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# RMS SENTINEL

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POSTAL JOINT COUNCIL OF ACTION  
NATIONAL FEDERATION OF POSTAL EMPLOYEES  
FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
ALL INDIA POSTAL EMPLOYEES UNION GDS (NFPE)  
NATIONAL UNION OF GRAMIN DAK SEVAKS (FNPO)

No. JCA/2013

Date : -1-2013

To,  
The Secretary  
Department of Posts  
Dak Bhawan,  
New Delhi – 110001

## NOTICE

Madam,

In accordance with the provisions of Sub Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal/RMS/MMS/Administrative & Postal Accounts Employees and the Gramin Dak Sewaks will go on two days strike on 20<sup>th</sup> and 21<sup>st</sup> February 2013. The demands for acceptance of which the employees embark upon two Days Strike are detailed in the Charter of Demands enclosed.

M. KRISHNAN

Secretary General, NFPE

D. THEAGARAJAN

Secretary General, FNPO

**Please visit our website : [www.fnpo.org](http://www.fnpo.org) for day-to-day news.  
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JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'  
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# CHARTER OF DEMANDS

## PART – I

1. Take Concrete measures to contain price rise.
2. Take Concrete measures for linkage of employment protection with the concession/incentive package offered to the entrepreneurs,
3. Ensure Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws,
4. Universal social security cover for the unorganized sector workers without any restriction and creation of a National Social Security Fund with adequate resources in line with the recommendation of NCEUS and Parliamentary Standing Committee on Labour.
5. Stoppage of disinvestment in central and state PSUs.
6. No Contractorisation 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/-.
8. Remove all ceilings on payment and eligibility of Bonus, Provident Fund; Increase the quantum of gratuity.
9. Assured statutory Pension for all.
10. Ensure Compulsory registration of trade unions within a period of 45 days and immediate ratification of the ILO Conventions Nos. 87 and 98.

## PART – II

1. Appoint Seventh Central Pay Commission for revision of wages of Central Government Employees including Gramin Dak Sewaks. Grant merger of 50% of DA with pay for all purposes, including GDS.
2. Stop abolition of posts and restore all abolished posts with immediate effect.
3. Grant Civil Servant status to Gramin Dak Sewaks and extend all benefits of regular employees to GDS also. Enhance GDS Bonus ceiling from 2500/- to 3500/- . End discrimination in wages and other service conditions.
4. Revise the wages of Casual, Part-time & contingent employees with effect from 1.1.2006 at par with the minimum pay scale implemented as per 6<sup>th</sup> CPC recommendations. Regularisation of the services of casual labourers.
5. Drop the proposal for privatization of Postal Sector and retrograde clauses of the National Postal Policy 2012.
6. Revision of OTA rates as per the Arbitration award.
7. Complete the cadre restructuring and honour the assurance given to staff side.
8. Remove arbitrary restrictions imposed on compassionate appointments.



## **NEXT AIC**

In the last AIC, we have decided to conduct All India Conference either at UP or Chatisgarh or Kerala. UP and Chatisgarh have not categorically expressed their position till date. Kerala has expressed their position clearly and they are unable to conduct AIC. However the CHQ will decide the venue of the AIC in the month of Feb. 2013. The AIC will be held in the last week of May or in the first week of June 2013.



## **SIMILARLY PLACED EMPLOYEES SHOULD NOT BE FORCED TO APPROACH JUDICIARY FOR APPLICATION OF THE DECISIONS**

Civilian Instruction of Defence Service are entitled for the pay scale of Rs. 4,500-7,000 on grant of first financial upgradation without asking them to come to tribunal to decide the pay scale of grant of first financial upgradation

**Facts:** Two OAs are disposed of by this common order as agreed by the Applicants as the contentions and relief asked for in both the OAs are the same. The Applicants are Civilian Instructors and they are claiming the pay scale of Rs. 4,500-7,000 instead of Rs. 4,000-6,000 on grant of first financial upgradation under the Assured Career Progression Scheme (ACPS), dated 9-8-1999 on completion of 12 years of service with the Respondents.

The Tribunal often insists for not asking the employees to run to Tribunal when their prayers had already been granted to similarly situated employees of the Government. They relied upon five similar OAs disposed of by Bangalore Bench of the Tribunal granting their prayer as noted above. If not granted, it is violation of Articles 14 and 16 of the Constitution but also opposed to the settled law propounded in this regard by Apex Court in the case of Inder Pal Yadav v. Union of India and others [1985(2) SCC 648].

The Respondents in their reply stated that the pay scale of Applicants herein were correctly fixed as Rs. 4,000-6,000 on completion of 12 years of service. To avoid anomaly, a case was put up by the Respondents before the Integrated Headquarters of Defence Ministry and the same was approved on the ground that the said benefit granted to other Foreman Instructors cannot be applied to the Applicants as they were not included in the earlier OAs. To state so, they relied on Army headquarters Letter, dated 11.09.1998.

It is noted by the Tribunal that the Applicants herein are similarly placed like

other Civilian Instructors/ Foreman Instructors. The only reason for refusal to allot the scale to the Applicants herein is that, they were not included in the earlier OAs.

