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# RMS SENTINEL

Editor : D. THEAGARAJAN

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NOVEMBER 2016

## NON IMPLEMENTATION OF CRC/SPEED POST NORMS

The Directorate issued orders for norms vide Directorate Memo No. 30-64/2009-D dated 08.10.2009 and orders for revised norms vide D.G. Posts No. 28-8/2011-D Dated 17.01.2013.

Now, nearly three years are over till the norms are not implemented in many Divisions. Moreover, we are receiving complaints from various Circles/Divisions of our Union that the above said orders are not implemented yet.

When we discussed the matter with the Directorate, they want the details of the Divisions/Circles.

Our Divisional Secretaries / Circle Secretaries discussing the serious issue whenever the General Secretary visits the Circles and AIC. They are unable to give the details as how the Divisions are preaching the Directorate norm. When CHQ demands more details they are keeping silent. Therefore, the CHQ is unable to find a solution in the issue which is affecting the employees badly in the day to day work. The CHQ feels that we have to find a permanent solution for this perennial issue. Hence, the CHQ appeals the following to the Circle / Divisional Secretaries..

Wherever the CRC/Speed Post Norm is preached by the office (set), the concerned Division Secretaries may take up the issue with SSRM/ SRM / Manager concerned in the monthly meeting and get the minutes from the officers Concerned. Thereafter, the matter may be referred to Circle Secretary with a copy to General Secretary (This would help the CHQ to take up the issue if Circle Union fails). The Circle Secretaries are requested to take up the issue with the C.O in the proper forum viz bi-monthly and four monthly meetings. There are complaint from the circles that the PMGs/CPMGs are not conducting bi-monthly / four monthly meetings regularly.

In this connection, the DOP&T issued orders very clear regarding the conduct of meetings with the service association following DOP&T orders Directorate has given instructions to the Heads of Circle to conduct the meeting regularly. If any Circle / Region violates the above orders, this may be brought to the CHQ for redressal. After getting the minutes of bi-monthly / four monthly meeting, the copy of the minutes may kindly be sent to CHQ for final disposal. CHQ hope, our Division / Circle Secretaries will rise to the occasion.

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

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## **IT IS UNFORTUNATE THAT THE GOVERNMENT HAS NOT TAKEN CARE OF OUR DEMANDS WHICH WERE KEPT TO THEM ALMOST THREE MONTHS AGO**

New Delhi, October 24: The second meeting of senior government officials with central government employees unions leader has already started in New Delhi over the hike in their minimum wage. The meeting started at 4:00 pm and will end in few hours after which a major announcement is expected today. Most of the central government employees believe that the in spite of Finance Minister Arun Jaitley promise, the government had not done enough for them and the government has not cared to make any attempt to hike minimum pay till date. The high-level meeting between the Additional Secretary (Expenditure), Department of Expenditure, Ministry of Finance and the Standing Committee of National Council (Staff Side) NJCA, was earlier postponed and it was held today at 4:00 PM.

In the meeting, the NJCA Secretary Shiv Gopal Mishra is also present along with senior other officials. Earlier there was a similar meeting held in which senior officers failed to arrive at any decision for hiking the minimum pay of central government employees. Shiv Gopal Mishra was earlier reported saying that, the government has assured us they will act in minimum pay, but so far nothing had happened. After the 7th Pay Commission recommendations made by the panel was accepted by the Narendra Modi government, Shiv Gopal Mishra and his

fellow union leaders had threatened to carry out indefinite strike across India. The government which took seriously the threat then promised to hike the minimum pay of central government employees beyond Rs 18,000. The meeting took place at Home Minister Rajnath Singh's house a day after the cabinet cleared 7th Pay Commission award when he met with representatives of central government employees unions' leaders. One of the central government employees who didn't wish to be named said, "It is unfortunate that the government has not taken care of our demands which were kept to them almost three months ago".

