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RMS SENTINEL

Editor : D. THEAGARAJAN

Vol. XXIV No. 1

JANUARY 2016

APPEAL TO BRANCH/DIVISION/REGION/CIRCLE SECRETARIES

You are aware that our Federation submitted joint Memorandum seeking modification in the new pay structure of 7th CPC. The joint Memorandum of FNPO and NFPE has already been sent to Divisional/Circle/Regional Secretaries through Federal Sentinel, January 2016 issue. Whatever the modification we sought in the joint memorandum was accepted by the Secretary, Dept. of Posts and promised to take up the issue with the Ministry of Finance further. We cannot predict that the modification will be accepted. We have to wait for some more days on the outcome of recommendation of the Secretary, Department of Posts. Our past experience reveals that the recommendations of the Department of Posts are not accepted by the Ministry of Finance easily. It requires a lot pressure by means of agitation. We are unable to organize any agitation at this juncture since the matter is being taken up with the Finance Ministry. Meanwhile NJCM has given a memorandum containing 26 points of Charter of Demands to the Cabinet

Secretary. This has been already sent to you all vide Federal Sentinel Dec. 2015 issue and also posted in www.fnpo.org

To achieve the demands the JCM (Staff side) decided to conduct demonstration in front of Branch/Division/Circle/Regional offices from 19th to 21st Jan. 2016 and also appealed the Divisional Secretaries to hand over the copy of the joint Memorandum addressed to the Cabinet Secretary to Head of Divisions on 30-1-2016 with a request to forward the same to the Cabinet Secretary.

You are aware that unless our minimum pay and rate of increment are changed, we will not get any improvement. To change this, constant agitation is required from the bottom level. Why we are demanding a revision of minimum pay and rate of increment and other demands is already explained in the JCM memorandum with sufficient details and data.

My humble request to you all is to conduct the demonstration vigorously on the above dates without fail.

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/-

DEPARTMENTAL ORDERS

No. 17-103/2007-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg,
New Delhi-110 001.

Dated: 17-Dec 2015

All Heads of Postal Circles

Sub: Review of existing provisions for filling up of vacant GDS posts [other than GDSBPM]

Attention of all concerned is invited to this Directorate's letters of even number dated 08.07.2008, 14.07.2009 & 17.02.2011 wherein approval of the HOC was made mandatory to fill up any post of GDS where workload and financial parameters are not fulfilled but the post is to be filled up for operational requirement. Subsequent thereto, it was prescribed vide this Directorate's letter of even number dated 17.02.2011 that Heads of the Division would be competent to fill up vacant posts of GDSBPMs in Branch Offices (irrespective of number borne on establishment) without reference to the HOC.

2. The issue was re-examined by an Internal Departmental Committee in consultation with Circles. Based on the recommendations of the Committee, the competent authority has now decided to fill up the vacant post of approved GDS categories other than GDS BPM, based on fulfillment of workloads arrived on application of laid down norms for workload, duly vetted by Divisional Head. With this, the Divisional Heads will approve the proposal for filling up of vacant post of other than GDS BPM, based on justified work load. If the vacant post does not fulfill workload parameters then it should not be filled up. Henceforth, there will be no need for sending proposals to HOC.

3. These revised provision would apply from the date of issue and the cases already in process would also be decided by the respective recruiting authorities under these revised provisions.

(Surender Kumar)
Assistant Director General (GDS)

No. 17-17/2010-GDS/1
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg,
New Delhi-110 001.

Dated: 17 Dec 2015

All Heads of Postal Circles

Sub: Scheme for engagement of a dependent of deceased casual labourer engaged on or before 01.09.1993 on compassionate grounds to Gramin Dak Sevak Post

The issue of allowing compassionate engagement to one of the dependent family members of deceased casual labourer engaged on or before 01.09.1993 to the available GDS Post has been under consideration of this Department for some time past.

2. It has now been decided by the Competent Authority to allow compassionate engagement to one of the dependent family members of such casual labourer engaged on or before 01.09.1993 only in case where one dies while at work due to terrorist activity/dacoity/robbery/serious accident/natural calamity like fire, flood, earthquake, etc without the application of point system provided HOC is personally satisfied of the requisite educational qualification and basic computer knowledge as per the GDS Engagement Rules, 2011, and vacancy is available after consideration of cases of compassionate engagement of the dependents of deceased Gramin Dak Sevaks.

