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RMS SENTINEL

Editor : D. THEAGARAJAN

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ACCUMULATION OF LARGER QUANTITY OF MAILS AT AMPC KOLKATA

To
Smt. Manjula Parasher
Secretary
Dept. of Posts
New Delhi 110 001.

Madam,

Kindly recall my discussion with you on the above subject.

The Department is aware that largest growth of business mails is in seven Metropolitan Cities, Mumbai, Chennai, Delhi, Kolkata, Bangalore, Hyderabad and Ahmedabad.

In the name of technology induction under the MNOP, the Department decided to install 14 AMPCs within three years from 2011 to 2014. My Federation opposed the move citing various reasons and factors against the installation of AMPC. The Department did not agree with us to stop the installation of AMPC in Kolkata and Delhi stating that this process is already on going for the last ten years and at this junction, it cannot be stopped.

Now AMPCs at Kolkata and Delhi are functioning for the past few months.

Mail Arrangements and other related issues in respect of AMPC Kolkata and AMPC Delhi were not discussed by the Department with Federations stating that the issue is local one and it can be discussed only with respective Circle Secretaries.

PRESENT POSITION OF AMPC KOLKATA

The Department is aware that prior to installation of AMPC, Kolkata city mails were dealt with by Kolkata RMS Division, Kolkata Airport Stg., Sealdah RMS and Howrah RMS. The mails were disposed of smoothly. Now 90% mails are routed to AMPC Kolkata. The officer of the Department is aware that characteristics of Indian business mail not all of which lent themselves for automatic sorting. Not even in USA it has happened. Even with good growth of business mails in Mumbai and Chennai where automatic sorting has functioned. The business mail

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processing through this automated centres is low, every one knows.

The Department has not learnt the lesson.

AMPC is required or not is not the question now. Now our aim is to make the AMPC more viable. This can happen only with the co-operation of staff working in Kolkata RMS Division, Sealdah RMS and Calcutta AP Stg.

My union hopes and trusts that the administration will agree with us.

Suggestion for quick disposal of mails in Kolkata :

1. After installation of AMPC staff of Kolkata RMS Division and Sealdah RMS are afraid of their survival as the mails are routed to AMPC. The fearness of the staff should be removed with soft approach of the administration towards Kolkata RMS Division and Sealdah RMS as was done in the case of Chennai Sorting Division and Dadar Sorting Division while installing AMPCs in Chennai and Mumbai respectively.
2. While installing AMPCs in Chennai and Mumbai, the staff of AMPC were very happy. But in Kolkata staff of AMPC are not happy for various reasons. This should be sorted out.
3. Unwilling staff who are working in AMPC must be transferred to their units. During 1990 AMPC was installed in Mumbai and in the year 1995 AMPC in Chennai was installed in spite of severe opposition from the service unions.
4. After the installation, in the both the Centres lakhs and lakhs of mails were dealt with smoothly with the co-operation of Staff associations. The administration also started giving maximum concessions to the staff of both Centres. Most unfortunate thing is that the administration in Delhi and Kolkata failed to rise to the occasion. This has to be rectified first.

Recently I visited Kolkata for three days to observe the functioning of AMPC. As was done in Mumbai and Chennai, the AMPCs in Kolkata and Delhi have been installed far away from the cities. This results in mails of TSOs have to be transported to AMPC by travelling 40 to 60 kilometers.

5. While installing AMPC in Chennai, culling Centre was created nearby Chennai sorting Division. This centre was manned by Group 'D' staff of Chennai Sorting Division. Machinable mails were sent to AMPC Chennai and non-machinable mails were sent to Chennai Sorting Division. Likewise segregation of work of first class mail may be done by staff of Kolkata RMS Division at GPO Building. Non-machineable mails should be processed by Kolkata RMS and machinable mails should be sent to AMPC for further process.
6. While installing AMPC in Chennai, non-machinable inter-circle mails and intra-circle mails were given to Park-Town Sorting for processing thereby avoiding unrest of staff of Part Town Stg. Like this, all external TD mails – both first class and second class covered by 24 parganas (North & South) must be dealt with by Sealdah RMS.

All the above suggestions are not only going to help the staff but also pave way for quick disposal of public mails in every mail office including AMPC.

The Department is very well aware that majority of staff are working in Kolkata RMS Division, as in the case of Chennai Sorting Division in Tamilnadu. While installing AMPC in Chennai following units were retained to Chennai Sorting Division to compensate the first class mails

- i. Chennai Sorting Parcel, ii. Chennai Sorting RP, iii. CRC, iv. EPP, v. BPC & BMC

The same yardsticks may be followed in Kolkata RMS to retain the majority of staff in the Division itself.

The above suggestions are given by my union in order to remove the unrest among the staff of city RMS Divisions of Kolkata (Kolkata RMS, Scaldah RMS, Calcutta Airport Stg.) as well as improving the functioning of AMPC Kolkata.

The present officers who are looking after the AMPC Kolkata have introduced many plans

to attract the employees. This is landable and it should be continued. At the same time, ordering staff of Divisional office, Accounts Branch and other admin. Offices to work in AMPC Kolkata should be dispensed with.

My union strongly believes that the above suggestions will be accepted in the interest of public mails.

Yours Sincerely,

(D. THEAGARAJAN), General-Secretary

MINUTES OF THE MEETING HELD WITH STAFF SIDE ON 02/11/2012 AT DAK BHAWAN, NEW DELHI TO DISCUSS THE ISSUES PERTAINING TO L-1 AND L-2 MAIL OFFICES UNDER MNOP

A meeting was held with staff side on 02/11/2012 at Dak Bhawan, New Delhi to discuss the issues pertaining to L-1 and L-2 mail offices under MNOP. Shri S. Sarkar, Member (Operations) was in the chair. Following were present in the meeting.

