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RMS SENTINEL

Editor : D. THEAGARAJAN

Vol. XXIV No. 7

JULY 2016

RMS & MMS AGITATION SHORTLY

Dear Colleagues,

You are aware that the cadre Restructuring for RMS & MMS is under process. Now the file is with JS & FA of the Dept. for approval. Further it will go to Ministry of Finance and Dept. of Personnel for final approval. Let us hope that we will get favourable orders by the end of September 2016.

Why and how the file is tossed here and there for the last two years. We do not want to postmortem. There are other issues. Under project Arrow, the Department allocated substantial fund for giving face-list to all our RMS offices. Some circles utilized the fund properly, while many circles not.

Most of the RMS and MMS buildings across the county are in unhygienic condition. Our RMS rest houses and MMS dormitories are in shabby condition. The Govt. is talking about clean India but our RMS and MMS offices are in dilapidated condition. This has to be rectified.

The Govt. in the name of modernisation and computerization, all RMS offices have been computerized in registration branch but proper equipments are not provided. Vacant

posts have not been filled in many cadres in many Divisions especially in MMS. CRC and SPC norms fixed by the Directorate are not followed by the Circles.

Of late lady employees are recruited more but separate rest houses and toilets are not provided for them.

In many Circles, unilateral decisions are taken by the local officers without consulting service unions for closing/merging RMS offices.

These issues are quite common across the county. Based on this, NFPE affiliated RMS unions have proposed some programmes. Though our NUR C agrees with the common demands in principle, we are unable to accept the date of agitation fixed by them unilaterally. We asked them to change the date. If they change the date, we will join with them or else, we will conduct agitation on our own on a different date. We are for united agitation at the same time we cannot abide by the big-brother attitude of the NFPE affiliated RMS unions.

I appeal to all the Branch & Divisional Secretaries to be ready for exclusive RMS and MMS agitation shortly.

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

ANNUAL SUBSCRIPTION RS. 30/-

GOVERNMENT ORDERS

PREVENTION OF SEXUAL HARASSMENT OF WORKING WOMEN AT WORKPLACE – SENIORITY OF THE CHAIRPERSON OF THE COMPLAINT COMMITTEE – REGARDING

F. No. 11013/2/2014-Estt.A-III Government of India Ministry of Personnel, Public Grievances and Pensions Department of Personnel & Training Establishment Division North Block, New Delhi – 110001 Dated July 11th, 2016

OFFICE MEMORANDUM

Subject: Prevention of Sexual Harassment of working women at workplace – Seniority of the Chairperson of the Complaint Committee – regarding. The undersigned is directed to say that many references for clarification on the rank of the Chairperson of the Complaints Committee vis a vis the employees against whom the allegations have been made in accordance with the Sexual Harassment of Women at Workplace [Prevention, Prohibition and Redressal] Act, 2013 has been examined. The draft instructions are attached. Before the instructions in the Draft U.M. are finalised, all stakeholders, Ministries / Departments are requested to offer their comments / views, if any, in this regard latest by 25th July, 2016 at the e-mail address dire-dopt@nic.in

(Mukesh Chaturvedi) Director (E) Tel: 23093176

GUIDELINES REGARDING PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

F. No. 11012/0S/2016-Estt.A-III

Government of India

Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training
Establishment Division North Block,
New Delhi -110001

Dated June 2, 2016

OFFICE MEMORANDUM

Subject: Central Civil Services (Conduct) Rules 1964 – Guidelines regarding prevention of sexual harassment of women at the workplace-regarding.

The undersigned is directed to say that a need for providing for an appeal to the complainant in allegation of sexual harassment in accordance with the Section 18(1) of the Sexual Harassment of Women at Workplace [Prevention, Prohibition

and Redressal] Rules, 2013 has been examined. The draft instructions are attached. Before the instructions in the Draft O.M. are finalized, all stakeholders, Ministries / Departments are requested to offer their comments / views, if any, in this regard latest by 21st June, 2016 at the e-mail address mp.ramarao@nic.in.