The ratio laid down by Tribunal in case of Instructors in fixing their pay scale as Rs. 4,500-7,000 is equally applicable to the present petitioners also. They are not party in the earlier OA in granting the scale of pay is misconceived and untenable in the eye of law. The letter of Defence Ministry is dated 11.9.1998 and thereafter number of pronouncements had been made by the Tribunal till 2-4-2008 when a Co-ordinated Bangalore Bench pronounced the same relief in O A. No.393 of 2007.

In the case of K.C Sharma v. Union of India and others [1988 (1) AISLJ 54]and other judgment, Apex Court had held that the judgment rendered by the Tribunal, particularly, which are not judgments in persona but in rem, should be applied to all similarly situated employees. The enlightened Government should not force similarly placed employees for relief when such relief had already been granted in other cases.

In that view, the OA is allowed with a direction to Respondents to reconsider the case of the Applicants for grant of pay scale of Rs. 4,500-7000 instead of Rs. 4,000-6,000 as granted to them on completion of 12 years of regular service while implementing the ACPS of 9-8-1999. After reconsideration, the applicants shall be suitably fixed with all consequential benefits. The exercise should be completed in three months' time on receipt of this order. Both OAs thus stand allowed.

[Ravindra Vamanrao Raykar and another, Dnyanoba Kesu Joshi and others V. Secretary, Government of India, / Ministry of Defence and others, dated judgment 13-7-2011]

*(Courtesy : Swamysnews, 7/2012) /*

# ORDERS ON STAFF MATTERS

## SUBJECT: ELIGIBILITY OF CHILDREN FROM A VOID OR VOIDABLE MARRIAGE FOR FAMILY PENSION CLARIFICATION REGARDING

The undersigned is directed to refer to this Department's OM No. 1/16/96-P&PW(E), dated 2.12.1996 whereby it was clarified that Pensionary benefits will be granted to children of a deceased Government servant/ pensioner from void or voidable marriages when their turn comes in accordance with Rule 54(8). It is mentioned in Para 4 of the O.M. that "It may be noted that they will have no claim whatsoever to receive family pension as long as the legally wedded wife is the recipient of the same."

2. The matter has been re-examined in consultation with the Ministry of Law and Justice (Department of Legal Affairs) and Ministry of Finance (Department of Expenditure). It has been decided that in supersession of Para 4 of the O.M. *ibid*, dated 2.12.1996, the share of children from illegally wedded wife in the family pension shall be payable to them in the manner given under sub-rule 7(c) of Rule 54 of CCS (Pension) Rules, 1972, along with the legally wedded wife.

3. It has also been decided that in past cases, no recovery from the previous beneficiary should be made. On receipt of an application from eligible child/children of the deceased Government employee/pensioner born to an ineligible mother, a decision regarding division or otherwise of family pension may be taken by the competent authority after satisfying himself/herself about veracity of facts and entitlement of the applicant(s).

4. As regard pensioners/family pensioners belonging to the Indian Audit and Accounts Departments, these orders issue after consultation with the Comptroller and Auditor General of India.

5. This issues with the concurrence of Department of Legal Affairs vide their FTS No. 3036, dated 17.10.2012.

6. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their I.D. No.530/ E.V/2012, dated 23.11.2012.

7. Hindi version will follow.

(No.1/16/1996-P&PW (E) (vol.II) dated : 27.11.2012)

## SUBJECT: FILLING UP OF VACANCIES RESERVED FOR PERSONS WITH DISABILITIES-REG.

The undersigned is directed to refer to this Department's O.M. No. 36035/3/2004-Estt. (Res.) dated 29.12.2005 regarding reservation for Persons with Disabilities in posts and services under the Central Government. The O.M. contained instructions, *inter alia*, on carry forward of reservation of Persons with Disability (PWD).

2. Extant instructions provide for ensuring that Persons with Disabilities get a fair opportunity in consideration for appointment to an identified post. The following points are required to be kept in view while sending the requisition notice to the Employment Exchange, the SSC, the UPSC etc. and while advertising the vacancies:-

(i) Number of vacancies reserved for SCs/STs/OBCs/Ex-servicemen/Persons suffering from Blindness or Low Vision/Persons from Hearing Impairment/Persons suffering from Locomotor Disability or Cerebral Palsy should be indicated clearly.

(ii) In case of vacancies in posts identified suitable to be held by persons with disability, it shall be indicated that the post is identified for persons with disabilities suffering from blindness or low vision; hearing impairment; and/or locomotor disability or cerebral palsy, as the case may be, and that the persons with disabilities belonging to the category/categories for which the post is identified shall be allowed to apply even if no vacancies are reserved for them. Such candidates will be considered for selection for appointment to the post by general standards of merit.

(iii) In case of vacancies in posts identified suitable for persons with disabilities, irrespective of

whether any vacancies are reserved or not, the categories of disabilities viz blindness or low vision, hearing impairment and locomotor disability or cerebral palsy, for which the post is identified suitable alongwith functional classification and physical requirements for performing the duties attached to the post shall be indicated clearly.