OFFICIAL SIDE

1. Shri S.K. Sinha, CGM (MB)
2. Shri Rishikesh, Director (Mail Management)
3. Shri Vivek Kumar Daksh, Director (Mail Business) and
4. Shri M. B. Gajbhiye, ADG (MO)

STAFF SIDE

1. Shri. D. Theagarajan, Secretary General, FNPO and
2. Shri M. Krishnan, Secretary General, NFPE
3. Shri K V Sridharan, General Secretary; AIPEU, Gr. 'C'

At the outset, Member (Operations) welcomed the participants. Following points were discussed in the meeting:

(i) Upgradation of Guntakal RMS and other mail offices as L-1 mail offices:- Staff side informed that Guntakal L-2 mail office may be considered for upgradation to L-1 mail office instead of Kurnool RMS. They also requested Jhansi, Sealdah, Asansol, Hubli, Shillong and Tinsukhia may also be upgraded as L-1 offices. A paper containing the proposal was also submitted by staff side.

It was informed by the official side that on the basis of mail volume and profile, and nature of transmission of mail, Guntakal RMS does not qualify for upgradation as an L-1 office. The details of mail volume, mail profile etc. were shared with the staff side. It was further told to the staff side that other proposals would be examined and appropriate action would be taken.

(ii) Transfer of officials from HRO Vadodara to SRO Surat:- It was informed to the staff side that a report has been called for from Gujrat Circle and further action would be taken on receipt of report from the Circle.

(iii) Filling up of operational posts of LSG Supervisors in RMS offices:- Staff side pointed out that due to closure/merger of sets, posts of LSG Supervisors in RMS are not being filled up due to non-availability of functional justification. Staff side was told that the issue would be referred by Mails Division to Personnel Division for necessary action.

(iv) Transfer of control of Speed Post Sorting Hubs to RMS Divisions from Postal Divisions:- Staff side requested that administrative control of all Speed Post Sorting Hubs be given to RMS Divisions as some hubs are still under the control of Postal Division. The issue was discussed and it was informed that the issue was taken up earlier also. The earlier instructions issued on this would be reiterated. The meeting ended with a vote of thanks to the chair.

Dr. G. SANJEEVA REDDY RE-ELECTED UNANITNOUSLY AS INTUC PRESIDENT

The 88th General Council Meeting of INTUC was held at Thane - Mumbai on 7th October, 2012. Prithviraj Chavan, Chief Minister of Maharashtra and Mr. Noriyuki Suzuki, General Secretary, ITUC-AP were the Chief Guests. The meeting was inaugurated by Mallikarjun Kharge, Union Minister of Labour & Employment. The inaugural speech of Union Minister Mallikarjun Kharge is given below:

***‘Rights and benefits earned by workers, including the right to strike according to law, will not be taken away or curtailed:
Kharge, Labour & Employment Minister***

Union Labour & Employment Minister Mallikarjun Kharge in his inaugural address in the 88th General Council Meeting of Indian National Trade Union Congress traced the history of the INTUC and said that it was established in May 1947 as a historic necessity just before the country attained independence. The formation of this great trade union was blessed by great leaders like Father of the Nation Mahatma Gandhiji, Pt. Jawaharlal Nehru, Sardar Vallabhbhai Patel, Shri Gulzari Lal Nanda and many other stalwarts of the freedom movement. ‘Peaceful Change’, ‘Adoption of Democratic Methods’ and ‘Growth of Strong and Healthy Trade Unionism’ formed the basis of this great organization. Indian National Trade Union Congress was established with the aim to give the correct lead to the working class and to ensure decent wages and working conditions in the interest of establishing social justice, peace and security.

He said that the trade union movement in the 21st Century faces new challenges in the form of uneven distribution of rewards of the economy. The problem is more pronounced in developing and under-developed countries. The solution lies in further strengthening of democratic systems, rapid mobilization of resources to tackle poverty and development of human resources for national growth.

Referring the labour policy of the government, he said that labour policy manifests itself through our labour laws. These labour laws draw inspiration from the views expressed by important nationalist leaders during the days of freedom struggle and various provisions of our Constitution as well as international labour instruments. The concept of ‘dignity of human labour’ and ‘safeguarding the interests of our working class’ has been enshrined in our Constitution. The Tripartite Indian Labour Conference held every year has also significantly contributed in shaping our labour laws and launching various labour welfare schemes.

Shri Kharge said, ‘A healthy social dialogue between the workers and employers is of para mount importance. Rapid economic growth coupled with safeguarding of worker’s rights will lay the foundation of our country’s sustainable development. Employers should have a healthy respect for labour statutes. On the other hand taking the law into own hands by workers should be avoided. Workers and employers of our country should establish a cordial relationship which will send a positive signal world over.’

‘We are firmly committed to ensure the welfare and well being of all workers, particularly those in unorganized sector who constitute 94% of our work force. Social Security, health insurance and other schemes for workers like weavers, hand loom workers, fishermen, toddy tappers, leather workers, plantation labour, beedi workers etc. will be expanded.’

The Labour Minister said that the marginalized sections of the society require economic and social protection in order to raise their standards of living and join the national mainstream. Government is implementing various employment generation/ social security schemes for Workers in the unorganised sector. Some of the flagship schemes are Swarnjayanti Gram Swarojgar Yojana, Swam Jayanti Shahari Rojgar Yojana, Prime Minister’s Employment Generation Programme and Mahatma Gandhi National Rural Employment Guarantee Act (2005). The

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) provides for the enhancement of livelihood security in rural areas and acts as a social safety net. It has also prevented distress migration and helped in empowerment of women. The Government also ensures comprehensive welfare of the people through Food Security, Right to Education and National Rural Health Mission. Through all these measures the Government was repeatedly reinforced its resolve to help the unorganized workers and other vulnerable sections of the society.

Shri Kharge reiterated that all labour laws are applicable in Special Economic Zones and Export-Processing Zones (EPZs). The entry of FDI in the Retail Sector and the setting up of the National Manufacturing and Investment Zones (NMIZs) do not mean that labour laws will be relaxed in any form. These measures will create more jobs as well as sustain the high economic growth in our country.

‘Ministry of Labour and Employment has been undertaking various pro-active steps to improve the working conditions of our workforce in general and those of the vulnerable sections of the society in particular. The Government of India has enacted the Unorganised Workers Social Security Act, 2008. Under the provisions of Contract Labour (Regulation and Abolition) Act, from time to time, Government has abolished the employment of contract labour in various jobs of permanent and perennial nature. To ensure universal coverage of employments under Minimum Wages Act, the proposal for amendment in the Act has been mooted.’