According to the consensus, the central government employees unions had demanded a hike of Rs 18,000 to Rs 26,000 and also asked to raise the fitment factor 3.68 times from 2.57 times. The government had also formed a 22-member high-powered committee headed by Secretary, Department of Personnel and Training (DoPT) in September to look at the anomalies coming out of the implementation of the 7th Pay Commission's recommendations. The Narendra Modi government has accepted most of the recommendations made by the panel on of the 7th Pay Commission, which has been implemented from January 1, 2016

Source:- India.com

# GOVERNMENT ORDERS

GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE  
CENTRAL PENSION ACCOUNTING OFFICE  
NEW DELHI-110066

CPAO/IT&Tech/Clarification/2016-17/ 13,  
Vol -VI /160

26.10.2016

**Subject: Crediting of enhanced Medical Allowance to the pensioners account by Banks.**

During the workshop for banks on monitoring the pensioners grievances through "Web Responsive Pensioners' Service" organised on 03.10.2016 a query was made on requirement of Special Seal Authority for crediting Medical Allowance at the enhanced rate based on orders issued by DP&PW from time to time. In this context, attention is invited to para 4.5.2 (copy of the extract attached) of Accounting and Operating Procedure for Central Pension Processing Centre of Authorised Banks for Pension Disbursement to Central Government (Civil) Pensioners issued in Feb, 2012 wherein it has been provided that CPPC should have direct access to the website of the Department of Pensions & Pensioners Welfare and Ministry of Home Affairs, so that these are regularly browsed and orders on Dearness Relief issued by various Departments are acted upon immediately.

CPPCs of all the banks are advised to follow the same instructions for revising the Medical Allowance of the pensioners already drawing the same as and when the rate of Medical Allowance is enhanced by DP&PW without requiring for any Special Seal Authority from CPAO.

Encl: As above.

(Vijay Singh)  
Sr. Accounts Officer (IT & Tech)

4.5. Roles and Responsibilities of CPPC as oversight agency

4.5.1. CPPC will receive Government orders and disseminate the same to all concerned agencies for necessary action.

4.5.2. The CPPC should have direct access to the websites of the Department of Pension & Pensioners' Welfare, M/o Home Affairs and M/o Consumer Affairs so that these are regularly browsed and orders on Dearness Relief issued by various Departments are acted upon immediately.

4.5.3. The dues of the pensioner accruing with time, based on age must be automatically paid to the pensioner by the CPPC on provisional basis for a period of six months. This should be fully automated and exceptions watched for correction.

4.5.4. At the time of credit afforded at CPPC, a confirmation report must be generated and monitored to ensure that the pension/family pension etc. in respect of all pensioners of the CPPC have been credited. A monthly discrepancy report with respect to the total number of pensioners and those paid in the previous month may be reviewed regularly. Exceptions should be reviewed by the senior management of the bank to enable immediate rectification of any omissions.

4.5.5. CPPC software is required to have a grievance redressal module as detailed in Section 9.2 below.

4.5.6. CPPC may exercise oversight on quality of service to pensioners including services to the handicapped pensioners.

4.5.7. CPPCs may ensure that the responsibilities assigned to Home Branches are enforced so that the pensioners are not redirected to CPPC for redressal of grievances and information needs. Necessary performance measures and monitoring mechanisms, in co-ordination with the respective administrative structures to achieve the desired level of service

delivery in Home Branches as well as CPPCs may be instituted by the bank.

**4.6. Roles and Responsibilities of Home branches (pension account service branch)**

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Indication of Aadhaar number in Pension papers of all employees – regarding.

**GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE  
CENTRAL PENSION ACCOUNTING OFFICE  
TRIKOOT-II, BHIKAJI CAMA PLACE,  
NEW DELHI – 110066**

CPAO/Tech/Jeevan Pramaan/(3) Vol-II/2015-16/56

20.10.2016

**OFFICE MEMORANDUM**

**Subject:- Indication of Aadhaar number in Pension papers of all employees – regarding.**

Attention is invited to CPAO OM No. CPAO/ Tech/Jeevan Pramaan/2015-16/1770 dated 07.03.2016 and D.O. letter dated 30.07.2015 from CGA to all secretaries (civil Ministries) followed by OM No. CPAO/Tech/Jeevan Pramaan/2016-17/07 dated 07.04.2016 regarding incorporation of Aadhaar number in the fresh PPOs.