(iv) It shall also be indicated that persons suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation.

3. Concerted efforts should be made to fill up the backlog reserved vacancies for Persons with Disabilities at the earliest.

4. The instructions contained in the aforesaid OM dated 29th December, 2005 should be followed scrupulously.

(No.36035/6/2012-Estt.(Res.) 26.11.2012)

**SUBJECT: STRENGTHENING OF VIGILANCE SET-UP  
IN MINISTRIES/DEPARTMENTS-REG.**

The undersigned is directed to refer to Department's Office Memorandum No.-372/19/2011-AVD-III(Pt.I) dated 26th September, 2011 regarding strengthening of vigilance set-up in Ministries/Departments, wherein, on the basis of a recommendation made by the Group of Ministers to tackle Corruption, which was accepted by the Government, all the Ministries/Departments were advised to strengthen their vigilance administration with requisite manpower with a view to ensuring expeditious disposal of disciplinary cases. It was also advised therein to consider, where appropriate, setting up of a monitoring cell in each Ministry/Department to review and monitor the progress of all pending disciplinary cases on a day-to-day basis, with a view to ensuring their timely conclusion. 2. Further, in order to assess the work load relating to vigilance administration and the adequacy of present vigilance set-up to handle such volume of work in various Ministries/Departments to meet the challenges posed by the ever increasing volume of vigilance related work, information was called for from all Ministries/Departments vide this Department's D.O. of even number dated 17th July, 2012.

3. On the basis of an analysis of statistics received from various Ministries/Departments, the following guidelines are issued for strengthening of vigilance set up in the Ministries/Departments.

i. It should be ensured that that the Administration and Vigilance Wing are exclusively separate from each other in each Ministry/Department. Para 2.9 of vigilance manual issued by CVC indicates that participation in decision making or close association of vigilance staff in such matters over which they might be required, at a later stage, to sit in judgment from vigilance point of view, should be avoided. Therefore, vigilance functionaries should not be a party to processing and decision-making processes or in other similar administrative transactions of such nature, which are likely to have clear vigilance sensitivity. While it may not be difficult for full-time vigilance functionaries to comply with this requirement, the compliance of these instructions could be achieved in respect of part-time vigilance functionaries by confining their duties, other than those connected with vigilance work, as far as possible, to such items of work that are either free from vigilance angle or serve as input to vigilance activities such as inspection, audit, etc. These instructions should be adhered to strictly.

ii. Secretary of the Ministry/Department should review the pending disciplinary proceeding cases and sanction of prosecution cases each month like monitoring of VIP references/RTI cases.

iii. Some Ministries/Departments are not sending the quarterly report on action plan on anti-corruption measures in the prescribed proforma as per DoP&T's D.O. No. 321/1/2005-AVD-III dated 9th May, 2005. Each Ministry/Department should send this quarterly report regularly.

iv. From the inputs received from the Ministries/Departments, it has been observed that in some Ministries/Departments where the numbers of complaints/DP cases are very high but the CVO is part time and the officers/staff in the vigilance unit are not sufficient. Therefore, each Ministry/Department should conduct an SU study of its Vigilance Division so that officers/staff may be posted as per requirement vis-a-vis volume of work.

v. Vide DoPT's OM No. 372/19/2011-AVD-III(Pt.I) dated 26.09.2011, all the Ministries/Departments were requested that they may, where appropriate, consider setting up of a monitoring cell to review and monitor the progress of all pending disciplinary inquiries on a day-to-day basis, with a view to ensuring their timely conclusion. However, it has been observed that barring a few Ministries/Departments, such monitoring cell is yet to be set up by the Ministries/Departments. All Ministries/Departments may send an action taken report on setting up of a monitoring cell, to this department within a month from the receipt of these guidelines.

4. All the Ministries/Departments are requested to follow the above guidelines in letter and spirit to strengthen their vigilance set up.

(DoPT No.425/01/2012-AVD-IV(A) 30.11.2012)

**SUBJECT : GUIDELINES FOR MONITORING AND EXPEDITIOUS DISPOSAL OF THE DISCIPLINARY PROCEEDING CASES-REG.**

Instructions have been issued in the past for expeditious disposal of disciplinary proceedings against delinquent government servants. However, it has been observed that disciplinary proceedings are generally taking a long time which defeats the very purpose of initiating the said proceedings. Therefore, it has been considered necessary to issue the following guidelines for monitoring and expeditious disposal of disciplinary proceedings:-

i) There are a number of instances where the Courts have set aside the order of penalty due to inordinate delay in initiating action. Therefore, it has to be ensured that disciplinary proceedings are initiated without undue delay.

ii) The Administrative Department/Competent Authority should study the allegations more carefully and resort to minor penalty proceedings instead of initiating major penalty proceedings, where the circumstances involve minor infringements or cases of procedural irregularities. It has to be kept in mind that a minor penalty swiftly but judiciously imposed by a Disciplinary Authority is much more effective than a major penalty imposed after years spent on a protracted enquiry.