‘Government launched the Rashtriya Swasthya Bima Yojana for BPL families (a unit of five) in unorganized sector on 1-10-2007. The scheme provides for smart-card based cashless health insurance cover of Rs. 30,000/- per family per annum on a family floater basis. It became operational from 1-4-2008. More than 3.3 crore smart cards have been issued under RSBY till date.’

‘To provide death and disability cover to rural landless households, Government has launched the “Aam Admi Bima Yojana. In addition to that, the Indira Gandhi National

Old Age Pension scheme provides for old age pension of Rs. 200 per month to persons above the age of 60 years and for the persons above the age of 80 years the amount of pension has been raised to Rs. 500 per month.’

The Labour Minister mentioned that the UPA Government has taken a number of significant steps in the field of labour welfare in recent years. The Minimum Wages Act and the Payment of Bonus Act have been suitably amended to increase the wage ceilings. Apprenticeship Act has been amended to provide reservation for other backward classes. Medical Bonus under the Maternity Benefit Act has been enhanced with a provision to further increase it every three years. The payments under the Employees Compensation Act, 1923 have been enhanced.

‘Ceiling on gratuity has been increased from Rs. 3.5 lacs to Rs 10 lacs. Plantation Labour Act has been amended to provide more safety provisions. ESIC Act has also been amended to improve the quality of delivery. Wage ceiling under the ID Act has been enhanced.’

On the issue of Migrant Workers, he said that Amendment Bills have been introduced for Inter-state Migrant Workers Act and the Mines Act. Cabinet has given approval for amending Child Labour (Prohibition & Regulation) Act, 1986 in line with ILO Conventions No. 138 and No. 182. Further amendments are under consideration in the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959; The Factories Act, 1948; the Minimum Wages Act, 1948, The Employees’ Provident Fund and Miscellaneous Provisions Act, 1952; The Contract Labour (Regulation and Abolition) Act, 1970 and The Building and other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996.

Shri Kharge said that the government is always open to discussion with Trade Unions on issues relating to labour right and labour welfare. Ministry of Labour & Employment firmly believes that labour-management relations in country must be marked not by confrontations, cooperation and consensus. He reaffirmed Government’s stand that

tripartite consultations with trade unions and industry on all proposals concerning them will be actively pursued by the Government.

‘Rights and benefits earned by workers, including the right to strike according to law, will not be taken away or curtailed. We have always been striving to promote harmonious industrial relations in the country. The Government, being committed to the ethos and culture of tripartism, has taken several measures to further revitalize it. Our Ministry continues to have consultations with its social partners to obtain a consensus for enacting new laws or for bringing about changes in the existing laws.’

Shri Kharge assured that the government would leave no stone unturned for making efforts in the interest of workers. We would build up consensus with other political parties to solve the problems of workers. To meet our goal of inclusive growth, we would strive to ensure full employment and the best utilization of our manpower and other resources. In this regard, the workers also have a great responsibility towards the industry and the community.

On concluding his inaugural address, Shri Kharge praised the INTUC and said that it has always been actively engaged for decades in protecting the rights of the workers and in future as well it can play a very pro-active role in creating an industrial environment conducive for high economic growth with social justice. He conveyed his best wishes to all functionaries of Indian National Trade Union Congress and urged them to continue the good work for the upliftment of the working class.

The General Council discussed the draft resolutions on Trade Union Unity and Social Security. Both the resolutions were adopted unanimously. The INTUC General Council also considered draft Political Resolution and approved the same. The Gist of the Resolutions on Social Security and Trade Union Unity is given below:

SOCIAL SECURITY

Economic liberalization has indeed brought impressive growth along with it, but it has solely benefited the industry and the country. It has left out the real toilers who were behind the remarkable growth and who

should have been the real beneficiary. It is astonishing to note that the fruits of this liberalization and economic growth went to a small fraction and large portion of the society were deprived of the benefits as there were no mechanism in position for proportional distribution of wealth. The unequal distribution of wealth has sowed the seeds of discontentment in the minds of workers.

BETTER REMUNERATION TO CONTRACT WORKERS

The Government seems to be very reluctant to take firm action against the erring multinational corporations, which employ contract workers in large numbers. Even though, Section 10 of the Contract Labour Abolition and Regulation Act, specifically prohibits engagement of contract labour on regular production jobs, the managements engage lakhs of contract workers violating the provisions in the Act. Wherever contract workers are engaged, they should be paid the same minimum wages as that of permanent workers.

MINIMUM WAGE AT NATIONAL LEVEL

INTUC has been demanding enactment of Wage Board Act for bringing uniformity in wages and service conditions in similar types of industries throughout the country. The wages should be fixed above the minimum wages in consonance with the paying capacity of the industry.

DECREASE IN PF INTEREST RATE

The working class have unanimously expressed their anger and anguish when the Government have announced reduction of interest rate from the prevailing 9.5% to 8.25%.

The General Council of INTUC expresses its strong protest against the unilateral decision of Government for reducing the rate of interest from the prevailing 9.5% to 8.25% for the accounting year 2011-12, which is considered to be an injustice and not acceptable to the workers in the light of the fact that all nationalized banks have increased the interest rate on term deposits. It is the legitimate right of the workers that they should get the same interest rate, as the PF deposit is also some kind of fixed deposit.

EPF PENSION

INTUC also demands an increase in the amount of pension paid to the retiring employees under the EPF Act. The amount of pension is very meager now and it has to be increased to a minimum of Rs.5,000 / - per month. Moreover, the ceiling fixed for eligibility of pension should be removed so that more and more workers could come under the ambit of EPF Act.

REMOVAL OF CEILING ON BONUS

INTUC has been constantly demanding for the removal of ceiling on Bonus Act so that all employees become eligible for bonus as per the salary of the workers.

The situation has changed considerably since then. The industries are making huge profits. In the light of the above, INTUC strongly demands that, except the sick and dwindling industries, all industries should pay bonus to its workers in conformity to their profits.

