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RMS SENTINEL

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CRC NORMS – INTERPRETATION BY CIRCLES

While discussing MNOP, Staff Side wanted to discuss the Speed/CRC Norms. Official side assured that this will be discussed at the appropriate time. Surprisingly the Directorate issued orders revising CRC and Speed post norms without any discussion on 17-1-2013 vide D.G.(Posts) letter No. 28-8/2011-D. Objecting this, we sent our views to the Directorate. This was published in our March Sentinel of 2013. CHQ requested the department to supply the work study report on CRC. Our request was not considered even after two reminders. Thereafter our Union sought study report under RTI. Our RTI letter unnecessarily transferred to Tamil Nadu Circle by the Directorate. Circle office, in turn, transferred to Directorate, stating the rulings on issue. Finally Department asked the Federation to pay Rs. 124 for Xerox copies. Normally when Federation want information from Directorate thro' RTI Department they did not ask money for Xerox copies. But this time Directorate demanded money as per RTI Rules. After our payment, Directorate sent work study report on Speed net. We understand that department did not conduct separate work study on CRC. Basically there is no difference between R Net and speed net

software. However to confirm this we sent an appeal to the Department demanding work study report exclusively for CRC for which the department clearly replied that there was no separate work study conducted for CRC norms. Now it is clear that CRC Norm is fixed based on the Speed Post norms. It is our duty we have to prove. There is a difference between speed net and R net operating procedures, though technically Speed net and R net may be one and the same.

Our Union is on the job. CHQ requests Circle/Divisional/Branch/CHQ office bearers and active members to send their views to the CHQ as to how the CRC and Speed post operating procedures are different practically, before the end of this month. Our union wants to submit its report to the Directorate during first week of November 2013.

*Pooja Greetings
to our
Readers*



JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
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ELEVENTH ASIAN PACIFIC UNION CONGRESS

Eleventh Asian Pacific Union Congress was held in New Delhi from 3rd September to 6th September 2013.

3-9-2013

On 3-9-2013 the Hon'ble President of India inaugurated the Conference. During his Presidential speech, the President said that the Asian Pacific Union and inter Governmental organization of 32 countries region are actively working to improve co-operation among Member Nation in the postal services. He appealed to the Asian Pacific Union Countries to think differently, keeping the changes in global scenario. Further, he called upon postal Administration to be pro-active to change. Moreover he said there is a huge scope of postal services to be engaged in E Commerce and gave gain from the raising demand for such business products. Dr. Killi Kiruparani, Minister of state for communication and IT, lightened the lamp along with President of India, and Mrs. P. Gopinath, Secretary, Department of post, welcomed the gathering. Mr. Mark Lawley, Chairman of Asian Pacific Union was present in the meeting. Before the inauguration the participants of the meeting elected a President for the congress proceedings. India post Chairman was elected as President and Japan posts, as Vice-President for the Congress proceedings. Out of 32 countries, 28 countries were participated in the congress.

On Second day 4th September 2013, the session was started at 9 a.m. The thematic discussion was "innovation and E business forum". The following 16 countries were present and their presentation was on thematic Discussion.

Australia, Japan, China, Indonesia, Canada, Newzeland, Swisspost, Thailand, India Post, Iran, Pakistan, Dutche post, DHL, UPU, South Korea, Afghanistan, Vietnam, Malasia.

During the discussion Digital Post E Commerce and E business was well

explained by the Managers of 16 postal countries on 5-9-2013 "Postal financial Services" was the thematic discussion. The meeting commenced with presentation by Mrs. Sushma Vijay from the RBI. During her presentation she said that RBI is considering to give licence to India post to run the post bank. Billgates Foundation presented how disruptive innovation can benefit Postal Administration. The case studies from around the world especially Africa were presented showing how digital money has had a large impact on business inclusion.

Anti money laundering was covered by a senior official of India. He spoke about AML regime in India and the combating and financing Terrerrism (CFT) guideline to prevent illegal transaction and at the sametime facilitated growth of the remi Hank market. UPU presented about how to build partnership upon new career the mandate on Dotha congress. The partnership with UNO IFED world bank was discussed. During the presentation it was explained that the role of post office is now being recognized more by UNO world bank.

The 5th September 2013's proceedings were chaired by Sri Subhash Burma. DDG (International) on 6th September 2013 the meeting was chaired by Secretary, Department of Post, India post.

The Chair person summarized the congress proceedings. Uniapro represented by Eiichiito and Shri D. Theagarajan, S.G. FNPO, and they presented a paper on good industrial relation. In the afternoon, for the post of Director General, 3 countries were contested. 28 countries voted out of 28. China secured 21 votes, Indonesia 4 and Pakistan 3. China will hold the post of Director General for another 4 years from 2013 to 2017. Iran was invited to hold 12th Asian Pacific Postal Union Congress. India will be the Chair for all the executive meetings. Malaysia will be the Vice Chair till the next congress.

YOUTH WING SEMINAR

As decided by 19th AIC held in Raipur (Chhatisgarh) Circle the NUR C conducted Youth Wing Seminar on 7-9-2013 at Ch-17-1-18 Atul Grove Road, New Delhi 110 001.

Shri Rabindra Pattnaik General Secretary Youth Wing welcomed the dignitaries.

The seminar was inaugurated by Br. Eiichiito, Director of Postal Sector, Uniapro. During his presentation he explained how he joined in the Union and his services to the Union.