iii) There is undue delay due to repeated requests of the charged officer for time to give his written statement in reply to the charge sheet. As per existing instructions, the charged officer is allowed 10 days to submit his written statement. The charged officer may be allowed 3-4 days absence by the Controlling Officer for preparing his written statement in which case, no extension of time should be allowed beyond the stipulated period of 10 days. (DoPT's OM No. 142/5/2003-AVD.I dated 6th April, 2004)

iv) If vigilance angle is involved in a complaint, the case should be referred to CVC for their 1st stage advice within one month from the date of receipt of investigation report. If vigilance angle is not involved, case should be put up to the disciplinary authority for taking decision to initiate disciplinary action for major or minor penalty against delinquent officer under CCS(CCA) Rules within one month from the date of receipt of investigation report.

v) After receipt of first stage advice of CVC, the case should be put up to the disciplinary authority for taking decision to initiate disciplinary action for major or minor penalty against delinquent officer under CCS(CCA) Rules within one month from the date of receipt of 1st stage advice of CVC.

vi) The charges sheet should be issued to the charged officer within a week from the date of receipt of decision of the disciplinary authority to initiate major or minor penalty proceedings against him. In any case, it should be ensured that the chargesheet is issued within one month from the date of receipt of the 1st stage advice of CVC.

vii) Simultaneously with the issuance of chargesheet, names of suitable officer to be appointed as IO & PO may be selected tentatively. If the charged officer, in his written statement of defence, denies the charges leveled against him, orders regarding appointment of IO & PO should be issued immediately after receipt and consideration of defence statement. Copies of all the relevant papers/documents should also be provided to IO/PO along with the order.

viii) The charge sheet should be drafted with utmost accuracy and precision based on the facts revealed during the investigation or otherwise and

the misconduct involved. It should be ensured that no relevant material is left out and at the same time no irrelevant material or witnesses are included. (DoP&T's DO No. 134/2/83-AVD.I dated 2nd May, 1985)

ix) As far as possible, copies of all the documents relied upon and the statements of witnesses cited on behalf of the Disciplinary Authority should be supplied to the Government servant along with the charge sheet, so that the time taken by the charged officer to submit his written statement of defense is reduced. (DoP&T's DO No.134/2/83-AVD.I dated 2nd May, 1985)

x) IO should submit his report within six months from the date of receipt of order of his appointment as IO. Where it is not possible to adhere to this time limit, the IO should submit reasons for delay to the disciplinary authority in writing.

xi) A copy of the inquiry report and also disagreement of the disciplinary authority, if any, on it should be provided to the charged officer within 15 days from the date of receipt of Inquiry Report along with reasons for disagreement of the Disciplinary Authority with IO's findings, if any, (CVC Circular No. 000A/GL/18 dated 23rd May, 2000). The charged officer may be allowed 15 days to submit, if he so desires, his written representation or submission to the disciplinary authority irrespective of whether the report is favourable or not to the government servant (DoP&T's O.M. No. 11012/13/85-Estt. Dated 26th June, 1989)

xii) After the receipt of the representation of charged officer on Inquiry Report, the case may be sent to CVC, wherever required, for their second stage advice, or to UPSC for their advice, as the case may be, within one month. (CVC's Circular No. 000A/GL/18 dated 23rd May, 2000)

xiii) Penalty order should be issued within a month from the date of advice of UPSC. (DoP&T's DO No. 134/2/ 83-AVD.I dated 2nd May, 1985)

xiv) The time-limits indicated above should be strictly adhered to. The CVO concerned would be directly responsible to adhere to these time limits.

xv) Each Ministry/Department may keep ready a panel of IO/PO from their retired government

officers which may be used when no serving government servant is available for appointment of IO/PO. The services of IOs/ Pos who would be available on the panel maintained by CVC may also be utilized in consultation with CVC.

xvi) In some Departments a large number of oral inquiries are pending. In order to expedite completion of inquiries within a specified time limit, some officers on a full time basis may be earmarked by the concerned Department to act as IO/PO.

xvii) In order to ensure expeditious disposal of disciplinary proceedings, vide DoP&T's OM No.372/19/ 2011-AVD-III) (Pt.I) dated 26.09.2011, the second stage consultation with CVC in disciplinary matters has been dispensed with except in those cases where consultation with UPSC is not required as per extant rules/ instructions. This may be followed. Since there will be only one consultation after receipt of IO's report (either with CVC or the UPSC, as the case may be), it is expected that the new procedure would substantially reduce the time taken in finalizing disciplinary proceedings after receipt of the IO's report.

xviii) Wherever a Departmental officer is appointed as the IO in Departmental Proceedings, the officer concerned may be relieved from his normal duties for a period up to 20 days in two spells during which he should complete the inquiry and submit the report. During this period so allowed, he will attend to the inquiry on full time basis. These time spells may depend on the need and the feasibility of conducting full-time hearings on a day to day basis. (DoP&T's OM No.142/5/2003-AVD.I dated 6th April, 2004)

xix) For effective monitoring of the disciplinary proceedings cases, the Vigilance set up must be strengthened in every Ministry/Department. Instructions issued vide DOPTOM No. 372/19/2011 -AVD-III (Pt.I) dated 26.09.2011 are hereby reiterated. All Ministries/ Departments are requested to take appropriate action in the matter.