PAYMENT OF GRATUITY

The industrial workers come under the purview of Gratuity Act and according to which an employee is paid a gratuity of 15 days' salary for every completed year of service with a maximum limit of Rs. 10 lakhs.

The meeting of the General Council of INTUC, therefore, demands that the Government of India may amend the Gratuity Act, enhancing the quantum of payment from 15 days' salary to 30 days.

PENSION TO ALL

Compared to earlier days, the cost of living is now very high and the life expectancy has also increased. As a result, many older people including retired workers live in utter poverty. Government has to come forward with social security systems in collaboration with national and private institutions to address this problem.

INTUC strongly believes that the Government should think about providing some sort of pension to all elderly people, who live in poverty. This can be done by creating a core fund managed by fund managers which may *inter alia* include a representative of trade unions in the board of directors / trustees. They should have a common social

perspective of safeguarding the rights of workers to lead a decent life even after retirement.

India must be one of the worst countries in the world, who do not provide even minimal social security for its citizens. This is not just a major failure of the development prospect in the country - it is also a significant cause of it, even though this is rarely recognized. There is good reason to argue that when public investment and social spending are lacking, this reduces the capacity of households and individuals to ensure healthy and decent lives as well as their ability to spend on a range of other goods and services.

The country should think about the future of its citizens and work out for different and more progressive and desirable ways of organizing our economics.

Many developing countries have implemented universal pensions, including those much poorer than India, with lower per capita incomes and less potential resources with the state.

RAISING OF RETIREMENT TO 62

Government of India will need to raise the retirement age gradually to cope with the increase in life expectancy; keeping in mind that the national pension systems are both affordable and adequate. At a time of heightened global economic uncertainty, such reforms can also play a crucial role in Government's responses to the crisis, contributing to fiscal consolidation and at the same time acting as a booster to economic growth.

Over the next 50 years, life expectancy at birth is expected to increase by more than 7 years. The long term retirement age can be 65, and it should not be less than 62 in India. The increase in retirement age is underway or planned in many countries. These increases, however, are expected to keep pace with improved life expectancy. Government should thus consider formally linking retirement ages to life expectancy, as in Denmark and Italy.

Bold action in this direction is required. Breaking down the barriers that stop older people from working beyond traditional retirement ages will be a necessity to ensure

that our children and grand children can enjoy an adequate pension at the end of their working life. Though these reforms can sometimes be unpopular and painful, at this time of tight public finances and limited scope for fiscal and monetary policy, these reforms can also serve to boost much needed growth in ageing economies.

TRADE UNION UNITY

The Indian National Trade Union Congress (INTUC) has decided to take a leading role to protect the interest of the workers, and trade union movement in the country. Central Trade Unions recognized that unity of the trade unions is imperative to give justice to the workers. This commitment to the workers compels all Central Trade Unions to stick together keeping away the political interest towards unity among trade unions.

Economic liberalization had indeed brought impressive growth, benefiting the industry and the country, but there had been no change in the condition of the workers, who were also stakeholders. The fruit of the growth goes to only one section of the privilege class, i.e. employers and managements and large sections of the poor workers and employees' society are deprived of the benefits as there is no proper distribution of wealth. This unequal distribution of wealth has created discontentment among the workers and the poor people.

The demands of the workers include 1) concrete measures to contain price rise, 2) concrete measures for creation of employment 3) strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violations, 4) universal social security cover for the unorganized sector workers without any restriction and creation of a National Social Security fund with adequate resources 5) stoppage of disinvestment in central and state profit-making and socially strategic PSUs, 6) no contractorization of work of permanent/perennial nature and payment of wages and benefits to the contract workers at the same rate as available to the regular workers of the industry / establishment, 7) amendment of Minimum Wages Act to ensure universal coverage irrespective of the schedules and fixation of statutory minimum wage at not

less than Rs.10,000/ - with indexation 8) removal of all ceilings on payment and eligibility of Bonus, Provident Fund; Increase the quantum of gratuity, 9) assured pension for all, 10) compulsory registration of trade unions within a period of 45 days and immediate ratification of the ILO Conventions nos. 87 and 98.

The National Convention of Workers held on 4th September, 2012 at Delhi passed a Declaration expressing its deep concern and anguish at the total non-response of the Govt. to address the burning issues of the working people even after a massive general strike on 28th February, 2012.

The National Convention adopted action programme to press the burning issues facing the working people. The INTUC General Council approves the decision of Central Trade Unions for two days country-wide General Strike on 20th and 21st February, 2013.

This meeting of the General Council of INTUC endorses the INTUC stand on united movement with other central trade unions and urges upon the Government of India to consider the issues of labour favourably without any delay to safeguard the interest of the workers.

After adopting the resolutions, the agenda item for election to the post of President and other Office Bearers and Working Committee Members was taken up. Shri R.D. Tripathi, Returning Officer has invited nominations to the post of INTUC President. Dr. G. Sanjeeva Reddy's name was proposed by S/ Shri R.D. Kuntia and Ashok Singh. It was seconded by S/Shri Rajender Prasad Singh and M. Raghavaiah. In the absence of any other nomination, Dr. G. Sanjeeva Reddy was declared elected un animously by the House. Shri Rajender Prasad Singh was also re-elected as General Secretary while K.K. Nair was re-elected as INTUC Treasurer. Shri M.Raghavaiah was also re-elected unanimously as INTUC Vice President.

Shri Prithviraj Chavan, Chief Minister of Maharashtra, Shri Mallikarjun Kharge, Minister of Labour & Employment and Mr. Noriyuki Suzuki, General Secretary, ITUC-AP besides others were felicitated by the INTUC General Council.

DEPARTMENTAL ORDERS

Sub : Proposal for payment of Honorarium to Observers appointed in connection with conducting of Limited Departmental competitive Examinations.

(No. A34020/17/2009-DE Dated 1-11-12)

I am directed to invite a kind reference to this office letter number of even dt. 26-4-2012, in which revised rates of Honorarium to be sanctioned in connection with conducting of Departmental Examinations was communicated.

2. Consequent on revision of Examination pattern and switching over to conduct of LDCE through approved outsourced agency the department ordered to hold the following 9 examinations by outsourcing on turnkey basis.