3. Power for the above-said purpose shall be vested with the Head of the Circle concerned.

4. These provisions will take effect from the date of issue of the letter.

(Surender Kumar)
Assistant Director General (GDS)

**No.17-17/2010-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg,
New Delhi-110001.**

Dated: 17 Dec 2015

All Heads of Postal Circles

Sub: Scheme for engagement of a dependent of deceased GDS on compassionate grounds – review of existing point based system of assessing indigence

Attention of all concerned is invited to this Directorate's letters of even number dated 14.12.2010, 01.08.2011, 09.03.2012, 13.04.2012 and 14.01.2015 vide which merit points for various attributed for assessing indigence of the family of the deceased GDS were laid down/revised for consideration of one of the dependents of the deceased GDS for the purpose of compassionate engagement to GDS post. Revision in merit points in the laid down attributes were engaging attention of this Directorate for some time past. The matter has been revisited and the Competent Authority has accorded approval for revision in the merit points of various attributes and the revised position is as under:-

1. NO OF DEPENDENTSW:

S.No. Points Slabs for GDS Dependents

1	15	3 & above
2	10	2
3	5	1

2. OUTSTANDING LIABILITIES FOR EDUCATION/MARRIAGE OF DEPENDANT CHILDREN:

S.No. Points Criteria

1	25 for two or more dependent children 15 for on dependent child	For Education of children
2	20 for two or more daughters 15 for only one daughter	For Marriage of daughters

20 Grace Points as against existing 15 Points will be allowed to widow applicant over and above the 100 points.

3. Threshold for "hard and deserving cases" would be 36 Points in place of existing 51 Points.

4. Attention of all concerned is also invited to Para 11 of this Directorate's letter No. 17-115/2001-GDS dated 21.10.2002 whereby it was provided that a dependent fulfilling the qualification could be considered for provisional engagement on interim basis for a period not more than one year pending decision of the CRC. This Provision has since been reviewed and it has been decided that such provisional engagement is to allowed only in such cases where the dependent fulfills the threshold to fall under 'hard and deserving cases' pending approval of the CRC.

5. The revised provisions as per above will be given effect to taking the date of death of the GDS as cutoff date where there is eligible member in the family on that date and date of consideration by the CRC in other cases.

(Surender Kumar)
Assistant Director General (GDS)

**No.17-17/2010-GDS/1
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg, New Delhi-1.**

Dated: 17 Dec 2015

All Heads of Postal Circles

Sub: Scheme for engagement of a dependent of deceased casual labourer engaged on or before 01.09.1993 on compassionate grounds to Gramin Dak Sevak Post

The issue of allowing compassionate, engagement to one of the dependent family members of deceased casual labourer engaged on or before 01.09.1993 to the available GDS Post has been under consideration of this Department for some time past.

2. It has now been decided by the Competent Authority to allow compassionate engagement to one of the dependent family members of such casual labourer engaged on or before 01.09.1993 only in case where one dies while at work due To terrorist activity/dacoity/robbery/serious accident/natural calamity like fire, flood, earthquake, etc without the application of point system provided HOC is personally satisfied of the indigent condition of the family. This is further subject to the condition that the applicant fulfills the requisite educational qualification and basic computer knowledge as per the GDS Engagement Rules, 2011, and vacancy is available after consideration of cases of compassionate engagement of the dependents of deceased Gramin Dak Sevaks.

3. Power for the above-said purpose shall be vested with the Head of the Circle concerned.

4. These provisions will take effect from the date of issue of the letter.

(Surendar Kumar)
Asst. Director General (GDS)

No. 17-103/2007-GDS
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg,
New Delhi 110 001.

Dated 17-12-2015

All heads of Postal Circles

Sub : Review of existing provisions for filling up of vacant GDS posts (other than GDSBPM)

Attention of all concerned is invited to this Directorate's letters of even number dated 8-7-2008, 14-7-2009 & 17-2-2011 wherein approval of the HOC was made mandatory to fill up any post of GDS where workload and financial parameters are not fulfilled but the post is to be filled up for operational requirement. Subsequent thereto, it was prescribed vide this Directorate's letter of even number dated 17-2-2011 that Heads of the Division would be

competent to fill up vacant posts of GDSBPMs in Branch Offices (irrespective of number borne on establishment) without reference to the HOC.