(Mukesh Chaturvedi), Director (E)

LTC RELAXATION TO TRAVEL BY PRIVATE AIRLINES TO VISIT JAMMU AND KASHMIR IS EXTENDED

No.31011/7/2014-Estt.(A-IV)

Government of India

Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training
Establishment A-IV Desk, North Block,
New Delhi-110 001

Dated: June 1st, 2016

OFFICE MEMORANDUM

Subject:- Central Civil Services (Leave Travel Concession) Rules, 1988 — Relaxation to travel by private airlines to visit Jammu & Kashmir – Extension reg.

The undersigned is directed to refer to this Ministry's O.M. No. 31011/3/2014- Estt.(A-1V) dated 26th September, 2014 where Government servants in relaxation to CCS(LTC) Rules, were allowed to travel by air to visit Jammu & Kashmir (J&K), North East Region (NER) and Andaman & Nicobar Islands (A&N) on LTC for a period of two years against conversion of one block of Home Town LTC. The relaxation was given subject to air travel by Air India only.

2. Later vide DoPT's O.M. of even no. dated 28.11.2014, the Government decided to allow travel by private airlines to visit Jammu & Kashmir under this special dispensation scheme subject to certain conditions. The scheme was valid for a period of one year from the date of issue of the O.M. and expired on 27.11.2015.

3. It has now been decided to extend the scheme for a further period from the date of issue of this O.M., till the date of expiry of the of the special dispensation scheme of travel by air to J&K, NER and A&N, i.e. 25.09.2016. All other terms and conditions prescribed in this Department's O.M. dated 28.11.2014 shall continue to apply.

(Mukesh Chaturvedi), Director (Establishment)

**IRREGULARITIES AND MISUSE IN AVAILING
LEAVE TRAVEL CONCESSION GUIDELINES
TO BE FOLLOWED**

Government Of India
Ministry Of Personnel, Public Grievances and
Pensions, Department Of Personnel and Training
Establishment A-IV Desk
North Block, New Delhi – 110 001
No.31011/3/2013-Estt (A.IV) Dated July 12, 2016

OFFICE MEMORANDUM

Subject: Irregularities and misuse in availing Leave Travel Concession Guidelines to be followed.

The undersigned is directed to enclose a copy of draft O.M.on the subject noted above for comments within 15 days to the undersigned (email address:jha.sn@nic.in)

sd/-

(Surya Narayan Jha)

Under secretary to the Government of India
No.31011/3/2013-Estt(A.IV)

Government Of India
Ministry Of personnel, Public Grievances and
Pensions, Department of Personnel and Training
Establishment A-IV Desk, North Block,
New Delhi – 110 001

Dated: 2016

OFFICE MEMORANDUM

Subject: Irregularities and misuse in availing Leave Travel Concession – Guidelines to be followed.

The undersigned is directed to say that some instances where some Government servants colluded with private travel agents to submit LTC claims showing inflated airfare to clandestinely obtain undue benefits like free boarding/lodging/transport of cash refunds have come to notice of the Government.

2. In order to curb these malpractices the following steps may be taken:

(i) As per instructions reiterated from time to time, in all cases whenever a Govt. Servant claims LTC by air, he/she is required to book the air tickets either directly through the airlines (Booking counters, website of airlines) or by utilizing the service of authorized travel agents viz. M/s Balmer Lawrie & Company', M/s Ashok Travels & Tours'and 'IRCTC'. Proposals from different Ministries/Departments for relaxation continue to be received on the plea that the Government servant was not aware of this requirement. Vide the OM dated No.31011/3/2015-Estt (A.IV) dated 18th February, 2016 detailed guidelines on submission and processing of claims were circulated These guidelines are required to be made available to Government servants whenever they apply for LTC. Plea of ignorance of the instructions therefore cannot be used by such Government Servants.

The nodal Ministries of M/s Balmer Lawrie & Co. (Ministry of petroleum and Natural Gas), M/s Ashok Travels & Tours (Ministry of Tourism) and IRCTC (Ministry of Railways) shall issue instructions to these organisations to ensure compliance to the instructions issues vide O.M.dated 18th February, 2016 on issue of air tickets. Any violation of these instructions shall invite blacklisting.