The keynote address was delivered by Sri S.K. Sinha, Chief General Manager (Mail Business) on "Mail Business and its needs". During his presentation he explained the mail volume is declining in the last two financial year in India. He said the mail is available in India but the mails were taken up by the unorganized Couriers and organized couriers. The bulk mailers in Metro cities are not coming to us. They are giving the business to the couriers. They are giving the same business to the India Post where the couriers net work is not available. It is a team work both Administration and staff side to join together to bring this mail to our India post. The details of the presentation are available in our website.

The General Secretary Sri D. Theagarajan presented a note on history of Trade Union and transformation of India Posts. The details of his presentations are available in www.fnpo.org. After the lunch break General Secretary Sri D. Theagarajan presented a subject on "how to conduct the meetings".

Shri Ghouse Basha presented a subject on "Conduct Rules". During his presentation he explained about how to reply to the Memorandum/Rule 16 and Rule 14. The session was very interesting.

Sri R. Ravichandran presented a subject on Need of change Management by presenting

a small story of Eagle. During his presentation he said the changing of process is painful. But it is necessary for survival.

with closing remarks of Sri Deepak Mukherjee NUR C. Seminar was concluded. All seminar expenditure was incurred by NUR C CHQ, as decided by 19th NUR C.

The following Circle Youth Wing office bearers were participated.

Kerala, UP, West Bengal, Assam, MP, TN, Delhi, Hariyana, Odissa and Bihar



SUBSCRIPTION

The Monthly subscription will be Rs. 40/- from 1-7-2013. The Monthly subscription shall be allocated as under: Branch Rs. 8.00 Division Rs. 10.00 Circle Rs. 10.00 CHQ Rs. 12.00

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

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HOMAGE



Sri C.K. Krishnan, HA, RMS 'CT' Division, Calicut passed away on 29-8-2013, at Calicut. He worked as Circle organising Secretary as well as Divisional Secretary for a long time. NUR-C conveyed its condolence to the bereaved family of late C.K. Krishnan.

MINUTES OF THE JCM STANDING COMMITTEE MEETING HELD ON 23/08/2013.

D.G. Posts No. 06/03/2012-SR dated 2nd September, 2013.

1. Standing Committee Meeting held on 18.12.2012

Sl.No.	Agenda Item	Decisions taken	Action By
1.	Cadre Restructuring for all Non-Gazetted Group B & C cadres	The staff side was informed that as per the discussion held on 02/08/2013 the cadre restructuring committee will be re-constituted. It was assured that the committee will be constituted within one week and the first meeting of the committee will be held within a month. It was also decided that the draft of the Salim Haque committee will be discussed in the first meeting.	DDG (Estt)
2.	Creation of System Administrators Cadre.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
3.	Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.	This item was included in the agenda item and decided that the issue of system administrators will be considered in the new cadre restructuring committee likely to be constituted within a week's time.	DDG (Estt)
4.	Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.	This item was also included in the agenda list at the last moment on the request of staff side. It was decided that the proposal will be examined on file and reply will be given to the staff side in the next JCM (DC) meeting.	DDG (PO & CP)
5.	Protection of pay of the defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.	Detailed compliance of pay fixation & consequent revision of due pensionary benefits is still awaited from Punjab Circle. The issue of extending the same benefits as conferred in the case of Sh. Natha Singh will be considered on receipt of the compliance as already decided.	DDG (Estt)
6.	Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.	It was informed to the staff side that the file is currently with IFW and the matter will be expedited.	DDG (Estt)
7.	Conveyance of cash with police escort- Problems there on.	There are two issues under this item:- (i) Conveyance of cash with police escort – this issue has been closed. (ii) Fixing of line limit – A committee has been constituted under the chairmanship of DDG (CP&PO). The committee will meet on 26/08/2013.	DDG (CP&PO)

8.	Fixing Norms / Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.	The staff side was informed that this issue will be addressed in the IT Modernization Project.	Item closed.
10.	Allowing to appear in the Departmental Exam like IPOs case of physically handicapped officials.	The matter is under consideration in consultation with Ministry of Social Justice, the nodal Ministry for notification of identification of the post for reservation in Department of Posts for persons with disabilities. It is pending with that Ministry and the matter is being pursued with them.	DDG(P)
11.	Transfer of all HSG I Posts to General line	As per the existing RRs, HSG I recruitment is done from general line (from LSG, HSG II cadre) and through IPO line. This provision was disallowed by DoPT and the matter has now been referred to DoPT in totality to enable DoP to revise the RRs so that all HSG posts can be transferred to General Line.	DDG(P)
12.	Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.	The case for change of honorarium as incentive was taken up earlier with IFW Division. For calculating incentive for each item of work, IFW has asked for devising new norms for items of work being carried out at Divisional Office. Meanwhile, under the ongoing FSI project all the PLI / RPLI operations are further being decentralized to CPC / HO level. Subsequent to implementation of FSI the time factor for all processes on the new insurance software will be available for calculating workload for staff / supervisor working as per the new work flow in CPCs. Once the required norms are arrived the matter of incentive beyond a minimum threshold payable to CPC staff will be taken up.	CGM(PLI)
13.	Grant of OTA/ Excess Duty Allowance to the SPMs working in single / Double handed Post offices.	OTA is not admissible to SPMs. The matter of introduction of an extra duty allowance to the operative staff of the Department is under examination in consultation with Nodal Ministries. However, it may not be out of point to mention that in absence of admissibility of OTA to SPMs, the question of grant of extra duty allowance may not arise.	DDG (Estt)
14.	Counting the training period for benefits of promotion under TBOP/ BCR scheme	The matter is under consideration in consultation with Department of Legal Affairs and Department of Personnel & Training.	DDG (Estt)
15.	Holding of examination for filling up to posts of	No RRs are currently available for Assistant Manager (MMS) and the	DDG (P)/DDG (Estt)