All the Ministries/Departments are requested to follow the above guidelines in letter and spirit so that disciplinary proceedings are concluded expeditiously.

(No.425/04/2012-AVD-IV(A) dated 29.11.2012)

**SUB:-TRANSFERTO LOWER POST UNDER FR15(A)**

The undersigned is directed to refer to this Department's OM No. 16/6/2001-Estt (Pay-I) dated the 14th February, 2006 read with OM of even number dated 4th January, 2007, which clarified that on transfer to the lower post/scale under FR 15 (a), the pay of a Government servant holding a post on regular basis will be fixed at a stage equal to the pay drawn by him in the higher grade. If no such stage is available, the pay will be fixed at the stage next below the pay drawn by him in the higher post and the difference may be granted as personal pay to be absorbed in future increments. If the maximum of the pay scale of the lower post is less than the pay drawn by him in the higher post, his pay may be restricted to the maximum under FR 22 (1) (a) (3).

2. Further, it was clarified vide the OM No. No. 13/9/2009-Estt. (Pay-1) dated the 21st October, 2009 that consequent upon implementation of the revised pay structure comprising grade pays and running Pay Bands, w.e.f. 1.1.2006 in cases of appointment of Government servants to posts carrying lower Grade Pay under FR 15(a) on their own request, the pay in the payband of government servant will be fixed at a stage equal to the pay in the pay band drawn by him prior to his appointment against the lower post. However, he will be granted grade pay of lower post. Further in all cases he will continue to draw his increments based on his pay in the band + grade pay (lower)

3. The above Office Memorandum also provides that in case the transfer to a lower post was made subject to certain terms and conditions then the pay may be fixed according to such terms and conditions.

4. All Ministries/ Departments are requested to revise the Terms/Conditions of such transfers in line with the para 2 above.

(No. 16/4/2012-Pay-I dated: 5.11.2012)

**SUB:- COMPREHENSIVE REVIEW OF  
INSTRUCTIONS PERTAINING TO VIGILANCE  
CLEARANCE FOR PROMOTION-REGARDING**

Instructions issued vide O.M. No. 22012/1/99-Estt. (D) dated 25.10.2004 based on the O.M. No. 22011/

4/1991-Estt. (A) dated 14.09.1992 (issued on the basis of procedure laid down by Supreme Court in K.V. Jankiraman case AIR 1991 SC 2010) makes it clear that vigilance clearance for promotion may be denied only in the following three circumstances:-

- (i) Government servants under suspension;
- (ii) Government servants in respect of whom a charge sheet has been issued and the disciplinary proceedings are pending; and
- (iii) Government servants in respect of whom prosecution for a criminal charge is pending.

Withholding of vigilance clearance to a Government servant who is not under suspension or who has not been issued a charge sheet and the disciplinary proceedings are pending or against whom prosecution for criminal charge is not pending may not be legally tenable in view of the procedure laid down in the aforesaid O.Ms.

2. Existing instructions provide for processing the cases of disciplinary proceedings in a time bound manner. A number of cases have however, come to notice where initiation of disciplinary proceedings/issue of chargesheet/processing of the case is considerably delayed by the administrative Ministries / Departments. Such delays allow an officer whose conduct is under cloud, to be considered for promotion. It becomes essential in respect of officer(s) in whose case disciplinary proceedings are contemplated or pending and are included in consideration zone for promotion, necessary action be taken for placing the proposal before the DPC so that vigilance clearance is not allowed as per conditions mentioned in para 1 above.

3. The Hon'ble Supreme Court in its judgment dated 27.08.1991 in Union of India Vs. K.V. Jankiraman etc.(AIR 1991 SC 2010) has held

“5. An employee has no right to promotion. He has only a right to be considered for promotion. The promotion to a post and more so, to a selection post, depends upon several circumstances. To qualify for promotion, the least that is expected of an employee is to have an unblemished record. That is the minimum expected to ensure a clean and efficient administration and to protect the



public interests. An employee found guilty of misconduct cannot be placed on par with the other employees and his case has to be treated differently. There is therefore, no discrimination when in the matter of promotion, he is treated differently”.

4. The issue of promotion of an officer who may be technically cleared from vigilance angle but in whose case it may not be appropriate to promote him/herself in view of doubtful integrity or where a charge sheet is under consideration etc. has been under examination in this Department.

5. The O.M. No. 22012/1/99-Estt. (D) dated 25th October, 2004 further provides that a DPC shall assess the suitability of the Government servant coming within the purview of the circumstances mentioned in para 2 of the Office Memorandum No. 22011/4/91-Estt. (A) dated ' 14.09.1992, along with other eligible candidates, without taking into consideration the disciplinary case / criminal prosecution pending. No consideration to disciplinary case/criminal prosecution pending. No promotion can be withheld merely on the basis of suspicion or doubt or where the matter is under preliminary investigation and has not reached the stage of issue of charge sheet etc. If in the matter of corruption/dereliction of duty etc. there is a serious complaint and the matter is still under investigation, the Government is within its right to suspend the official. In that case, the officer's case for promotion would automatically be required to be placed!, in the sealed cover.