2. In terms of section 7 of the Aadhaar (Targeted Delivery of Financial and other Subsidies, Benefit and services) Act,2016 "The central Government or, as the case may be, the state Government may, for the purpose of establishing identity of an individual as a condition for receipt of a subsidy, benefit or service for which the expenditure is incurred from, or the receipt therefrom forms part of the Consolidated Fund of India, require that such individual undergo authentication, or furnish proof of possession of Aadhaar number or in the case of an individual to whom no Aadhaar number has been assigned, such individual makes an application for enrolment: Provided that if an Aadhaar number is not assigned to an

individual, the individual shall be offered alternate and viable means of identification for delivery of the subsidy, benefit or service". Further, DP&PW has intimated vide OM No. 1/ 20/2016-P&PW (E) dated-08.08.2016 (copy enclosed) that it has issued a revised format for the application for pension by retiring employees (Form-5) in which Aadhaar number is to be indicated, if available. DP&PW has also requested Secretaries of the Ministries/ Departments to ensure that only the latest revised Form-5 & 7 complete in all respects including Aadhaar number, where available, are forwarded along with pension papers to the PAO.

3. In view of above, all Pr. CCAs/CCAs /CAs/ AGs/ Administrators of UTs are again requested to issue instructions to PAOs to invariably watch the mention of Aadhaar Number in Pension paper received from Heads of Offices. Further it is also requested to take up the matter with JS (Admin) and Heads of Department/ Heads of Offices of respective Ministries/ Departments to ensure for providing Aadhaar number in pension papers in all cases being submitted to concerned PAOs to enable them to incorporate the same in PPO booklets.

(Subhash Chandra)  
Controller of Accounts

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Implementation of the recommendation of the 7th CPC - Option regarding commutation of additional amount of pension

**F.No.42/14/2016-P&PW(G)  
Government of India  
Ministry of Personnel, PG & Pensions  
Department of Pension & Pensioners  
Welfare  
3rd Floor, Lok Nayak Bhawan  
khan Market, New Delhi-110003**

Date:- 24th Oct, 2016

**OFFICE MEMORANDUM**

**Subject: Implementation of the recommendation of the 7th CPC - Option regarding commutation of additional amount of pension.**

The undersigned is directed to state that in pursuance of Government's decision on recommendation of 7th Central Pay Commission, orders have been issued for revision of provisions regulating pension/gratuity/commutation of pension etc. vide this Department's OM 38/37/2016-P&PW(A) dated 04.08.2016. In para of the said OM, it has been mentioned that there will be no change in the provisions relating to commutation values, the limit upto which the pension can be commuted or the period after which the commuted pension is to be restored.

2. As per Rule 10 of CCS (Commutation of Pension) Rules, 1981, an applicant who has commuted a percentage of his final pension and after commutation his pension has been revised and enhanced retrospectively as a result of Government's decision, the applicant shall be paid the difference between the commuted value determined with reference to enhanced pension and the commuted value already authorised. For the payment of difference, the applicant shall not be required to apply afresh.

3. References have been received in this Department that many pensioners who retired after 01.01.2016 and have drawn pension/commuted value of pension based on their pre-revised pay/pension do not wish to commute the pension which has become additionally commutable on revision of pay/pension on implementation of recommendations of 7th CPC. The matter has been examined in consultation with Ministry of Finance (Department of Expenditure), It has been decided that those pensioners who retired from 01.01.2016 till 04.08.2016 i.e. the date of issue of orders for revised pay/pension based on the recommendations of the 7th CPC may be given an option, in relaxation of Rule 10 of CCS (Commutation of Pension) Rules, 1981, not to commute the pension which has become additionally commutable on revision of pay/pension on implementation of recommendations of the 7th CPC. The Cases where the additional pension after 7th CPC has already been commuted will not be re-opened.

4. In their application to the employees of Indian Audit and Accounts Department, these orders issue in consultation with Comptroller and Auditor General of India.

5. This issues with the concurrence of Ministry of Finance, Department of Expenditure ID No.192/E.V/2016, dated 30.09.2016.

sd/  
(Suiasha Choudhury)  
Director(Pension)

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Personal Computer Advance up to Rs.50,000

No. 12(1)/E.II(A)/2016  
Government of India  
Ministry of Finance  
Department of Expenditure  
New Delhi, the 7th October,2016

OFFICE MEMORANDUM

Subject: Grant of advances- Seventh Pay Commission recommendations- Amendment to Rules 21(5) of Compendium of Rules on Advances to Government Servants.