AMM in MMS	feeder cadres and this is preventing the Department from holding examination. However, required documents and inputs to frame the RRs are being obtained.	
16. Holding of DPC for filling up the posts of Deputy Manager MMS	The DPC will be held within a period of three months.	DDG(P)
17. Appointment to the grade of Supdt. Stg. In RMS	The DPC will be held within a period of three months.	DDG(P)
18. Acute shortage of 'C' Bags.	The staff side agreed that there is no shortage of 'C' bags now.	Item closed.
19. Implementation of recommendation of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post offices.	It was decided that the detailed proposal will be sent by the staff side and will be examined by the Establishment Division. If some relevant points are raised by the staff side and which help to resolve the issue, the same will be included and the proposal will be referred tenth time, to the M/o Finance for consideration.	Staff side DDG (Estt)
20. Allot 19% Group B vacancies for General line and permit all Group C official in Postal, RMS, Admn. and Postal A/Cs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.	The staff side was informed that a committee has been constituted under the chairmanship of DDG (R&P) which will meet on 29/08/2013 and the report of the committee will be submitted within a period of 15 days.	DDG (R&P) DDG(P)
21. Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation in unconstitutional and discriminatory and dropping of confirmation examination.	The staff side was informed that the problem in this case is only in Tamil Nadu Circle. It was decided that the issue will be taken up separately with Tamil Nadu Circle.	DDG(P)
22. Pay protection to employees who seek transfer to a lower post under FR 15 (a)/transfer under Rule 38.	DoPT's OM No. 16/4/2012-Pay-1 dated 05/11/2012 clarifies the issue.	Item closed.
24. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.	The staff side was intimated that the PAO office in Trivendrum shall be accommodated in the new building at Poojapura. Postal Account Office for Patna has also been approved in EFC meeting, whereas the proposal of Hyderabad Postal Accounts Office has not been acceded to by the Planning Commission in the EFC Meeting.	Item closed.

**PENDING ITEMS IN THE LAST DC (JCM) & STANDING COMMITTEE MEETING ON JCM SUBJECT
II. JCM (DC) Meeting hold on 28.12.2012**

Sl. No.	Agenda Item	Decisions taken	Action By
1.	Grant of higher rate of HRA in respect of offices situated in urban limits.	In the last JCM (DC) meeting held on 28/12/2012 a point was raised by staff side that everytime in a proposal in respect of grant of higher rates of HRA by circle it is required that the same should be accompanied by Establishment review figures. The official side concluded that this is not required as per MoF rules. It has been decided in this meeting that this decision taken in the last meeting will be followed.	Item closed.
2.	Imposing unjustified conditions for appearing IP Examination for the departmental quota vacancies.	The matter is being examined.	DDG(P)
3.	Construction of new building at Kodialbail HSG ISO in Mangalore Division, Karnataka Circle	It was decided that a report will be obtained from circle to ascertain whether the area of the post office is sufficient as per SOA and functionally convenient; failing which action will be taken accordingly to resolve the issue. As regards construction of new building, the proposal was not accepted because the building is safe for occupation as reported by SE (Civil), Bangalore.	DDG (Estate & MM)
4.	Construction of new departmental building for Itanagar Head Post office.	Construction has already started in May, 2013. Item closed.	Item closed.
6.	Uniform application of incentive for IMT work	The proposal for the incentive for IMTS work done in the post offices has already been worked out in detail along with its financial implication. The related file was submitted to JS & FA and the said file has been received back with some queries. The file is being submitted again with compliance and seeking further orders.	DDG(FS)
7.	Recovery of huge amount being interest Paid on PPF Account opened on Self name and also in the name of Minors (i.e. on two accounts) prior to 06.12.2000 – case of Karnataka Circle	This office has already issued order to stop recovery of interest from the officials at fault on 08/02/2012. Since the Accounts were transferred to the Bank and RBI is the controlling authority of the Bank, the S.K. Region, Bangalore wrote a letter to RBI to issue order to the said Bank to get	Item closed.

<p>8. Fixation of pay of MTS (Group C officials) who were granted ACP-I and ACP-II upgradations prior to 01.01.2006 consequent upon implementation of 6th CPC recommendation in the light of Postal Directorate's latest order no. 1-20/2008-PCC (Pt.) dtd. 18.07.2011.</p>	<p>recover the excess paid interest on behalf of the Department of Posts. Matter has also been taken up with the RBI by this office. Reply is awaited from RBI. The issue is currently under examination.</p>	<p>DDG (Estt)</p>
<p>9. Dies non period should also be taken for reckoning of continuous service while granting ACP/MACP to officials.</p>	<p>It was decided that the issue will be examined whether the Dies non should be taken for reckoning of continuous service in such cases. Reply will be sent to the staff side separately, after examining the proposal within the framework of extant rules of the Government of India.</p>	<p>DDG (Estt)</p>
<p>10. Arbitrary recovery of Postage in case of foreign articles returned due to non availability of service.</p>	<p>The matter has been examined and it has been decided with the approval of Secretary (P) that Maharashtra circle may refund the postage recovered from the booking clerks who book foreign articles to those countries where India Post does not have any service.</p>	<p>Item closed.</p>
<p>11. Fixation of Pay for canteen employees after Sixth CPC.</p>	<p>A clarification will be issued by the Establishment Division.</p>	<p>DDG (Estt)</p>
<p>12. Clarification issued on encashment of earned leave in connection with availing LTC- Payment of difference.</p>	<p>Ruling of DoPT on this matter has been circulated to all Circles for taking appropriate action.</p>	<p>Item closed.</p>
<p>14. Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles</p>	<p>Instructions have been issued from time to time to hold DPC meetings as per the schedule prescribed by the Department of Personnel & Trg (DoP&T). As regards filling up of the vacancies in HSG.I, a proposal was referred to DoP&T to fill up the vacancies in HSG.I as per the provisions of existing Recruitment Rules till finalization of amendment to the existing Recruitment Rules. DoP&T has approved the proposal. Directorate vide letter No. 4-44/2012-SPB.II dated 18/04/2013 has issued instructions to all Circles to fill up the vacancies in HSG.I in PO & RMS Offices as per the provisions of existing Recruitment Rules by convening DPC meetings by 30/04/2013</p>	<p>Item closed.</p>