6. When a Government servant comes under a cloud, he may pass through three stages, namely, investigation, issue of charge sheet in Departmental Proceedings and/or prosecution for a criminal charge followed by either penalty/ conviction or exoneration/ acquittal. During the stage of investigation prior to issue of charge sheet in disciplinary proceedings or prosecution, if the Government is of the view that the charges are serious and the officer should not be promoted, it is open to the Government to suspend the officer which will lead to the DPC recommendation to be kept in sealed cover. The sealed cover procedure is to be resorted to only after the charge memo/charge sheet is issued or

the officer is placed under suspension. The pendency of preliminary investigations prior to that stage is not sufficient to adopt the sealed cover procedure.

7. The law on sealed cover based on the judgment of the Apex Court in Union of India vs. K.V. Janakiraman etc. (AIR 1991 SC 2010), is by now well settled. The O.M. dated 14.9.92 confined the circumstances for adopting sealed cover to the three situations mentioned in para 2 of the said O.M. Even after recommendation of the DPC, but before appointment of the officer if any of the three situations arise, the case is deemed to have been kept in sealed cover by virtue of para 7 of the O.M. dated 14.9.92.

8. As regards the stage when prosecution for a criminal charge can be stated to be pending, the said O.M. dated 14.9.92 does not specify the same and hence the definition of pendency of judicial proceedings in criminal cases given in Rule 9 (6)(b)(i) of CCS (Pension) Rules, 1972 is adopted for the purpose. The Rule 9 (6)(b)(i) of CCS (Pension) Rules, 1972 provides as under:-

“(b) judicial proceedings shall be deemed to be instituted- (i) in the case of criminal proceedings, on the date on which the complaint or report of a Police Officer, of which the Magistrate takes cognizance, is made”.

9. For the purpose of vigilance clearance for review DPC, instructions exist in O.M. No. 22011/2/99-Estt.(A) dated 21.11.2002 that review DPC will take into consideration the circumstances obtaining at the time of original DPC and any subsequent situation arising thereafter will not stand in the way of vigilance clearance for review DPC. However, before the officer is actually promoted it needs to be ensured that he/she is clear from vigilance angle and the provision of para 7 of O.M. No. 22011/4/91 -Estt. (A) dated 14.09.1992 are not attracted.

10. Opening of sealed cover on conclusion of proceedings, is covered in the instructions in para 3 of the O.M. dated 14.9.92. In cases where by the time the Departmental Proceedings are concluded and the officer is fully exonerated but another charge sheet has been issued, the second



charge sheet will not come in the way of opening of sealed cover and granting promotion notionally from the date of promotion of the junior and para 7 of O.M. dated 14.9.92 will not apply as clarified in the O.M. No. 22011/2/2002-Estt.(A) dated 24.2.2003. After the disciplinary proceedings are concluded and penalty is imposed, vigilance clearance will not be denied. The details of the penalty imposed are to be conveyed to the DPC.

11. This Department has issued separate instructions for accordance of vigilance clearance to a member of Central Civil Services/holder of Central Civil post with respect to (a) empanelment (b) deputation (c) appointments to sensitive posts and assignments to training programmes (except mandatory training) vide O.M. No. 11012/11/2007-(Estt. A) dated 14.12.2007. It has been further clarified in the O.M. No. 11012/6/2008-Estt. (A) dated 07.07.2008 that these instructions do not apply to promotions. While consideration for promotion is a right of an employee but empanelment, deputation, posting and assignment for training (except mandatory training) is not a right of an employee and is decided keeping in view the suitability of the officer and administrative exigencies.

12. It may thus be noted that vigilance clearance cannot be denied on the grounds of pending disciplinary/ criminal/court case against a Government servant, if the three conditions mentioned in para 2 of this Department's O.M. dated 14.09.1992 are not satisfied. The legally-tenable and objective procedure in such cases would be to strengthen the administrative vigilance in each Department and to provide for processing the disciplinary cases in a time bound manner. If the charges against a Government servant are grave enough and whom Government does not wish to promote, it is open to the Government to suspend such an officer and expedite the disciplinary proceedings.

13. All Ministries/Departments are therefore, requested to keep in view the above guidelines while dealing with cases of vigilance clearance for promotion of the government servants.

(No.22034/4/2012-Estt.(D) dated: 2.11.2012)

#### **SUB:- DISBURSEMENT OF PENSION TO POSTAL PENSIONERS THROUGH NATIONALIZED BANKS IN ADDITION TO POST OFFICES.**

Since some time past, a number of representations/references have been received from some pensioners and various forums of Senior Citizens/ Welfare Associations of Pensioners to make payment of Pension/Family Pension through Banks. These reference for payment of Pension to Postal Pensioners/Family Pensioners have been examined in the light of provisions contained in Rule 325 of Central Treasury Rules. The provisions contained in Rule 325 of Central Treasury Rules do not permit the Department of Posts to make payment of Pension to its Pensioners/Family Pensioners through Banks.