The undersigned is directed to say that in pursuance of the decision taken by the Government on the Seventh Pay Commission's recommendations relating to advances, the existing provisions of Compendium of Rules on Advances – 21(5) relating to Personal Computer Advance are amended as per the amendments attached.

2. These orders will take effect from the date of issue of this O.M. The cases where the advances have already been sanctioned need not be reopened.

3. The other interest bearing advances relating to Motor Car Advance and Motorcycle/Scooter/Moped Advance will stand discontinued.

4. In so far as persons serving in Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

5. All the Ministries/Departments are requested to bring the amendments to the notice of all its attached and subordinate offices for their information.

Hindi version of this O.M is enclosed.

(Pankaj Hazarika) Director, E.II (A)

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**OM on Timely and advance action in convening of Departmental Promotion Committee meeting in terms of Model Calendar**

**No. 22011/1/2011-Estt(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)  
North Block, New Delhi – 110001  
Dated- October 27, 2016**

**OFFICE MEMORANDUM**

**Subject:- Timely and advance action in convening of Departmental Promotion Committee meeting in terms of Model Calendar-regarding.**

The undersigned is directed to state that with a view to having the approved select panels for promotion ready in advance in a time-bound manner, this Department has issued a Model Calendar for DPCs vide OM No. 22011/9/98-Estt. (D) dated 8th September, 1998 as modified vide OM No. 22011/4/2013-Estt.(D) dated 28.01.2015. An indicative pattern has been provided in the Model Calendar for various events involved in the pre/ post DPC related actions. All the Ministries/ Departments have been impressed upon from time to time by this Department to adhere to the prescribed time-line so as to ensure that the panel is ready in time and is utilised as and when the vacancies arise during the course of the vacancy year.

2. It has been brought to the notice that many promotion posts are lying vacant due to abnormal delay in convening DPCs. The objective of timely promotions of employees in various Ministries/Departments can be achieved only by holding DPC meetings.

3. In view of above, all Ministries/ Departments are again advised to ensure strict compliance of instructions in order to achieve the desired objectives of timely convening of DPCs/preparation of approved select panels within the prescribed time frame.

**(Rajesh Sharma)  
Under Secretary to the Govt. of India**

**No.S.14025/18/2015-MS/EHSS  
Government of India  
Ministry of Health and Family Welfare  
Department of Health & Family Welfare  
Nirman Bhawan, New Delhi**

**Dated the 17<sup>th</sup> October, 2016**

**OFFICE MEMORANDUM**

**Sub : Grant of 90% medical advance for all treatments (IPD and OPD) under CGHS and CS(MA) Rules, 1944.**

The undersigned is directed to refer to OM No. S.14025/7/94-MS dated 15-5-1996, and OM No. S.12025/1/96-CGHS(P) dated 13-5-1997 provisioning, inter-alia, grant of advance upto 90% in case of major illness like by-pass surgery, Kidney transplant, major cancer treatment, etc.

2. During the meeting held on 25-3-2015, National Council (Staff Side) requested this Ministry to make provisions for grant of 90% advance of the estimated cost for all treatments for serving Central Government employees, irrespective of major or minor diseases.

3. The matter was examined in the Ministry. Considering that the basic purpose of grant of advance for treatment of any disease is to provide relief to a Government employee from facing hardship, it has been decided with the approval of the competent authority that serving CS(MA) and CGHS beneficiaries may be granted 90% medical advance of the approved CGHS package rates for all indoor treatments, irrespective of major or minor diseases, on receipt of a certificate from the treating physician of a Government/recognized hospital as per the guidelines given in the OM No. S.14025/7/94-MS dated 15-5-1996 and OM No. 11016/1/92-CGHS(P) dated 29-10-1992 for CS(MA) and CGHS beneficiaries respectively.

4. For out-door treatment, it has also been decided that advance may be limited to 90% of the total estimated expenditure of the treatment, subject to the condition that the advance for OPD treatment may only be granted when the total estimate of expenditure for OPD treatment including tests/ investigations is more than Rs. 10,000/-.