		and issue the promotion orders by 06/05/2013. Subsequently, another letter dated 27/06/2013 from Member (P) has been issued to all Circles with the request to ensure that all the vacancies are filled by convening DPC meetings and through Departmental Examinations.	
16.	Denial of relaxed standards to GDS in the appointment of Postal Assistants in the revised recruitment rules - regarding.	The issue involves amendment of Recruitment Rules. It is being examined and decision will shortly be taken in this regard.	DDG(P)
17.	Special drive for residual vacancies.	For filling all the unfilled vacancies of Multi-Tasking Staff and Postman / Mail Guard in Subordinate offices and Circle / Administrative offices, necessary instruction was issued to all Circles vide letter No. 45-2/2011-SPB-I dated 18/10/2012 with the direction to take action to fill up all the vacant posts of earlier years latest by 30 th June, 2013. The drive is over and a status report from the Circles has since been called for to review the position.	Item closed.
18.	Immediately arrange for filling up of vacant posts in the cadre of PACO & MTS in Circle Administrative offices.	Recruitment Rules for the post of PA (CO & RO) are being revised. However, a proposal is moved to operate the old RRs for filling vacant posts in the cadre of PA (CO). Regarding filling up of the posts of MTS in CO / Admn Offices, necessary instructions have already been issued to all Circles in October, 2012 to fill up these posts.	DDG (P)
19.	Promotion of OS to AD (Rectt.).	DPC for 4 AD (Rectt) completed. Item is closed.	Item closed.
20.	Tenure in RMS Head Record offices/Divisional offices.	It was informed by the staff side that the Rajasthan, Delhi and Orissa circles are not following the guidelines. It was decided that the instructions will be reiterated to these circles.	DDG (Estt)
21.	Non-filling of IPO post of Direct recruits in J & K Circle	The Staff Selection Commission, who allocates the candidates for appointment to various Circles as per the preference given by the candidates, has been requested vide letter dated 07/06/2013 to give special consideration to nominate / allocate the candidates of J&K Circle for appointment to the post of Inspector of Posts through Combined Graduate Level Examination in order to ensure that posts do not remain unfilled.	Item closed.

22.	Short drawal of Grade Pay – In case of Pharmacists in P&T Dispensary	There is no case of short drawal of grade pay for pharmacists and the issue has been decided by, Deptt of Expenditure, Implementation Cell and the orders have been circulated to Circles.	Item closed.
25.	Recovery effected from Commutation of pension from Postal pensioners who had proceeded on voluntary retirement during the period from 1.1.2006 to 31.8.2008.	DoPT order no. 38-37/2008-PNPW(A) dated 10-12-2009 in this regard have been re-circulated to Circles.	Item closed.
26.	Grant of Grade Pay of Rs. 1800 to Group D/MTS who retired/expired from service after 31.08.2008 without having been imparted training.	The issue is referred to Ministry of Finance, Department of Expenditure.	DDG (Estt)
27.	Fixing norms for Postmen work	The norms were formulated after scientific work study by IWSU in 2008. Since five years have already lapsed, it was decided to conduct another study by Departmental Officials or by a third party to review the postmen norms. This decision was taken in a meeting held on 02/08/2013 under the chairmanship of Member(P).	DDG (Estt)
28.	Performing double duty by Postmen on Double Duty Allowance Basis.	The Fixed Monetary Compensation to delivery staff for performing duty of an absentee Postman by combination of duties has been revised vide this office Order No.10-7/2001-PE.II dated 24/11/2010.	Item closed.
29.	Provisioning of 10% LR.	Clear instructions will be issued by Establishment Division to all circles.	DDG (Estt)
30.	Irregular commutation of LR Strength	This item is closed in view of item 29.	Item closed.
31.	Fixing standard operating procedures and uniform code and rules for all Postal Training Centers.	It was informed to the staff side that this issue has been resolved and the staff side was also apprised of this.	Item closed.
32.	Upgradation of pay as per sixth CPC to Group 'C' cadre in response to Group 'D' Selected under blind quota.	It was decided that a training module will be developed for the visually handicapped in the Directorate within a period of two months and circulated to all circles for compliance.	DDG (Training)
33.	Implementing online facility for all Postal employees having General Provident Fund (GPF) Account to get information regarding their GPF accounts directly from the internet.	The matter has already been addressed in the CSI RFP.	Item closed.