2. With the approval of competent authority, the proposal was referred to Ministry of Finance, Department of Expenditure, Controller General of Accounts for making necessary amendments in Rule 325 of Central Treasury Rules. Controller General of Accounts has conveyed its approval to the proposal of Department of Posts for making payments of Pension to its Pensioners/Family Pensioners through Nationalized Banks in addition to Post Offices.

3. Consequent upon the approval of Ministry of Finance, Department of Expenditure, Controller General of Accounts, New Delhi and Reserve Bank of India (Department of Government & Bank Accounts), Mumbai to the proposal of Department of Posts for disbursement of Pension of Postal Pensioners/Family Pensioners through Nationalized Banks in addition to Post Offices on optional basis, Director General (Posts) is pleased to approve the disbursement of Pension to its new as well as existing Pensioners/Family Pensioners through Nationalized Banks in addition to Post Office w.e.f.01.01.2013.

4. The receipt of this O.M. may be acknowledged to Shri Naresh Kumar Accounts Officer (PEA), Room No.412, PA Wing, Dak Bhawan, Sansad Marg, New Delhi 110001

(No.26-26/2012-PA(PEA) dated: 19-10-2012)

# DEPARTMENTAL ORDERS

**SUBJECT: ADHERENCE TO LINE LIMITS FOR CONVEYANCE OF CASH & PROVISION OF SECURITY GUARDS IN THE POST OFFICES IN SENSITIVE AREAS.**

(No. 18-1/2012-PO dated 26-11-2012)

This is regarding adherence to line limits for conveyance of cash & provision of security guards in the Post Offices in sensitive areas.

2) The line limits for conveyance of cash were prescribed vide Directorate's letter No. 24-7/2007-PO dated 25.4.2008 and 29.9.2008 respectively. It has come to the notice of this Division that these instructions are not being followed strictly and cash is conveyed in excess of prescribed limits by the officials. This practice is fraught with risk of life of the official handling excess cash and loss of government money.

3) It may kindly be ensured that the prescribed line limits are strictly followed by all concerned.

4) The possibility of providing security guards in Post Offices in sensitive areas may also be explored and appropriate action, as per rules may be taken under intimation to this office. The competent authority has desired that action taken in the matter may be reported to PO Branch within 15 days.

**SUBJECT:- MODIFIED ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT EMPLOYEES : CLARIFICATION REGARDING**

(No. 4-4/2008-PCC dated 22.11.2012)

I am directed to enclose the following order on the subject mentioned above for information and further necessary action.

S.N	Office Memorandum	Subject
1.	DOPT O.M. No.35034/3/2008-Estt (D) Vol-II Dated 4 <sup>th</sup> October, 2012	Modified Assured Career Progression Scheme for the Central Government Employees:- Clarification reg.
2.	DOPT O.M. No.35034/1/97-Estt (D) Dated 4 <sup>th</sup> October, 2012	Assured Career Progression Scheme for the Central Government Employees:-Clarification regarding.

**SUBJECT: MODIFIED ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES - CLARIFICATION REGARDING**

This Department's OM No: 35034/3/2008-Estt.(D) (Vol.11) dated 01.11.2010 provides that in case of transfer including unilateral transfer on request regular service rendered in previous organization/office be counted along with the regular service in the new organization/office for the purpose of getting financial up gradations under the MACPS. However, financial up gradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in CCS (Revised Pay) Rules, 2008. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Grade before being relieved for the new organization/office, such past promotion in the previous organization/office will be ignored for the purpose of MACPS in the new organization/office.

(No. 35034/3/2008-Estt.(D) (Vol.II) dated : 4.10.2012)

Reference is invited to the Department of Personnel & Training OM No. 35034/3/2008-Estt.(D) dated 19.05.2009 with regard to Modified Assured Career Progression Scheme (MACPS). Pursuant to the discussions in the meeting of National Advisory Committee held on 17.7.2012 and subsequent meeting on 27.07.2012 held with the Staff Side and in continuation to clarifications issued vide this Department's O.M. No. 35034/3/2008-Estt.(D) (Vol.II) dated 01.11.2010, it is further clarified as under.

2.(i) Financial up gradation under MACPS in the case of staff who joined another unit/organization on request:

**2.(II) BENCHMARK FOR MACP SCHEME:**

Para 17 of Annexure-I of the MACP Scheme provide that the financial up gradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for up gradation under the MACPS, the benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3. The benchmark will be 'Very Good' for financial up gradation to the grade pay of Rs. 7600 and above. This Department's OM No. 35034/3/2008-Estt.(D) (Vol.II) dated 01.11.2010 provides that where the financial up gradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACPS as mentioned in Para 17 ibid, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis (i.e. on seniority - cum - fitness basis), the prescribed benchmark as mentioned in para 17 of Annexure -1 of MACP Scheme dated 19.05.2009 shall not apply for the purpose of grant of financial up gradation under MACP Scheme.

3. The MACP Scheme issued by this Department vide OM No. 35034/3/2008-Estt.(D) dated 19th May, 2009 stands modified to the above extent.