S.No.	Name of the Exam.
1.	PS Gr. 'B' Exam.
2.	Inspector Posts
3.	LGO Exam.
4.	AE (C & E)
5.	Postmaster Gr. I
6.	JE (C & E)
7.	Sr. Postmaster
8.	DR Examination for PA/SA

3. After introduction the Competent Authority has ordered the Nodal officers i.e. DPS Headquarters, and other senior officers to function as Observers for conduct of Examinations, and to give feedback on certain points.

4. A proposal for grant of Honorarium to the nominated observers is under examination since it is a new kind of work to be brought under the purview of grant of Honorarium. The Circles are therefore requested to examine a proposal for grant of Honorarium to the officers appointed as Observers for watching the conduct of Examinations listed above, and send a detailed proposal, in concurrence with CIFA alongwith financial

implications within a fortnight for further detailed Examination at Directorate.

5. This issues with the approval of Competent Authority.

Sub : Clarifications regarding the actions to be taken to fill up the vacancies of Multi Tasking Staff, Postman and Mail Guard.

(No. 45-2/2011-SPB-1 dated 2-11-2012)

I am directed to refer to the Directorates letter of even number at 18-10-2012, regarding the action to be taken to fill up the posts of Multi Tasking Staff, Postman and Mail Guard and to say that some Circles have sought certain clarification in the matter.

2. At the outset, it is made clear that as per the Recruitment Rules (RRs) the appointment of Gramin Dak Sevaks (GDS) as Multi Tasking Staff, Postman and Mail Guard is not be made on the basis of Limited Departmental Competitive Examination but on the basis of Competitive Examination restricted to GDS. Further, as has been specifically mentioned in the RR's, the appointment to GDS to the said grades will not be treated to be by promotion but by direct recruitment.

3. The other issues referred by the Circles are clarified as under.



1. MULTITASKING STAFF		
No.	Issue	Clarification
1.	2.	3.
1.	<p>No Minimum services has been prescribed in the RRs of MTS for GDS to appear in Competitive Examination for appointment to MTS cadre. Whereas earlier for filing up of post of Group 'D' in the Directorate vide letter No. 45-3/SPB-1 dated 5th January 1991 had clarified that EDs with three years of satisfactory service are eligible for appointment for Group 'D' post.</p> <p>What would be length of services required what would be length of services required to be put in by GDS to become eligible to appear in the Competitive Examination for recruitment in MTS cadre.</p>	<p>No minimum qualifying services has been prescribed in the RRs for appointment of GDS as MTS either by seniority or by competitive examination. The posts may be filled up strictly as per the provisions contained in the RRs.</p>
2.	<p>Whether age limit of 50 years for appointment of GDS in MTS cadre in subordinate Offices, as shown in column? Of RRs. Holds good for appearing in Competitive Examination by GDS officials?</p>	<p>Since the appointment of GDS as MTS by selection – cum – seniority as well as on the basis of Competitive Examination will be by direct recruitment, the upper age limit prescribed in Note 3 below column 7 of the RRs would be applicable for appointment of GDS i.e. 50 years relaxable for SC/ST/OBC as per instructions on the subject for both the said modes of recruitment.</p>
3.	<p>Whether the educational qualification prescribed for open market candidates is to be insisted upon for appointment of GDS as MTS or condition mentioned in column 8 of RRs would be applicable?</p>	<p>Though the appointment of GDS against the post of MTS, by selection-cum seniority as well as on the basis of competitive examination will be by direct recruitment, the entry in column 8 of RRs clearly indicates that educational qualification is not applicable in the case of GDS. If further provided that if GDS selected for appointment by direct recruitment is not matriculate, he shall be given training before he is appointed. Thus the candidate without any educational qualification would also be eligible.</p>

4. What will be the pattern and syllabus for Examination to fill up the Posts of Multi Tasking Staff by direct recruitment?	The pattern and syllabus for Examination to fill up the posts of Multi Tasking Staff by direct recruitment has already been circulated vide the Directorates letter No. 45-14(i)2012-SPB-1, Dated 31-7-2012.
II. POSTMAN AND MAIL GUARD	
S.No.	Clarification
1.	3.
1. As per RRs of Postman/Mail Guard notified in the year 2011, 25% of the vacancies are to be filled by promotion by selection-cum-seniority of MTS but how the unfilled posts should be filled up.	The vacancies pertaining to the year 2011, which in spite of holding the DPC have remained unfilled, may be corned forward to the 2012 and filled up as per the amended RRs.
2. Whether the term failing which by direct recruitment, referred to at item 'c' of column 11 of the RRs of Postman pertains to direct recruitment from open market or direct recruitment of GDS.	In the absence of indication in the RRs that the direct recruitment is limited to GDS, the recruitment will be done from open market.
3. Whether the amendment carried out in the RRs of the posts of Postman would also be applicable in the RRs of Mail Guard.	It has already been clarified vide letter at even number dt. 18-10-12 that the RRs of Mail Guard notified on 20-12-2010 have not been amended.
4. The RRs of Postman notified in the year 2011 provide for the constitution of the DPC consisting of the DPC consisting of DPS (HQ) and ii. Two officers of the level of STS/JTS of equivalent since there are many Divisions/Units in the Circles. It may not be feasible for DPS (HQ) to hold DPC meetings for all divisions/units in the Circles. The RRs may be suitably amended so that an officer of STC/JTS may chair the DPC.	As per the amended RRs the posts are required to be filled up on the basis of Limited Departmental Competitive Examination.
5. Whether the educational qualification of Madhyama or equivalent degrees from State Sanskrit Shiksha Board or Madarasa Board can be accepted for appointment as Postmen and Mail Guard	The educational qualifications recognized by Govt. of India for appointment to such posts in the Central Government may only be accepted.

Sub : Action to be taken to fill up the vacancies of Multi Tasking Staff in Subordinate Offices and Circle and Administrative Officers, Postman and Mail Guard.