2. The issue was re-examined by an Internal Departmental Committee in consultation with Circles. Based on the recommendations of the Committee, the competent authority has now decided to fill up the vacant post of approved GDS categories other than GDS BPM, based on fulfillment of workload arrived on application of laid down norms for workload, duly vetted by Divisional Head. With this, the Divisional Heads will approve the proposal for filling up of vacant post of other than GDS BPM, based on justified work load. If the vacant post does not fulfill workload parameters then it should not be filled up. Henceforth, there will be no need for sending proposals to HOC.

3. These revised provision would apply from the date of issue and the cases already in process would also be decided by the respective recruiting authorities under these revised provisions.

(Surender Kumar)
Asst. Director General (GDS)

No. 17-13/2013-GDS (part)
Government of India
Ministry of Communications & IT
Establishment Division
Dak Bhawan, Sansad Marg
New Delhi 110 001

Dated 21-12-2015

Sub : Setting up of one-man GDS Committee to examine the wage structure and service conditions of Gramin Dak Sevaks in the Department of Posts

In accordance with the decision taken to set up a one-man Committee to examine the wage structure and service conditions of Gramin Dak Sevaks in Department of Posts vide Department of Posts Resolution No. 17-13/2013-GDS dated 19th Nov. 2015, the President is pleased to direct that Shri Kamlesh Chandra, retired Member of the Postal

Services Board will constitute the Committee for a period of one year with effect from the date Shri Kamlesh Chandra assumes charge of his post, on the following terms and conditions:-

- i. He will function on a full time basis.
- ii. His pay, which together with pension and pension equivalent of other form of retirement benefits, will be restricted to last pay drawn minus pension per month.
- iii. Dearness Allowance, as payable to officers of Central Government will be admissible.
- iv. House Rent Allowance at the prescribed rate of pay will also be admissible.
- v. Travelling Allowance / Daily Allowance may be paid according to his entitlement at the rates applicable prior to retirement.
- vi. Conveyance facilities will be made available as admissible.
- vii. The headquarter of Shri Kamlesh Chandra will be at New Delhi.
- viii. He will be his own controlling officer.
- ix. The expenditure involved in this connection will be debitable to the Head 3201-Postal Services A1(1)(1) Postal Directorate (1) Salaries (Non Plan) and will be made from the sanctioned grant of 2015-16 & 2016-17.

2. No objection to the constitution of the GDS committee was issued by Ministry of Finance, Department of Expenditure vide ID No. 1-4/2004-E.III (A) dated 14-10-2014 subject to the condition that the Terms of Reference of the Committee would be finalized in consultation with the DoPT and their Department. The Terms of Reference of the Committee were finally vetted by the Ministry of Finance, Department of Expenditure vide U.O. NO. 1-4/2014-E.III(A) Dated 26-10-2015.

3. This issues with the approval of Secretary (Posts).

(Surendra Kumar)
Asst. Director General (GDS)

Ministry of Communication
(Department of Posts)

RESOLUTION

New Delhi, the 19th November, 2015

No. 17-13/2013-GDS – The question of examining the conditions of service and emoluments and other facilities available to the Gramin Dak Sevaks has been under the consideration of the Government of India for some time. The Government has now decided to set up a one-man committee for the purpose.

2. Shri Kamlesh Chandra, Retired Member of the Postal Services Board will constitute the committee.

3. The Committee will go into the service conditions of Gramin Dak Sevaks and suggest changes as considered necessary. The terms of reference of the Committee will, inter alia, include the following:-

(a) To examine the system of Branch Post Offices, employment conditions and the existing structure of wage and emoluments paid to the Gramin Dak Sevaks and recommend necessary changes;

(b) To review the existing Service Discharge Benefit Scheme/other social security benefits for the GDS employees and suggest necessary changes;

(c) To review the existing facilities/welfare measures provided to the Gramin Dak Sevaks and suggest necessary changes;

(d) To examine and suggest any changes in the method of recruitment, minimum qualification for appointment as Gramin Dak Sevaks and their conduct and disciplinary rules, particularly keeping in view the proposed induction of technology in the Rural Post Offices;

4. The Committee will function for a period of one year, extendable at the discretion of the Government.

5. The Chairman of the Committee will be assisted by Shri T.Q. Mohammad, a Senior Administrative Grade Officer of the Department, who will act as Secretary to the GDS committee. Adequate staff support will be provided to the Committee by the Department of Posts. The Committee will keep the 7th Central Pay Commission informed of the progress of its work during the period of tenure of the Commission.