34. Supply of updated Postal Manuals, Volumes and Reference books to all offices.	The concerned Divisions have been reminded vide letter No.9-13/94-PF (pt.iv) dated 08/07/2013 for furnishing the material for printing / uploading of Postal Manuals, in the official website. The action will be completed within a period of three months.	DDG (Estates & MM)
35. Bifurcation of Bastar and Raigarh divisions in Chattisgarh Circle.	(a) Baster Division: As no matching savings have been provided by the Circle Office for creation of additional posts, the proposal for bifurcation of Baster Division to create Kankar Division is found not feasible in view of ban on creation of Plan / Non- Plan posts by Ministry of Finance . (b) Raigarh Division: The circle has been asked to provide matching savings for creation of posts required for the proposed Sarguja Division after bifurcation of Raigarh Division. It has also been asked to furnish the financial implications involved in bifurcation of Raigarh Division. This part of the item is closed.	DDG (Estt)
39. Review of work load in Business Office.	It was decided that a report will be called for from the circles about the expenditure incurred and the revenue gained.	CGM(MB&O)
42. (i) Timely supply of uniform and issue of Kit Card.	It was decided that the instructions will be issued once again to all Heads of Cirlces for timely supply of uniform to eligible postal employees. The staff side was also informed to take up the matter at circle level.. Issue of Kit Card: The Directorate has called for the comment from all heads of the circles to explore possibility for issue of kit card on 03/06/2013.Reply received from the circles so far is in favour of the issue of kit card to the postal employees, hence it was decided to agree to the proposal and further necessary action may be initiated.	DDG (Estates & MM)
43. Downgradation of HSG II AHRO post in Maharashtra Circle	The proposal will be examined by the Establishment Division.	DDG (Estt)

The meeting ended with a vote of thanks to the chair.

MINUTES OF THE MEETING HELD ON 2-8-2013

No. 8/4/2013-SR

New Delhi, Dated the 16th September, 2013

A meeting was held on 02/08/2013 in the Committee Room, Dak Bhavan under the chairpersonship of Secretary (Posts) to discuss the issues raised by the PJCA in the Memorandum submitted by them on 01/04/ 2013. A list of participants is annexed.

Secretary (PSB) welcomed the participants and thereafter the discussions on the agenda items commenced. After deliberations the following decisions were taken:

1. issues relating to Gramin Dak Sevaks

a. Enhancement of Bonus ceiling -

In the matter of enhancement of Bonus ceiling to 3500/- of Gramin Dak Sevaks, it was assured that another attempt will be made to get the approval of the Finance Ministry. It was informed that the file has already been submitted to Finance Ministry with the favourable recommendations of the Postal Board and Minister, Communications.

The Proposal has been approved by Department of Expenditure on 21/08/2013. The matter is now being placed before the Cabinet for approval.

b. Revision of Cash handling norms-

On the issue of withdrawal of upward change in cash handling norms etc., it was assured that the entire issue will be re-examined. A DDG level committee was also constituted. Minister of State for communications has also assured the staff side that needful will be done in this case.

Data is being collected from all circles regarding financial implications in case the cash handling norms are revised. Circles are being addressed to expedite response. The proposal will be examined after the requisite data is collected.

c. Ensuring no reduction of TRCA under any circumstances -

It was assured by Minister of State for communications that orders for full protection of TRCA will be issued. But, in the orders issued by the Directorate, protection is given for one year only and thereafter if workload is not increased TRCA will be reduced without any protection. As per the earlier orders protection was given up to the maximum of the lower TRCA even if workload is reduced. As per the new order after one year there will be no protection at all. When workload is reduced due to circumstances beyond the Control of the GDS, reducing the TRCA is quite unjustified and inhuman.

The remuneration of the GDS and the policy relating to the same is reviewed every ten years in consonance with the Pay Commission by a committee and accepted by the Finance Ministry and Cabinet for implementation. The policy governing remuneration of GDS is related to work load. If work load increases TRCA is enhanced. On a similar analogy if work load reduces, there is an

impact on TRCA. Protection provided for GDS / BPMs for a period of one year is a welfare oriented instruction guiding GDS to increase his work load during the one year period. A fresh establishment review will be done for such post offices at the end of this one year period, which will end in October this year and a number of such offices identified and a decision will be taken.

Secretary (Posts) urged the staff side to convince GDS to make efforts to increase the business which in turn will enhance the workload with consequent rise in TRCA or maintenance of TRCA at the same level.

d. Removal of minimum 50 points conditions for GDS Compassionate appointment

The data reveals that present norms have yielded compassionate engagement to an extent around 30% - 35% of the cases which is much more than the regular departmental employees who are getting only 5% as per DOPT guidelines based on the Hon'ble Supreme Court judgement, which have restricted compassionate appointment to a maximum of 5% of the total appointment in Government service. The point system cannot be relaxed further to enhance the compassionate appointment cases as it is presently much more than the Supreme Court judgement norms. Item closed.

e. Redeployment of GDS mailman posts in new areas

The PJCA has accepted that this is a dying cadre. Therefore, the work that was hitherto being performed by GDS MM will be reflected in the future Establishment of Mail as per justification.

f. Review of cash conveyance allowance - Monthly ceiling of Rs.50/- to be removed.

Details will be ascertained from circles to know the average expenditure incurred every month by GDS / BPMs. Proposal will be reviewed thereafter, so as to ensure that they are adequately compensated to cover cost.

g. Introduction of Health Scheme

The proposal for GDS health insurance scheme is under active consideration by Ministry of Finance, Department of Expenditure. On 21/08/2013 Secretary (Posts) has demi officially addressed Secretary (Expenditure) to expedite the approval.

h. Norms for RPLI

GDS BPMs are already being given incentive on RPLI @ 10% of the first year premium towards RPLI policies and 2.5% of the renewal premium income collected by RPLI. No further revision is necessary at this stage. Item closed.

i. Providing norms for cash remittance from BO to AO & Vice Versa

The reply sent by Director (SR) vide letter No.8-4/2013-SR dated 22/04/2013 stands withdrawn. A committee has been formed to look into this issue. The proposal "norms for cash remittance from BO to AO - vice-versa"- will be examined on receipt of

report of the committee.