(No. 45-2/2011-SPB-1 dated: 18 October, 2012)

I am directed to say that the Recruitment Rules (RRs) for the posts of Multi Tasking Staff (MTS) in Subordinate Offices and Circles and Administrative Officers were notified in the Gazette of India on 20-12-2010. Subsequently, the RRs of MTS in subordinate Offices have been amended vide Gazette notification issued on 28-6-12. The revised RRs for the posts of Postman and Mail Guard were notified in the gazette on 20-12-2010. The RRs for the post of postman have also been amended vide Gazette notification issued on 28-6-12. Pending the amendment of the RRs, the pattern and syllabus for examination to fill up the posts in the cadres of Multi Tasking Staff, Postman and Mail Guard were held up, which for the posts of Multi Tasking Staff has been issued vide this Directorate's letter No. 45-14(i)/2012-SPB-I dated 31-7-2012 and for the posts of Postman and Mail Guard vide letter No. 45-14(ii)/2012-SPB-I dated 31-7-2012.

2. Some quarters have sought clarification regarding the manner in which they are required to proceed further to fill up the posts of Multi Tasking Staff, Postman and Mail Guard.

3. It may be recalled that the cadre of MTS in subordinate Offices came into being after Sixth Pay Commission recommendations were implemented. Thus, the Circles had to fill up the vacancies in MTS in Subordinate Offices from the year 2009 onwards when cadre came into being. The RRs for the posts in question were notified in the Gazette on 20-12-2010. As was advised vide letter No. 45-2/2011-SPB-I dt. 27-1-2011, the Circles would have already filled up 50% of the vacancies by GDS on the basis of Selection-cum-seniority and 25% vacancies by casual labourers but in the absence of pattern and syllabus of the examination they would not have been able to fill up 25% of the vacancies by direct recruitment on the basis of competitive examination restricted to GDS for the year 2009. The circles would have also not been able to proceed further for filling up of the vacancies pertaining to the years 2010 onwards as the action to fill up all the vacancies of the year 2009 had been held up. Title pattern and syllabus for examination has since been issued vide Dte's letter dt, 31.07.2012, In the meantime, the RRs of MTS in

Subordinate Offices have been amended and notified on 26.08.2012, as per which 25% of the vacancies are required to be filled up by GDS on the basis of Selection-cum-seniority, 25% of the vacancies are required to be filled up by GDS on the basis of Selection-cum-seniority, 25% on the basis of competitive examination restricted to GDS, 25% vacancies by Casual Labourers and remaining 25% by direct recruitment from open market. However, the Circles can fill up the vacancies of MIS, as per the pre-amended RRs notified on 20.12.2010 pertaining to the years 2009, 2010 and 2011. Immediate action can therefore, be taken by the Circles to fill up 25% of the vacancies pertaining to the years 2009 and all the vacancies of the years 2010 and 2011 as per pre-revised RRs notified on 20.12.2010. In this context, Circles are advised to fix separate dates for examination for the said three years instead of clubbing the vacancies and holding common examination for the said years as it might lead to litigation.

4. The vacancies of MTS in Subordinate Offices of the years 2012 onwards are required to be filled up as per the amended RRs.

5. The cadre of MTS in Circle and Administrative Offices also came into being after Sixth Pay Commission recommendations were implemented. Thus, the Circles had to fill up the vacancies in MTS in Circle and Administrative Offices from the year 2009 onwards when cadre came into being. The RRs for the posts of MTS in Circle and Administrative Offices notified on 20.12.2010 provide to fill up 25% of the vacancies by Casual Labourers on the basis of selection-cum-seniority and remaining 75% by direct recruitment. No amendment has been carried out in the said RRs. Thus the Circles would have already filled up 25% of the vacancies by Casual Labourers for the year 2009 but they would not have been able to fill up remaining 75% of the vacancies of the year 2009 by direct recruitment as the pattern and syllabus for the examination had not been released. They would have also not been able to fill up the vacancies for the years 2010 onwards as they could not fill all the vacancies of the year 2009. Since the pattern and syllabus for the examination has since been issued on 31.07.2012, the Circles can fill up the direct recruitment vacancies of the year 2009 on the basis of examination and thereafter take action to fill up the vacancies pertaining to the years 2010, 2011 and 2012.

6. As regards filling up of the posts of Postman, the revised RRs were notified on 16.12.2010, by which time the Circles would have already filled up the vacancies of Postman/Mail Guard pertaining to the year 2010 on the basis of the RRs in existence at that point of time. Therefore, RRs notified in December 2010 could have been operated to fill up the vacancies of the year 2011 onwards but the Circles would have been able to fill up only 25% of the vacancies of Postman by promotion of MTS by seniority. They could not have filled up remaining percentage of vacancies in the absence of pattern and syllabus for examination. As the pattern and syllabus for the examination has since been released, the Circles can now fill up remaining 25% of the vacancies of 2011 meant for MTS on the basis of LDCE by promotion. In the meantime, method of recruitment has been amended vide notification issued on 28.06.2012 to provide to fill up 50% of the vacancies by LDCE by promotion of MTS and 50% on the basis of competitive examination limited to GDS. As the amendments have been carried out to give relief to GDS, the Competent Authority as a special case in relaxation of pre-revised RRs has allowed to fill up 50% of the vacancies on the basis of competitive examination restricted to GDS instead of 25% on the basis of competitive examination restricted to GDS and 25% by direct recruitment.

7. For the year 2012, Circles can fill up 50% of the vacancies on the basis of LDCE by promotion of MTS and 50% on the basis of competitive examination restricted to GDS as per the amended RRs.

8. The RRs for Mail Guards notified on 20.12.2010 provide for filling up to the posts as under:

- i. 25% by promotion of MTS
- ii. 25% on the basis of LDCE by promotion from amongst MTS
- iii. 25% on the basis of competitive examination limited to GDS.
- iv. 25% by direct recruitment from open market.