(ii) Vide the Department of Expenditure's O.M.No.19024/1/2009-E.IV dated 04.03.2011, it was clarified that reimbursement of air fare lower than LTC-80 fare of Air India is admissible for the journey(s) performed by Air India under LTC-80. LTC-80 fare is to be used as the ceiling beyond which no claim will be entertained. It has now been decided that in accordance with the canons of financial propriety, Government servants should purchase tickets at the lowest rate available at the time of booking for the date and time of scheduled journey. Government servant will be required to submit the print out of the tickets showing date and time of booking in addition to the fare charged. It may, however, be kept in mind that in some cases of cancellation/rescheduling, a refund fee may be applicable. This will be borne by the employee unless the journey had to be rescheduled/cancelled due to exigencies of work. The Authority which has approved the LTC will have the powers to cancel or reschedule it.

(iii) While submitting the LTC claim after completion of the LTC journey, the Govt. Servant will be required to submit a self-certificate on plain paper as follows:

(1) I certify that the airfare claimed by me is in respect of the fare charged by the Airline for the air journey only and does not include any charges for any facility/undue benefit including boarding/lodging/local transport.

(2) I also certify that I have booked the ticket at the lowest fare available for the destination at the time of booking for the scheduled date and time of departure. I am aware that suppression of any information or furnishing wrong information will render me liable to disciplinary action.

3. The Administrative Ministries/Department may also from time to time do random checks from airlines whether the tickets were booked at the lowest fare available on that date. Attention of the Ministries/Departments is also invited to Rule 3(1)(i) of the Central Civil services (conduct) Rules, 1964 which requires the Government servants to maintain absolute integrity at all times. In addition, cheating/fraud also attract various sections of the India Penal code 1860. Ministries/Departments should therefore not hesitate to take severe action against employees guilty of deliberate malpractices, particularly in collusion with travel agents etc.

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

(Surya Narayan Jha)
Under secretary to the Government of India.

INORDINATE DELAY IN FILING APPEALS / SLP AGAINST COURT ORDERS ON SERVICE MATTERS

No.49014/2/2016-Estt.0 Pf
Government of India
Ministry of Personnel, Public Grievances
and Pensions, Department of Personnel
and Training, North Block, New Delhi-
110001

OFFICE MEMORANDUM

Subject :- Inordinate delay in filing Appeals
/ SLP against Court Orders on service
matters : Instructions regarding

The undersigned is directed to refer to this Department's OM No.28027/9/99- Estt.(A) dated 1.5.2000 and OM No.28027/1/2016-Estt.A-III dated 16.3.2016 (copies enclosed) relating to the instructions on the questions of consultation and filling appeals and to say that there are instances where the Government of India has lost cases mainly on account of delay in filing appeals or when limitation period is over. There are also instances where the Apex Court has

dismissed an SLP on account of delay.

2. It has repeatedly been pointed out that it is primarily the responsibility of the Administrative Ministry / Department to ensure that timely action is taken at each stage of a court case. In no case should the proceeding of case take so much time that it results in contempt proceedings. The appropriate action should be taken by the Ministry or Department within the stipulated time; and if there is a delay, the reasons for the same should be determined and the file submitted to the competent authority.

3. All the Ministries / Departments of Government of India are requested that a careful watch may be kept on ongoing litigation so that in no circumstance, a case is lost because of delay.

(IYkesh Chaturvedi)
Director (Establishment)
Tele : 23093176

GENERAL PROVIDENT FUND AND OTHER SIMILAR FUNDS SHALL CARRY INTEREST AT THE RATE OF 8.1%
F.NO. NO.5(1)-B(PD)12016, GOVERNMENT OF INDIA, MINISTRY OF FINANCE, DEPARTMENT OF ECONOMIC AFFAIRS (BUDGET DIVISION)

RESOLUTION

It is announced for general information that during the year 2016-17, accumulations at the credit of subscribers to the General Provident Fund and other similar funds shall carry interest at the rate of 8.1% (Eight point one per cent) w.e.f. 1st July, 2016 to 30th September, 2016. This rate will be in force w.e.f. 1st July, 2016. The funds concerned are:

1. The General Provident Fund (Central Services).
2. The Contributory Provident Fund (India).
3. The All India Services Provident Fund.
4. The State Railway Provident Fund.
5. The General Provident Fund (Defence Services).
6. The India Ordinance Department Provident Fund.
7. The Indian Ordinance Factories Workmen's Provident Fund.
8. The Indian Naval Dockyard Workmen's Provident Fund.
9. The Defence Services Officers Provident Fund.
10. The Armed Forces Personnel Provident Fund.