2. Immediate finalization of Cadre Restructuring:

After the narration discussion on the problems put forth in the strike charter on 10.01.2012 & 12.01.2012, Secretary, Deptt. of Posts, has assured both orally and also in the minutes, Inter alia;

“As recorded in the minutes of the meeting held on 27.12.2011, the proposal is under consideration of a committee under the Chairpersonship of DDG(P). The Staff side expressed their concern about the undue delay in finalization of the proposal on which the Secretary Posts, desired finalization of this process by 31st March, 2012. It was assured that the timelines would be adhered to”. As regards Restructuring of Postal Accounts officials, it was informed that the proposal was cleared by the JS&FS and stands referred to the Secretary (Posts). It was also decided to have a separate Committee under the Chairpersonship of Ms. Sandhya Rani, PMG (BD) Andhra Pradesh Circle to consider Cadre Restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation.”

Again in the Minutes of the discussion held with the staff side on 21.05.2012, it is further assured as follows:

“It was decided to formulate a proposal of 30th June 2012 for further examination in consultation with the nodal Ministries. Regarding cadre restricting of Postal Accounts it was assured that the matter will be pursued further with Postal Accounts wing and Establishment Division and the PJCA will be kept appraised of the progress in the regard.”

Again during the JCM, Departmental Council standing Committee meeting held on 18.12.2012 and JCM(DC) Meeting held on 28.12.2012 it was assured as follows:

“It was informed that the report of the committee is under consideration. Proposal will be formulated by the Department. However, one round of talks with JCM Members will be held before the proposal is firmed up.”

At one stage, the staff side has made it clear that if the Department goes on dragging the cadre restructuring issue indefinitely, the staff side will be forced to non-cooperate with the IT Modernization project.

It was repeatedly assured that the cadre restructuring will not be linked with the IT Modernization Project. But still the proposals are not finalized. No meeting of the Cadre Restructuring Committee by the Postal Board was held during the last one year. The undue and unwarranted delay is causing concern and also strong resentment among the employees.

The Cadre Restructuring Committee is being reconstituted.

Current Status / Postscript

The Cadre Restructuring Committee has been reconstituted under the Chairmanship of DDG (P). Sandhya Rani Committee report on organizational restructure of MMS is under consideration.

The report of “cadre restructuring of Postal Accounts” has been approved by FA and has been referred to Ministry of Finance.

3. Revision of wages of casual labourers and their absorption:

In the minutes of the discussion held with the staff side on 10.01.2012 & 12.01.2012, the Secretary (Posts) has assured as follows:

“The Staff side was appraised that a Committee had been constituted under the Chairpersonship of CPMG Assam circle to look into the issues pertaining to Casual Labourers and it is likely to submit its report shortly. The Staff side expressed its concern over the delay in the decision. Regarding the union’s request for revised minimum wages w.e.f. 01.01.2006, the matter will be examined on priority.”

Again in the minutes of the discussion held on 21.05.2012, it was further assured that.....

“A Comprehensive proposal on the matter of Casual labourers will be formulated by 30th June, 2012”.

In spite of these repeated assurances the payment of pro-rate wages to the law-paid casual laborers w.e.f. 01.01.2006 has not taken place causing inordinate delay in payment of minimum wages to those poor employees.

The committee of field officers under the chairmanship of Shri Vishvapavan Pati, PMG, Hyderabad Region has been constituted to suggest the manner in which the report of the Monojit Kumar Committee can be implemented. On receipt of findings of this committee, final view will be taken in consultation with nodal Departments.

4. Issuing orders on the items finalized by the Postmen Committee and also follow up action on certain items to be referred to work study unit.

a. Follow up action on certain item of the Postmen Committee constituted by the Postal Board is yet to be completed, i.e.: maximum beat length, unscientific resorting to single Postmen beats, Double duty, correction in the definition of the Congested area etc.

b. in spite of clear orders issued by the Directorate for filling up of Postmen & MTS Vacancies for the year 2009,2010,2011 & 2012, in certain circles (Eg. Andhra Pradesh) the examination for promotion to Postmen and MTS is not yet completed.

A separate meeting has been convened on 02/08/2013 under the chairmanship of Member (P), with Secretaries General of NFPE & FNPO and General Secretaries of Postmen unions and separate minutes issued.

All Circles have initiated action for announcing vacancy of postmen and action for filling up the posts is ongoing.

5. Abnormal delay in notifying HSG-I Recruitment / Rules

The finalization of revised HSG-I Recruitment rules is being delayed on one pretext or the other. This is pending over five years. 100% of HSG I Posts are

lying vacant and are being managed by officiating arrangements without any financial benefits. Due to the delay in finalizing HSG I Recruitment Rules, Carving out of Postmaster Grade III is also delayed, it is most unfortunate that orders have been issued by the Directorate not to fill up the HSG I Vacancies as per the old recruitment rules. At least this would have been caused to fill up the vacancies.

It has defeated the very purpose of matching savings offered to the extent of 680 PA Posts for availing HSG I Promotion and it is highly deplorable. Necessary action may please be taken to finalise the HSG-I Recruitment Rules or at least to fill all the vacant posts forthwith besides carving out of Postmaster Grade III Posts as per the existing HSG I Recruitment Rules.

In view of the observations of UPSC, file regarding RRs for HSG I has been referred back to DQPT. The vacancies are being filled by the circles as per provisions of the existing Rules by convening DPC meetings.