6. The committee will devise its own procedure and may call for such information and take such evidence, as considered necessary.

7. The headquarters of the Committee will be at New Delhi.

**Shri Pradeep Kumar
Director (Establishment)**

No. 17-103/2007-GDS/1
Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division – GDS Section)
Dak Bhawan, Sansad Marg,
New Delhi – 110 001.

Dated: 17-Dec 2015

All Heads of Postal Circles

Sub: Strengthening establishment of Single Handed Branch Post Offices.

The issue of strengthening establishment of the Single Handed Branch Post Offices with a view to ensure uninterrupted counter services

during the prescribed working hours had been engaging attention of this Department for some time past.

2. The matter has been examined and the Competent Authority has approved the following-

(a) Wherever a Branch Postmaster of a Single Handed Branch Post Office is entrusted with the work of Mail Carrier and/or Mail Deliverer, the work relating to Mail Carrier and/or Mail Deliverer May be considered for entrusting to another GDS by redeployment of surplus posts including posts kept held in abeyance since long with the approval of HOC.

(b) In Circles where there is large number of Single Handed Branch Post Offices, such redeployment may be considered from Circles if it is not possible to strengthen the establishment of Single Handed BOs within the resources available with the Circle.

3. These provisions will come into effect from the date of issue of this letter.

(Surender Kumar) Asst. Director General (GDS)

A.P. CIRCLE CONFERENCE

CIRCLE CONFERENCE OF NATIONAL UNION OF RMS & MMS EMPLOYEES GROUP-C WAS HELD AT TIRUPATHI FROM 10-12-2015 TO 12-12-2015 AND THE FOLLOWING OFFICE BEARERS HAVE BEEN ELECTED IN THE CONFERENCE.

PRESIDENT	B. NARASIMHULU	SA, HRO AG DN., GUNTAKAL
VICE PRESIDENTS	S. MAHABOOB BASHA, K. PRATAP KUMAR, Y. DASS TVS MURTHY CH. RAJASEKHAR,	SA, RO TP DN., CHENNAI SA, SA, V DN., VISAKHAPATNAM SA, Y DN., VIJAYAWADA SA, Z DN., HYDERABAD SA, Z DN., HYDERABAD
CIRCLE SECRETARY	S. CHAKRAPANI	ACCT., HRO TP DN., TIRUPATHI
ASST. CIRCLE SECYS.	R. ARTHAR RAJU S. DOULATH BASHA M. OBULESU T. SAGAR N.V.S.S. PRAKASH	SA, Z DN., HYDERABAD SA, Z DN., HYDERABAD SA, SRO AG DN., KURNOOL SA, HRO Y DN., VIJAYAWADA SA, HRO V DN., VISAKHAPATNAM
TREASURER	G. RAVI	SA, HRO STG DN., HYDERABAD
AUDITOR	J. PAVAN KUMAR	SA, SRO TP DN., NELLORE
ORGANIZING SECY.	P. PAVAN KUMAR	SA, SRO V DN., ELURU

GAZETTE NOTIFICATION FOR INCREASING BONUS CALCULATION CEILING IS PUBLISHED THE GAZETTE OF INDIA

EXTRAORDINARY

PART II — Section 1

PUBLISHED BY AUTHORITY

No. 6] NEW DELHI, FRIDAY, JANUARY 1,
2016/PAUSHA 11, 1937 (SAKA)

Separate paging is given to this Part in order
that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 1st January, 2016/Pausha 11,
1937 (Saka)

THE PAYMENT OF BONUS (AMENDMENT)
ACT, 2015

NO. 6 OF 2016

[31st December, 2015.]

An Act further to amend the Payment of Bonus
Act, 1965.

BE it enacted by Parliament in the Sixty-sixth
Year of the Republic of India as follows:—1.

(1) This Act may be called the Payment of
Bonus (Amendment) Act, 2015.

(2) It shall be deemed to have come into force
on the 1st day of April, 2014.

2. In section 2 of the Payment of Bonus Act,
1965 (hereinafter referred to as the principal
Act), in clause (13), for the words “ten
thousand rupees”, the words “twenty-one
thousand rupees” shall be substituted.

3. In section 12 of the principal Act,—(i) for the
words “three thousand and five hundred
rupees” at both the places where they occur,
the words “seven thousand rupees or the
minimum wage for the scheduled
employment, as fixed by the appropriate
Government, whichever is higher” shall
respectively be substituted;

(ii) the following Explanation shall be inserted
at the end, namely:—

‘Explanation.—For the purposes of this
section, the expression “scheduled employ-
ment” shall have the same meaning as

assigned to it in clause (g) of section 2 of the
Minimum Wages Act, 1948.’