2. Ordered that the Resolution be published in Gazette of India.

(H.K. Srivastav), Director (Budget)

Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, Old JNU Campus, New Delhi 110 067
No. 13026/2/2016-Estt(L) Dated: 14.07.2016

OFFICE MEMORANDUM

Subject: Implementation of leave provision under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 — Reg.

Consequent to the enactment of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', this Department is considering issuing instructions for the grant of leave to the aggrieved woman during pendency of inquiry up to a period of three months in addition to the leave which she is otherwise entitled to.

2. In this regard, it is proposed to insert/incorporate a new Rule in the CCS (Leave) Rules, 1972. The new rule may read as follows:

“Special Leave connected with inquiry on sexual harassment — Leave up to a maximum of 90 days may be granted to an aggrieved female Government Servant on the recommendation of the Internal Committee or the Local Committee, as the case may be, during the pendency of inquiry under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) The leave so granted to the aggrieved woman under this rule shall not be debited against the leave account.”

DEPARTMENTAL ORDERS

Selection process for engagement to all approved categories of GDS posts – Review thereof

Government of India
Ministry of Communications & IT
Department of Posts
(Establishment Division)
Dak Bhawan, Sansad Marg
New Delhi – 110 001

No.17-17/2016-GDS dated 23-06-2016

To
All Heads of Circles

Sub:- Selection process for engagement to all approved categories of GDS posts – Review thereof.

Reference is invited to this Directorate order No.17-39/6/2012-GDS dated 14-01-2015 vide which the revised eligibility criteria for engagement to GDS posts was prescribed.

2. It has been observed that due to maximum age limit of 30 years many of GDS engaged in their prime youth tend to leave for want of better opportunities and the needy and competent persons who have ceased the maximum age limit criteria are deprived of the opportunity.

3. Further reference is invited to this Directorate order No.17-39/7/2012-GDS dated 14-01-2015 and letter No.17-39/2012-GDS dated 16-09-2015 in para 2(b) (vii) of aforementioned letter it has been stipulated that "the authority higher to the recruiting authority will nominate a committee constituting of three members including recruiting authority with two others not below the rank of Inspector Posts. Beside the said authority will decide the date on which such committee will meet for finalizing selection"

4. The above orders have been reviewed and the following amendments are approved by the competent authority and shall take into effect from the date of issue of this letter.

(a) The entry age to the GDS posts shall be raised up to 40 years of age (further relaxable by 03 years to those belonging to OBC categories and 05 years in case of candidates belonging to SC/ST. Maximum age of Casual Labourers shall be 45 years (48 years for OBC & 50 years for SC/ST) subject to fulfilling other conditions of eligibility.

(b) The instructions about formation of committee consisting of three members prescribed vide para 2 (b) (viii) of this Directorate letter No.17-39/2012-GDS dated 16-09-2015 be withdrawn and the recruiting authorities may be allowed to continue engagement of GDS without formation of such committee.

(R.L.Patel), Assistant Director General (GDS/PCC)

No. 49019/1/95-Estt-(c)

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

Dated 14th June 2016

OFFICEMEMORANDUM

Sub : Recruitment of casual workers and persons on daily wages.

The undersigned is directed to refer to the provisions of the Department of Personnel and Training OM no. 49014/2/86-Estt© dated 7th June, 1988 on recruitment of Casual workers and daily wages. Attention is invited to the provisions of the referred O.M. at para 1 (iii) which lays down "that work presently being done by regular staff should be reassessed by the administrative Departments concerned for output and productivity so that the work being done by the casual workers could be entrusted to the regular employees".