6. Abnormal delay in filling up of vacant LSG, HSG II and HSG-I vacancies due to non-holding of DPCs in many circles.

In many circles, the regular DPC to LSG has not been convened. Many LSG Posts are being kept vacant resultantly causing a heavy shortage in PA Cadre due to their officiating. Further the delay caused non-filling up of HSG-II Post due to inadequacies in the eligible candidates in LSG Cadre. In many circles, HSG-II DPC has also not been convened and many of the HSG-II Posts could not be filled up on a regular basis due to the officiating of the incumbents in the vacant HSG I Posts.

In nutshell all the higher posts are being managed only with the officiating or adhoc arrangements causing non filling up of basis PA Posts and denying and depriving the due promotional chances to the eligible candidates.

It is therefore requested to cause appropriate orders to convene DPC and fill up all the vacant LSG & HSG II posts immediately by prescribing time schedule.

Meeting will be convened under the chairmanship of Member (P) to examine individual cases of non-filling of vacant posts. The matter will be taken up with respective CPMGs for immediate action.

7. Problems of Postmaster Cadre Officials

(i) Allowing Postmaster Cadre officials to appear for IP and PSS Group B Examination.

(ii) Orders permitting the Postmaster Cadre official to officiate in HSG-I vacancies and earmarked Postmaster Grade III Posts.

(iii) Allow PO & RMS Accounts cadre official to opt for Postmaster cadre.

(iv) Filling up the Postmaster Grade-III posts by granting promotion to Grade-II officials and also by option from HSG-I officials after filling up all HSG-I Posts.

(v) Filling up of all vacant Grade-II and Grade III posts promoting the Postmaster cadre official relaxing the minimum service condition.

(vi) Filling up 100% Senior Postmaster/Chief Postmaster posts which are earmarked for Postmaster cadre by Postmaster Cadre officials alone declaring it as a hierarchical promotion cadre of Postmaster Cadre.

(vii) Delay in holding LSG HSG II and HSG - I DPCs and thereby denying the chance for giving option to Postmaster Grade - I, II & III to eligible officials.

(viii) Maintenance of up to date separate gradation list for PM Cadre officials.

In the minutes of the discussion held on 21.05.2012 the Secretary (Posts) has assured as follows:

"The issues were discussed at length and it was decided to review it after sometime keeping in view the merits and demerits of the proposal as well as the response of the officials for Postmaster Cadre".

The minutes did not reflect the real spirit of discussion as it was assured to consider favourably the above items after long discussion. However, it is high time to review the above cases and settle favourably. The entire Postmaster Cadre officials are totally frustrated and disappointed due to the negative attitude of the administration towards them.

Meeting will be convened under the chairmanship of Member (P) to consider these proposals and minutes will be issued separately.

8. Problems of System Administrators

In the minutes of the Departmental Council JCM Standing Committee dated 02.02.2012 (communicated in letter dated 06.06.2012) for the 15 items pertaining to system Administrators including creation of separate cadre, it is furnished as follows:

"The issue is under the consideration of the cadre Restructuring Committee constituted under the chairmanship of DDG(P) vide Department's office memo no.01/04/2010-SR dated 05.05.2011"

Finalization of the proposal by the Cadre Restructuring Committee is being delayed indefinitely. Recently, during the demonstration of IT Modernization Project, the staff side has repeatedly requested the Member (Technology) to create a separate cadre and absorb all the existing SAs as a onetime measure in the new cadre. Unfortunately no commitment was given regarding the creation of new cadre, except the assurance that the services of the existing system Administrators will be utilized in future also. It is high time to end the present uncertainty by creating a separate cadre for system Administrators.

After deliberations, the PJCA agreed to drop this item.

9. Implementation of speed Post hubs and L1, L2 Systems .

The High Power Committee appointed to discuss the issues under the Chairpersonship of then Secretary, Department of Posts assured the following before implementation of MNJOP proposals.

(i) There will be no shifting of staff from L1 office to L2 office vice versa for three years.

(ii) Irregular or wrong identification of L1 office will be changed after discussion with the staff side.

But to our dismay both the promises were not kept. There is a complete violation and deviation of assurances. Further, even though directorate has issued instruction to the Chief PMGs regarding change of administrative jurisdiction of speed post hubs, certain Chief PMGs have not yet implemented it and still some of the speed post hubs are continuing under the administrative jurisdiction of postal superintendent.

Further, CRC & Speed post norms have been finalized without any consultation with staff side. The impracticable norms have been imposed upon violating the earlier decision and agreements on the subject.

Meeting will be convened with PJCA under the chairpersonship of Member (Operations) and minutes will be issued separately.

10. MACP Related issues

The implementation of the Jodhpur CAT Judgement, i.e. non-counting of promotions acquired from one cadre to other through examination for MACP, Granting of MACP counting the total service rendered in each cadre etc has not been implemented resulting deprival of dues to the senior most promotes in the Department of Posts. This may kindly be considered.

This item will be discussed in a meeting to be convened under the chairmanship of Member (P) and the minutes will be issued separately.

11. Problems of APM Accounts/Accountants

The following demands in respect of PO & RMS Accountants have not been considered yet causing resentment and displeasure amidst the qualified hands.

(i) Proportionate distribution of APM Accounts posts among LSG, HSG 11 and HSG-1

(ii) Counting special allowance for pay fixation benefits to PO & RMS Accountants on promotion. Implementation of Karnataka High Court order not only for a specific period but also till the withdrawal of the TBOP/BCR Schemes in true spirit. The special allowance should be taken for pay fixation up to 31.08.2008 for TBOP/BCR officials.

(iii) Date of passing Accounts exam may be taken as the criteria for counting seniority for promotion, since no amendment has so far been issued to the statutory rules. Further the earlier passing of examination will have no relevance in future.