9. There is no change/amendment of the RRs of Mail Guard. Initially the revised RRs were issued in December 2010 by which time the Circle would have already filled up the vacancies of Mail Guard pertaining to the year 2010 on the basis of the RRs, in existence at that point of time. The RRs notified in December 2010 could have been

operated to fill up the vacancies of the year 2011 onwards. Thus the Circles would have been operated to fill up only 25% of the vacancies of Mail Guards by promotion of MTS but they could not have filled up remaining percentage of vacancies in the absence of pattern and syllabus for examination and all the vacancies of the year 2012. Since the same has now been issued the Circles can fill up remaining vacancies for the year 2011 according to the RRs. Thereafter they can fill up the vacancies for the year 2012.

10. It is essential that Circles take necessary action to fill up the vacancies of MTS in Subordinate Offices, MTS in Circles and Administrative Offices, Postman and Mail Guard step by step for each year. In this regard, it has been decided that Circles may take further action to fill up the vacancies in said Grades as detailed below:

I. Vacancies of MTS in Subordinate Offices

A. Fill up 25% of the vacancies of MTS in Subordinate Offices pertaining to the year 2009 by holding competitive examination restricted to Gramin Dak Sewaks.

B. Fill up the vacancies pertaining to the years 2010 in the following order :

- i. 50% of the vacancies by GDS on the basis of Selection-cum-seniority.
- ii. 25% vacancies by Casual Labourers.
- iii. 25% of the vacancies by holding competitive examination restricted to Gramin Dak Sewaks
- iv. Failing i, ii and iii above by direct recruitment from open market.

C. Fill up the vacancies pertaining to the years 2011 in the following order :

- i. 50% of the vacancies by GOS on the basis of Selection-cum-seniority.
- ii. 25% vacancies by Casual Labourers.
- iii. 25% of the vacancies by holding competitive examination restricted to Gramin Dak Sewaks
- iv. Failing i, ii and iii above. by direct recruitment from open market.

D. Fill up the vacancies pertaining to the years 2012 as per amended RRs in the following order:

- i. 25% of the vacancies by GDS on the basis of Selection-cum-seniority.
- ii. 25% on the basis of competitive examination restricted to GDS.
- iii. 25% by appointment to Casual Labourers.

Contd. P.No. 15

सामना करना अनिवार्य है

सेवा में
श्रीमती मंजुला पराशर
सचिव - डाक विभाग
डाक भवन, नई दिल्ली - ११० ००१,
श्रीमती जी,

विषय: सम्मुख होना अति आवश्यक है

दिनांक 2-11-2012 को सदस्य (ओ) ने L1 व L2 कार्यालयों को लागू करने पर क्या प्रभाव होगा, इस पर एक MNOP की बैठक बुलाई ।

स्टाफ साईड की तरफ से दोनों संगठनों के सैकरेटरी जनरल व स्टाफ साइ के लिडरों में प्रतिनिधित्व किया एवं आफिसियल साईड से मैम्बर (ओ) व CGM (MB) और डायरेक्टर (एम.बी) ने प्रतिनिधित्व किया ।

सचिव महोदय यह जानती है कि मेल नेटवर्क आपटीमाईजेशन परोजेक्ट को नवरू देने के लिए उनकी ही अध्यक्षता में लागल करने से पहले बहुत गहराई को बाद विवाद किया गया था ।

वाद-विवाद के दौरान आपने विश्वास दिलाया था कि गलत इंगत किये L1 कार्यालयों की लागू करने पश्चात शोधन किया जाएगा । अब 9 माह व्यतीत हो चुके हैं । परंतु विभाग ने गलत इंगित किये गये कार्यालयों के शोधन के लिए कोई कठोर कदम नहीं उठाया ।

लागू करने से पहले स्टाफ साईड को यह विश्वास दिलाया गया था कि तीन साल से पहले कोई भी L2 कार्यालय L1 कार्यालय में प्रवर्तीत नहीं किया जाएगा । परन्तु परिमण्डलों ने इसका अनुपालन नहीं किया । जब मेरी यूनियन ने इस बार निदेशालय को अवगत कराया तो निदेशालय ने यूनियन द्वारा दी गई

शिकायत में इंगित की गई त्रुटियों के बारे सम्बोधित परिमण्डल को हिदायत नहीं किया । इसके बजाय निदेशालय ने सम्बन्धित परिमण्डलों से रिपोर्ट मांगी और परिमण्डलों ने क्षेत्रों से एवं क्षेत्रों ने मण्डलों से रिपोर्ट मांगी और परिणाम स्वरूप स्टाफ पो नुकसान उठाना पड़ा अन्यथा अवकाश पर जाना पड़ा । इस प्रकार कर्मचारियों को निदेशालय द्वारा ठीक कार्यवाही करने का भुगतान करना पड़ा । इस प्रकार ।

इसके इलावा स्टाफ साईड को 3 वर्ष तक कोई भी मेल आफिस बन्द ना करने का विश्वास दिलाया गया था बरन्तु मण्डलों के प्रमुखों ने इसे गलत तरीके से इस्तेमाल करते हुए सेट-१ और सेट-२ को आपस में मिलाकर एक ही सेट में प्रवर्तित कर दिया और कुछ समय के लिये डाक की कभी के कारण सैटों को निलम्बित कर दिया । परिमण्डलीय प्रशासन की सहूलियत के लिये यह बिल्कुल प्रतिकूल व ना मानने योग्य है ।

इसमे अलावा MNOP की हाई पावर कमेटी की मीटिंग में खासतौर पर विश्वास दिलाया गया था कि पदोन्नति के पदों को खाली नहीं रखा जाएगा और उन्हें साथ-साथ भर दिया जायेगा । मेरी यूनियन को प्राप्त सूचना के आधार पर 500 LSG पद और काफी HSG II पदों को अभी तक भरा नहीं गया है । कारण कि सैटों का कार्यालय औचित्य नहीं बनता । यह बिना किसी आधार पर एवं भर्त्सना (निन्दा) के योग्य है क्योंकि कर्मचारियों की सेवा निवृत्ति से पहले उनको उनके पदोन्नती को हक से वंचित किया जा रहा है ।

दिनांक 2-1-2012 की मीटिंग के दौरान मेरी यूनियन मे देश के विभिन्न हिस्सों से जो 200 टैस्ट लैटर