5. The advance should be released within 10 days on receipt of the request for advance by the administrative Department/Ministry/office in order to avoid inconvenience to the employees.

6. The OM No. S.12025/1/96-CGHS(P) dated 13-5-1997 stands withdrawn from the date of issue of this O.M.

(Sunil Kumar Gupta), Under Secretary to the Govt. of India

# DEPARTMENTAL ORDERS

No. 6624/2013-SPB-I  
Ministry of Communications & IT  
Department of Posts, Personnel Division  
Dak Bhawan, Sansad Marg, New Delhi

Dated 27-8-2016

1. All Chief Postmasters General
2. All Postmasters General
3. The Director, PSCI, Ghaziabad
4. Chief General Manager, Postal Life Insurance, New Delhi
5. C.E. (Civil), Dak Bhawan, New Delhi

Sub : Abolition of Group B, C and D posts of Annual Direct Recruitment Plans (DRP) for the year 2005, 2006, 2007 and 2008 under the scheme of Optimization of direct recruitment vacancies regarding.

Sir/Madam,

I am directed to refer to this Directorate's letter of even number dated 13-12-2013 vide which instructions were issued to all Circles to keep in abeyance orders issued by the Circles after 28-5-2016 to comply with the interim order dated 28-5-2013 of Hon'ble Tribunal Delhi Bench in OA No. 1736/2013 to stop all further proceedings on Dte's letter No. 25-12/2008-PE-I dated 19-11-2012 on the subject mentioned above.

2. The order for abolition of Group B, C and D posts of ADRP for the year 2005, 2006, 2007 and 2008 under the Scheme of Optimization of Director Recruitment vacancies as conveyed vide our letter No. 25-12/2008-PE-I dated 19-11-2012 was sub-judice in three CATs viz., Principal CAT Bench, Delhi, in CAT Bench Karnataka and in Ernakulam Bench, Kerala. Now the final verdicts of the three CATs have been received in favour of the Directorate. The OAs filed in these three CATs have been dismissed.

3. In view of above, it has now been decided to withdraw the instructions contained in the Directorates letter of even number dated 13-12-2013 and all the Postal Circles are hereby directed to take further course of action to abolish the vacancies circulated vide Directorate letter No. 25-12/2008-PE-I dated 19-11-2012 immediately.

Yours faithfully,  
(Abhay Kumar), Assistant Director General (SPN)

No. 19-44/2015-GDS  
Government of India  
Ministry of Communications & IT  
Department of Posts  
Dak Bhawan, Sansad Marg, New Delhi 110 001.

Dated : 29-9-2016

To

All the Chief Postmasters General

Sub : Guidelines about engagement on compassionate grounds against GDS posts – Clarification reg.

Madam/Sir,

I am directed to inform that during the course of examination of the matter of compassionate

engagement it is noticed that one person while working as Gramin Dak Sewak BPM, had died on 18-10-2001. The second & younger son of late GDS BPM applied for the post of GDS on compassionate ground only on 13-3-2009 i.e. after 8 years from the date of death of his father. Though the application for engagement was received much belated after a gap of 8 years, it was processed and considered by the CRC on 19-4-2010 and recommended that the case be referred to Directorate for condonation of delay on 1-8-2011. In the meantime, the applicant was offered engagement on compassionate ground as GDS BPM on provisional basis, vide memo dtd 26-5-2010 and he joined the said post on 16-6-2010.

The Postal Directorate vide letter dated 14-12-2010 issued revised guidelines about engagement on compassionate grounds against GDS posts. In these guidelines it was laid down that all requests for compassionate engagement would be considered by the CRC on application of the relative merit points. The Postal Directorate vide letter dated 1-8-2011 substituted some revised provisions. As the applicant in the said case had got 41 relative points against the 50, the CRC on consideration did not approve his case. Accordingly, the provisional engagement of the applicant was terminated in pursuance of Rule 8 of GDS (Conduct and Engagement) Rules, 2011.