This item will be discussed in a meeting to be convened under the chairmanship of Member (P) and the minutes will be issued separately.

12. Filling up of all vacant posts

Even though Government of India has lifted ban on filling up of posts from 2009 onwards, and the

Directorate has given repeated instructions to fill up all direct recruitment as well as promotional quota of vacancies up to 2012, in many circles posts are remaining unfilled. Similarly in Postal Accounts much delay in taking place in filling up of posts due to delay in finalization of the Recruitment process by staff selection commission. Action may be taken to fill up all vacant posts from 2009 onwards on top priority basis as the staff are reeling under the pressure of workload which in turn affects the efficiency of the services rendered by the Department of Posts.

In conclusion, we hope that all the above issues will be given top most priority and the Hon'ble Secretary, Department of Posts, shall come forward for a negotiated settlement with the staff side in a time bound manner.

Postal Directorate has taken action to fill up DR Postal Assistant posts for years 2009 and 2010. 11,738 PAs / SAs DR quota vacancies have been filled up.

Examination for 4841 vacancies for the years 2011 and 2012 for PA / SA DR quota, has recently been held and result has been declared. The selected candidates will join their position on completion of pre-appointment formalities.

13. Non settlement of agreed items placed the Departmental Council (JCM)

Most of the issues agreed in the last Departmental Council meeting held on 28.12.2012 have not been processed further. Many of them remain as it is. There is no serious action taken in mitigating the issues put forth in the departmental council meeting.

Pending items will be discussed in the JCM (Standing Committee meeting).

14. Additional item submitted by PJCA:-

While conducting promotional cum competitive exams from GDS to MTS, GDS and MTS to Postman cadre we are in receipt of several complaints from the examinees that the examination papers for the relevant examinations were very tough. We tried to convince the Administration to set examination paper in liberal comprehensive manner with the intention that since the aspiring examinees are already in touch in the routine work and they are not required to face with complicated and extraneous nature of work and also to cut down the delay in recruitment process. However, the Directorate has stuck up to its own decision that the above mentioned examinations are competitive and not promotional, liberalization could not be considered. Due to the said decision by the Directorate it will be difficult to Department to hardly get 2 to 5% employees to fill up the vacancies earmarked from GDS to MTS for the designated job and the volume of vacancies will remain unfilled every year. It is once again requested to simplify the questions.

A Committee has been constituted under the chairmanship of DDG (R&P) to examine the contents of Question Papers with reference to prescribed syllabus and submit a report on the standard vis-a-vis the post for which examination is being conducted and post which is appearing for the examination.

OCTOBER - 2013

RNI No.43028/85

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GENERAL SECRETARY'S LETTER

11TH APPU CONGRESS

Reached New Delhi on 1-9-2013. 11th Asian Pacific Postal Union (APPU) conducted its 11th congress at New Delhi from 3-9-2013 to 7-9-2013. Out of 32 Member Secretaries, 28 Secretaries participated. On behalf of Uniapro Br. Eichiito and Secretary General FNPO participated in the Conference. The detailed report of the congress is published elsewhere.

YOUTH WING SEMINAR

Our Youth Wing Seminar was held in New Delhi on 7-9-2013 under the Presidentship of Sri Deepak Mukherjee. Br. Eichiito inaugurated the Seminar. CGM (MB) delivered a key note address. Other details were published elsewhere.

SILVER JUBILEE CONFERENCE ON DOPLI

Silver Jubilee Conference on DOPLI was held in Kolkatta on 9-9-2013. The Conference paid tributes to our beloved Sri K. Ramamurthy and G.K.Padmanabhan before the inauguration of the Conference. SG, FNPO inaugurated the Conference. Sri Debashiskundu presented a report on activities. The meeting was presided by Sri Samer Mukherjee and Shantanu Purokay stha the Vice-President. The meeting was convened by Sri Buddhadev laiyao

The following addressed the Conference

S/Shri P.G. Dutta Banik, Deepak Mukherjee, Subroto Chowdhary, Arup Choudhary, Mahesh Mista

R3, R4 JOINT CIRCLE CONFERENCE

The Joint Circle Conference of R3, R4 of Karnataka Circle was conducted on 15-9-2013, in Bangalore. General Secretary R3 and R4 addressed the Conference. S/Shri D. Venkatesalu and J. Krishna presented their biennial report to the Conference. Sri V. Nagarajan presided the conference. The details of the conference and office bearers list will be published in the next issue.

22ND CIRCLE CONFERENCE OF P4, ANDHRA PRADESH CIRCLE

The 22nd Circle Conference of P4, Andhra Pradesh Circle was held at Tenali from 15-9-2013 to 17-9-2013. The open session was presided by Sri M. Thirumala Rao, Head Postmaster Bapatla H.O. Shri T.N. Rahate, General Secretary NUPE Postman and MTS inaugurated the conference. Shri Ghulam rubbani presented biennial report. Shri V. Shivaji Circle Secretary P3 greeted the Conference. SG FNPO addressed the subject committee meeting. Shri Ghulam rabbani re-elected as Circle Secretary.

NUR -3 AND R4 JOINT CIRCLE CONFERENCE AT RAJAMUNDRY

The Joint Circle Conference of NUR-3 and R4 (MTS) held in Rajamundhry from 19-9-2013 to 21-9-2013. General Secretary R3 inaugurated the Conference. S/Shri Ramapa and Narasimhan presented their report on activities to the Conference. The detailed report of the Conference will be published in the next issue.

Yours Faithfully,
(D. Theagarajan), General Secretary

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