नई दिल्ली के लिये प्राप्त किये उनको मीटिंग में रखा । उन पर लगे मोहरों के निशान से ये पाया गया कि इन टेस्ट लैटरों को नई दिल्ली तक पहुंचने में कम से कम 6 दिन और ज्यादा से ज्यादा 15 दिन लगे है । जब हम ने पब्लिक डाक की इस देरी का प्रश्न उठाया तो आफिसियल साईड ठीक ढंग से जबाव नहीं दे पाया । यह विभाग के लिये शर्मनाक बात है ।

जब भी कोई नया परोजेक्ट लागू किया जाता है तो विभाग, स्टाफ साईड को विश्वास दिलाता है और उसके लागू होने पर विभाग अपने विश्वास पर कायम नहीं रहता । अतः इस तरह यूनियन के लिडरों को दुविधा में डाला जाता है और परिणाम स्वरूप कर्मचारी यूनियन के प्रति अपने गुस्से को दर्शाते हैं ।

In Contn. P. No. 13

iv.. Failing i, ii and iii above by direct recruitment from open market.

v. 25% direct recruitment from open market on the basis of examination.

II. Vacancies of MTS in Circle and Administrative Offices.

A Fill up 75% of vacancies of MTS in Circle and Administrative Offices pertaining to the year 2009 by direct recruitment.

B. Fill up the vacancies pertaining to the years 2010, 2011 and 2012 year wise in the following order.

i. 25% of vacancies by Casual Labourers of subsequent years on the basis of selection-cum-seniority,

ii. 75% by direct recruitment on the basis of examination.

III. Vacancies of Postman

A. Fill up the vacancies pertaining to the years 2011 in the following order:

i. on the basis of Limited Departmental Competitive Examination (LOCE) by promotion of MTS.

ii. 50% on the basis of competitive examination restricted to GOS in relaxation of RRs approved by the competent authority.

B. Fill up the Vacancies pertaining to the years 2012 in the following order:

यह रवैया विभाग को अपनी सेवार्यों को और सुधारने में मदद नहीं करता ।

चैयर पर्सन को यह महसूस करना चाहिए कि स्टाफ साईड की मदद के बिना विभाग किसी की स्कीम को अच्छे ढंग से लागल नहीं कर सकता । यदि विभाग अपने वादे पर कायम नहीं रहता तो अपने वाले समय में सामना करना अनिवार्य है । मेरी यूनियन से आश करती है कि सचिव महोदया हमारे इस गुस्से को इजहार करेगी ।

उत्तरोत्तर की यूनियन आशा करती है
धन्यवाद

भवदीय

(डी. त्यागराजन), महासचिव

i. 50% of the vacancies on the basis of LOGE by promotion of MTS

ii. 50% on the basis of competitive examination restricted to GDS as per the amended RRs.

iii. Failing i and ii above by direct recruitment.

IV. Vacancies of Mail Gurad.

A. Fill up the vacancies pertaining to the years 2011 in the following order:

i. 25% vacancies on the basis of LDGE by promotion from amongst MTS.

ii. 25% on the basis of competitive examination limited to GDS.

iii. 25% by direct recruitment from open market.

B. Fill up the vacancies pertaining to the years 2012 in the following order.:

i. 25% of the vacancies by promotion of MTS.

ii. 25% of the vacancies on the basis of LDGE by promotion from amongst MTS .

iii. 25% of the vacancies on the basis of competitive examination limited to GOS.

iv. 25% of the vacancies by direct recruitment from open market.

11. The Heads-of the Circles may please ensure that above stated exercise is completed in all respects latest by 30th June, 2013, It is requested that on completion of the exercise, a compliance report may please be forwarded to the Directorate in the first week of July, 2013.

DECEMBER - 2012

RNI No. 43028/85

Regd. No. DL(ND)-11/6030/2012/13-14

GENERAL SECRETARY'S LETTER

Reached Delhi on 2-11-2012

MEETING WITH MEMBER (O)

The Member (O) called meeting on 2-11-2012 to discuss post-happenings in regard to L1 and L2 offices. Secretary-Generals of both the Federations participated in the meeting. Our Federation listed the lapses on the part of the administration. The minutes of the meeting is published elsewhere.

WORLD EXECUTIVE BOARD MEETING, GENEVA

The SG, FNPO was invited to attend the above meeting by the UNI in the capacity of World Executive Committee Member. SG FNPO attended meeting on 13th and 14th November 2012 and Addressed.

MEETING WITH THE CHIEF PMG, J & K CIRCLE ON 19-11-2012

SG FNPO met the Chief PMG, J & K Circle alongwith Circle Secretary, P III and GDS and discussed various issues of J & K Circle. The Chief PMG assured for settling some issues on merits.

MEETING WITH CHIEF PMG, RAJASTHAN

The SG FNPO met Chief PMG (Incharge), Rajasthan Circle on 21-11-2012 at Jaipur alongwith P IV Circle Secretary. The Chief PMG assured to settle the issues which were discussed.

MEETING WITH MEMBER (TECH), CGM (MB) AND DDG (EST)

SG FNPO met the above officers at Delhi on 22-11-2012. The outcome of the meeting as follows.

1. Cadre Re-structuring DDG (EH) assured that report will be submitted by committee chairman shortly. Thereafter decisions will be taken.

2. Casual Labour issue – The Department has decided to pay salary of minimum wage of Central Government or State Government whichever is higher. Department rejected the demand of minimum Scale of pay fixed by VI Pay Commission to the Casual Labour. We did not give any consult to the Department as on date.

3. GDS issue – No Improvement.

ACCUMULATION OF MAILS IN KOLKATA

A letter to the Secretary, Dept. of Posts. sent by our Union copy of the letter is published as Editorial of this issue.

Issues of AMPC Delhi will be published in the next issue.

APPEAL TO DIVISIONAL SECRETARIES

Our Finance Secretary, Sri Pawan Kumar reported that maximum receipt of CHQ quota is spent for printing of RMS SENTINEL. But we are very firm in publishing the RMS Sentinel with 16 pages as usual as decided by the last AIC. My humble request is that all Divisional Secretaries should send due quota as decided by last AIC.

Yours fraternally,

(D.THEAGARAJAN),
General Secretary

SRI PAWAN KUMAR

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