4. In section 38 of the principal Act, for sub-
section (1), the following sub-section shall be
substituted, namely:—

“(1) The Central Government may, subject to
the condition of previous publication, by
notification in the Official Gazette, make rules
to carry out the provisions of this Act.”

DR. G. NARAYANA RAJU,
Secretary to the Govt. of India.

GRANT BENEFITS UNDER MODIFIED ASSURED CAREER PROGRESSION (MACP) SCHEME IN THE PROMOTIONAL HIERARCHY

Press Information Bureau
Government of India

Ministry of Personnel, Public Grievances &
Pensions

23-December, 2015

MACP on promotional grade

The employees including Group ‘C’ (which
includes erstwhile Group ‘D’) are granted
three financial upgradations under Modified
Assured Career Progression (MACP) Scheme
in the next immediate Grade Pay hierarchy as
per CCS(Revised Pay) Rules, 2008 on
completion of 10, 20 and 30 years of regular
service.

There have been instances where Tribunals
and High Courts have directed to grant
benefits under Modified Assured Career
Progression (MACP) Scheme in the
promotional hierarchy. However, in such
cases, the order of Court is specific to the
applicant only.

This was stated by the Minister of State in the
Ministry of Personnel, Public Grievances and
Pensions and Minister of State in the Prime
Minister’s Office Dr. Jitendra Singh in a
written reply to a question by Shri Kamlesh
Paswan in the Lok Sabha today.

Source: PIB

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GENERAL SECRETARY'S LETTER

Reached Delhi on 7-12-2015.

DEPARTMENTAL COUNCIL MEETING

On 8-12-2015 the Departmental Council Meeting was held under chairmanship of the Secretary, Department of Posts to discuss the 7th CPC related issues. Our Federation submitted a Memorandum. Modifications sought for the RMS & MMS have already been published in the RMS Sentinel November 2015 issue.

NJCM MEETING

On 8-12-2015, NJCM meeting was held under the leadership Dr. M. Raghaviah, President NJCM at JCM office, New Delhi. FNPO was represented by Sri T.N. Rahate and D. Theagarajan. The meeting decided to submit a Memorandum to cabinet secretary on 26 points (Demands). Memorandum which was submitted by NJCM has already been published in our Federal Sentinel, Dec 2015 issue and posted in our website www.fnpo.org

Our Branch Secretaries, Divisional Secretaries and Circle Secretaries and requested to conduct programmes from 19 Jan. to 21 Jan. 2016. On 30th Jan. 2016 Divisional Secretaries are requested to submit Memorandum to the Heads of Divisions highlighting our Charter of Demands to the Cabinet Secretary and request the Heads of Divisions to forward our demands to the Cabinet Secretary. Copy of the Memorandum to be submitted to the Cabinet Secretary through your division Head has already been sent to you by publishing in Federal Sentinel. All are requested to follow the guidelines sincerely.

CADRE RESTRUCTURING

MMS Cadre Restructuring is under process. To implement the Cadre Restructuring in MMS, the

Department has already issued revised Driver Recruitment Rules as well as the Department has also issued proposed revised Recruitment Rules for Asst. Manager & Deputy Manager. It is already published in our website. In regard to Cadre Restructuring of PA/SA cadre, are under processing.

AP R III & R IV JOINT CIRCLE CONFERENCE

R III, R IV joint Circle Conference of PA Circle was held in Tirupathi from 10-12-2015 to 12-12-2015 under the chairmanship of Sri C. Narasimhan. The conference was addressed by General Secretaries NUR IV. All the FNPO affiliated unions Circle Secretaries of AP Circle have participated and greeted the conference.

Sri Chakrapani and Narasimhan have been re-elected as Circle Secretary and President respectively. The list of new office bearers is published elsewhere.

JOINT CIRCLE CONFERENCE KARNATAKA CIRCLE

NAPE C and NUGDS joint Circle Conference was held in Mangaluru from 27-12-2015 to 31-12-2015. Details of the Conference is published in Federal Sentinel in January 2016 issue.

OUR LOHRI, PONGAL AND SANKARANTHI GREETINGS

Yours fraternally,




(D. Theagarajan),
General Secretary

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

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