2. It has been observed that in spite of strict guidelines on engagement of Casual Labour vide the above referred O.M. various Ministries/ Departments continue to engage casual workers for attending work of regular nature against the Government's policies. It is, therefore, reiterated that all Ministries/Departments may ensure strict compliance of the guidelines on engagement of Casual Labours. Negligence in the matter of implementing these guidelines should be viewed serious and brought to the notice of the appropriate authorities for taking prompt and suitable action against the defaulters.

(Mukesh Chaturvedi), Director (E)
Telefax : 23093176

To
All Secretaries of Ministries/ Departments.

No.2-53-2011-PCC
Government of India
Ministry of Communication & IT,
Department of Posts
Dak Bhawan, Sansad Marg, New Delhi 110 001.

Date : 17-6-2016

OFFICE MEMORANDUM

Attention is invited to this Directorate OM of even number dated 22-1-2015 vide which instruction regarding remuneration payable to Full Time Casual Labour (Other than Temporary Status) Part Time Casual Labour workers engaged on contingency basis was issued. Time and again references from various corners are being received for issue of clarification on the term of Full Time Casual Labour (Other than Temporary Status) Part Time Casual Labour workers engaged on contingency basis.

2. On examination of the matter it is seen that the term of Casual Labourers in Department of Posts has already been clarified vide DG (Posts) communication No. 45-24-88-SPB-I dated 17-5-1989. Copy of the same is attached.

3. The revised rates of remuneration payable to three categories of staff has already been circulated vide this Directorate OM of even number dated 22-1-2015. Necessary action may be taken accordingly.

(R.E. Patel),
Asst. Director General (GDS/PCC)

Government of India
Ministry of Communications
Department of Posts
SPB-1 Section, Dak Bhawan, Parliament Street
New Delhi 110 001.

No. 45-24/88-SPB-I Date : 17-5-2009

To

1. All Heads of Circles
2. Director, Postal staff College, New Delhi
3. Controller Foreign Mails, Bombay
4. Addl. Director General A.P.S.
5. All Principles, Postal Training Centres.

Sub : Casual Labourers and part time casual labourers – clarification regarding.

Sir,

I am directed to say that reference have been received seeking clarification as to which class of should be treated as full time of part time casual labourers.

2. It is hereby clarified that all daily wages working in Post office of in RMS officers of in Administrative offices or PSD's/MMS under different designations (mazdoor, casual labourers, continent paid staff, daily wager, daily rated mazdoor, outsider) are to be treated as casual labourers. Those casual labourers who are engaged for a period of less than 8 hours a day should be described is full time casual labourers. All other designations should be discontinued.

3. Substitutes engaged against absentees should not be designated casual labourer, for purposes of recruitment to group D posts, substitutes should be considered only when casual labourers are not available. That is, substitutes will rank last in priority, but will be above outsiders. In other words, the following priority should be observed.

i. NTC Group 'D' officials.

ii. EDAs of the same Division.

iii. Casual (full time or part time labourers. For purpose of computation of eligible service, half of the service rendered a part time casual labourer should be taken into account. That is, if a part time casual labourer has served for 480 days in a period of 2 years will be treated, for purposes of rectt, to have completed one year of service as full time casual labour.

iv. Other EDA's of divisions in the same region

v. Substitues (not working in metropolitan cities)

vi. Direct recruits through employment exchange.

Notes : Substitues working in Metropolitan cities will, however rank above no. division the list.

4. Please acknowledge receipt immediately.

(D.H. Sarkar), Asstt. Director General (DPN)

APPEAL TO CIRCLE SECRETARIES

Dear Colleagues,

I am appealing to all the Divisional Secretaries to remit the quota due for CHQ upto date. Out of 68 Divisions on roll, only eight Divisions have paid quota upto date. Remaining Divisions have they paid quota partially. Our Divisional Secretaries are making General Secretary as fool and the Divisional Secretaries become clever.