Aggrieved upon this, the applicant had filed on OA in Hon'ble CAT, Madras Bench. The Tribunal after hearing the matter allowed the OA. The orders of the Tribunal were challenged by the Department by way of filing of WP which was also dismissed by the Hon'ble High Court of Madras. The Department while examining the above matter in consultation with the D/o. Legal Affairs about filing of SLP, the Ld. ASG observed that the engagement of the applicant was terminated on the basis of guidelines which were issued by the Department after the engagement of the applicant which is bad in law. In view of this and due to delay in the matter the Ld. ASG opined that this is not a fit case for filing SLP. Thus, main cause for loss of WP was engagement of applicant on provisional basis before approval of CRC.

2. It is seen that even though the provisional engagement of the applicant was irregular as the same was done without the approval of the CRC but it could not be terminated due to intervention of CAT and High Court and in view of the advice of the D/o Legal Affairs, the department has been compelled to implement the judgement of the Hon'ble CAT.

3. I am therefore, directed to request you to kindly ensure that in future, in such cases, the dependents of deceased may not be engaged till the case has been cleared by the CRC and approved by the competent authority. The above position may be brought to the notice of all concerned for strict compliance.

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

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## GENERAL SECRETARY'S LETTER

Reached Delhi on 19/10/2016.

### VISIT GUJARAT CIRCLE:

On 06/10/2016 SG FNPO met CPMG Gujarat Circle along with P4 & R-3 circle secretaries & discussed various issues of Gujarat Circle. CPMG agreed to settle our genuine demands. Let us hope for the best.

### UNIPOST AND LOGISTICS WORLD CONFERENCE:

UNI Post & Logistic world conference was held in Dublin from October 13 to 14. Over 250 post and logistics world leaders participate. From India, SG FNPO participated in the conference. Details of the conference are already published in our website. [www.fnpo.org](http://www.fnpo.org).

### CONFUSION CONTINUES IN PROMOTION OPTION AFTER FINANCE MINISTRY ORDER:

After this Clarification, there is confusion among Government servants, those who got Promotion between 01-01-2016 and 25-7-2016 regarding how their Pay will be fixed...? The Doubts are ..1. What is the status of Employees promoted between 01.01.2016 and 25.7.2016 and opted to Revise their pay on Date of Next Increment i.e 1.7.2016 ?

i. Would they be asked to revise their promotion option under FR 22(1)(a)?

ii. The option Exercised under the provisos to rule 5 of CCS (RP) Rules 2016 also to be revised again...?

iii. If one opts to fix the pay on Date of Promotion under FR 22(1)(a) and Opt to revise the pay on the date of the Promotion under Revised Pay Rules 2016, how the Pay will be fixed...?

Our federation will take up the issue with the Department of the post.

### MEETING ON ALLOWANCES:

On 19/10/2016 Directorate called for a meeting with staff side to discuss on Allowances. Details of the meeting already published on our Website.

### 7TH CPC RECOMMENDATIONS RELATING TO THE MACP SCHEME FOR CENTRAL GOVERNMENT EMPLOYEES:

The Government has totally ignored the agreement reached with the JCM (Staff Side) on 17/07/2012 and 27/07/2012 in the Joint Committee and National Advisory Committee Meetings wherein agreement was reached to maintain the same benchmark as is applicable for filling the vacancies through promotion by selection/non-selection/fitness instead of insisting upon the benchmark 'Very Good' recommended by the 6th Central Pay Commission. Thereafter, the DoP&T vide OM dated 01st November 2010 and 04th October 2012 issued necessary instructions for granting MACP to the Central Government employees. JCM takes note that the Government while accepting the 7th CPC recommendations relating to financial upgradation under MACP Scheme to its employees has again taken U-turn and had once again fixed the benchmark 'Very Good' arbitrarily for granting financial upgradation mainly to deny the legitimate benefit to its employees without any dialogue with JCM (Staff Side) – the machinery setup to deal with the issues of Central Government employees which is totally unjustified.

The JCM strongly opposes the move of the Government for which communications have already been sent by the Federation twice to the Cabinet Secretary on 2nd August and 23rd August 2016 to respect the bilateral agreement reached with the JCM (Staff Side) and restore the decision given vide DoP&T OM dated 01/11/2010 and 04/10/2012 without making any change on the settled issue. Let us hope the Government will consider our JCM request.

Yours Fraternally,

  
(D. Theagarajan), General Secretary

Please visit our website : [www.fnpo.org](http://www.fnpo.org) for day-to-day news.

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

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