the conference will be decided in CWC.

Our special thanks: The CHQ salutes reception committee secretary Shri Rabindra Pattnaik and his team for conducting the conference in a successful manner. The AIC records its appreciation to the Food Committee Secretary, Reception Committee Secretary, Accommodation and other Secretaries. We salute all the colleagues who worked day and night for the success of the conference. The CHQ also conveys its thanks to FNPO Odisha Circle Coordinating committee. Our CHQ salutes all our delegates and Visitors for their excellent cooperation during the conference.

The AIC record its appreciation to the excellent work of Food Committee Secretary Sri Hlmanu Bhusan Parida (D/S Secy, RMS "N" Divn), Reception committee Secretary Sri Premananda Khanda, (Divl Secretary RMS K Divn) , Accommodation Secretaries Sri Nihar Ranjan Sahoo, D/S RMS BG Divn and Overall Organising Secretary Sri Susanta Kumar Dalel. Asst.Circle Secreary Odisha Circle.

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**E-mail : [theagarajannachi@hotmail.com](mailto:theagarajannachi@hotmail.com)**

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