For me only a few minutes are required to write to Divisional Superintendent/Managers MMS to stop the subscription payment to the Divisional Secretaries. But it will cause damage to our Division Unions in the eyes of all members. I do not want to resort to take extreme steps in the general interest of union. I strongly believe and trust that the Divisional Secretaries are more important than the Circle Secretaries and the General Secretary. At the same time, Divisional Secretaries should understand their responsibilities and obeying constitutional provisions. I do not understand how the Divisional Secretaries are spending CHQ money for their Divisions and keeping huge money with them against the constitution. I am going to retire within 20 months. Before retirement, I desire to deposit good money for my successor to run this union without any financial hurdles. In the last 12 years, I am receiving only 20 to 30% of quota but I manage by spending only on purchasing essential things. Now atleast

we require Rs. 22000/- to run the CHQ efficiently. If all our Divisional Secretaries pay quota regularly the CHQ will get quota to the * of Rs. 67500/- as per recent verification. Our expenditure comes to only one-third of the total receipt. Remaining amount will be saved for the future of the organization.

Our rough monthly expenditure is given below for your information.

RMS Sentinel per month	Rs. 10000
General Secretary's Headquarters Expenditure	Rs. 5000 per month
Finance Secretary Expenditure	Rs. 1000
CHQ maintenance (Rent, Electricity, water & **)	Rs. 1000
Transport allowance of GS	Rs. 1500
Head quarters' Secretary (from July 2016 onwards)	Rs. 3000
Other Expenditure	Rs. 500
Total	Rs. 22000

I hope that the Circle Secretaries will take responsibility and advise the Divisional Secretaries to clear the CHQ quota which was collected from the members and not from their packets.

I believe that Circle Secretaries will co-operate with me in the regard so as to save money for the future of the organization and not for my individual sake.

APPEAL TO DIVISIONAL SECRETARIES

Despite several reminders and open letters through Editorials, many Divisional Secretaries have not remitted the quota to the CHQ upto date. Some Divisional Secretaries paid quota for a few months and keeping huge amount with them. They do not have consciousness in remitting the quota upto date according to the constitution.

Our constitution says that CHQ quota should be paid in advance but we insist only for upto date payment of quota. Except two Circles, remaining circles have not paid the quota upto date. I am not made to continue to make appeal frequently on this issue. If I take action according to the constitution, the position of the Divisional Secretaries will become awkward before the members and the Administration. Do not put me in embarrassing position. This is the last appeal to the Divisional Secretaries.

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

GENERAL SECRETARY'S LETTER

Reached Delhi on 14-6-2016.

MEETING WITH MEMBER (TECHNOLOGY)

On 14-6-2016 the SG FNPO met the Member (Technology) and discussed Finacle and Mccamish issues. The Member assured that appropriate action will be taken to improve Finacle and Mccamish issues. Details of the discussion have already been published in our web-site.

MEETING WITH CHAIRMAN POSTAL BOARD

SG FNPO and President FNPO met the Chairman, Postal Services Board on 15-6-2016 and discussed the following issues.

1. Cadre Re-structuring for RMS, MMS, SBCO and Administrative offices

Outcome : The Secretary assured that the process will be done soon and the file would be sent to MOF and DOPT for approval in the month of July 2016.

2. Pension to erstwhile TSCL.

OUTCOME :

Necessary steps will be taken to sent the file DOP & T for processing with positive recommendation of the Department.

3. Re-designing uniform for postmen. The matter has already been published in web-site.

4. Fixation of allowance to contingent workers.

Outcome : Clarification will be issued by the Directorate within fortnight.

MEETING ON IPPB :

On 29-6-2016, the Member (Banking) conducted a meeting with all Federations on the subject. Our Federation recorded our views in writing. The letter has already been published in our web-site.

DIVISIONAL CONFERENCE ON DELHI MMS

The GS NUR 'C' attended and addressed the Divisional Conference of Delhi MMS on 29-6-2016. List of new office-bearers will be published later.

NJCA MEETING :

NJCA meeting was held under the Chairmanship of Dr. Raghaviah and decided to go on strike from 11 July 2016. All Details are posted in our web-site already.

BRIJ MOHAN RETIRED

Our Finance Secretary of the Federation Sri Brij Mohan has retired from service on 30-6-2016 President FNPO, SG FNPO, DSG FNPO and NUGDS General Secretary greeted and recalled his service to the unions. Details published in the Federal Sentinel.

Yours fraternally,



(D. Theagarajan), General Secretary

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

E-mail : theagarajannachi@hotmail.com

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