4. Hindi version will follow.

**SUBJECT: MODIFIED ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES - CLARIFICATION REGARDING**

(No.35034/3/2008-Estt.(D) (Vol.II) dated 1.11.2010)

A Joint Committee is set up to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS) vide Department of Personnel & Training O.M. No.11/1/2010-JCA dated 03.05.2010.

2. During the joint committee meeting it was pointed out by the Staff Side that the word 'new organization' of the last line of Para 24 of Annexure -I of MACPS dated 19.05.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified that in case of transfer 'including unilateral transfer on request, regular service rendered in previous organization/office shall be counted along with the regular service in the new organization/office for the purposes of getting financial up gradations under the MACPS. However, Financial up gradations under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in CCS (Revised Pay) Rules, 2008. Para 24 of MACPS stands amended to this extent.

3. The Staff Side also raised an issue on the 'benchmark' for MACP as given in Para 17 of Annexure-I of MACPS dated 19.05.2009, which provides that the financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for up gradation under the MACPS, the benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3, The benchmark will be 'Very Good' for financial up gradation to the grade pay of Rs. 7600 and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was non-selection'. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial up gradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para 17 ibid, the benchmark for promotion shall apply to MACP also.

4. All Ministries/Departments may give wide circulation to this .O.M. for general guidance and appropriate action in the matter.

5. Hindi version will follow.

**SUBJECT: ASSURED CAREER PROGRESSION SCHEME (ACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES - REGARDING**

(No. 35034/1/97-Estt.(D) dated : 4.10.2012)

The undersigned is directed to invite reference to the Department of Personnel & Training (DOPST)'s office Memorandum of even number dated 09.08.1999 with regard to the Assured Career Progression Scheme for the Central Government Civilian Employees. Para 8 of the Annexure-I attached with the Scheme provided as under:

"8. The financial up gradation under the ACP Scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial up gradation for the senior employee on the ground that the junior employee in the grade has got higher pay-scale under the ACP Scheme."

2. The ACP Scheme was applicable upto 31.8.2008 and was replaced by the Modified Career Progression Scheme (MACPS) with effect from 1.09.2008. As the revised pay scales are applicable w.e.f. 01.01.2006, those employees who received ACP between 01.01.2006 to 31.08.2008 got financial up gradation under ACP Scheme in the revised pay scales.

3. Instances of senior employees who got benefit under ACP Scheme prior to 1.1.2006 and are drawing less pay than their juniors who got benefits under ACP Scheme after 01.01.2006 (i.e. between 01.01.2006 and 31.08.2008) have been brought to the notice of this Department. The issue has been examined in consultation with the Department of Expenditure and it has been decided to allow stepping up of pay in such cases where the senior, but for the pay revision on account of 6th CPC, would have continued to draw higher pay, subject to the following conditions.

i. Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted/financially upgraded should be identical in the same cadre.

ii. The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.

iii. The senior Government servant should have been drawing equal or more pay than the junior before receiving. ACP/Promotion.

iv. The stipulations as contained in DOPT's O.M. No. 4/7/92-Estt. (Pay-I) dated 4.11.1983 along with revision of pay scales may be observed while granting such a stepping up of pay.

4. All Ministries/Departments may give wide circulation to the contents of this O.M. for general guidance and appropriate action in the matter.

5. Hindi version would follow.

**SUB: CAPTURING OF TIME OF DELIVERY IN RESPECT OF EMS ARTICLE**

(No. 57-02/2010-BD & MD dated . 18.10 2012)

In the Speed net software, while uploading the details of Speed Post articles delivered, the Post Office has to enter the time of delivery for each article. It has been informed by CEPT Mysore that most of the Post Offices skip this work as a result of which time of delivery is appearing as "0000" hours.

It is, therefore, requested that to get the correct date and time of the delivery, all Postman be instructed to necessarily put the time of the delivery in delivery slip of Speed Post articles as provision of entering the time delivery is already provided in delivery slip generated from speed net.

**SUB: MEETING ON CHANGE MANAGEMENT PROCESS UNDER 'INDIA POST 2012' IT MODERNIZATION PROJECT.**

(DG(P) No. 12-5/2012-PMU (Pt.II) dated 26.11.2012)

As you are aware, that the Department is in the process of implementation of IT modernization project 'India Post 2012'. The Project has been kicked off on 28.09.2012 and three partners namely M/s TCS for Change Management and Training are on board. The contracts for implementation of Rural Information & Communication Technology (RICT) Solution will also be signed shortly with the selected bidder(s).

2. The RICT Solution enable the Department of Posts to connect all Extra Departmental Post Offices. All the BOs will be provided with Net book / appropriate Hand held mobile computing devices with internet connectivity to link central applications. In addition, provision has also been made to install solar panels at Branch Offices to charge the batteries in case regular Power Supply is not available.

3. Member (Technology) desires to have a familiarization meeting with respect to the IT Modernization Project India Post 2012 with all the recognized Federated & Non - Federated Service Associations of the Department. It is proposed that during the meeting views of the Unions / Associations will be discussed to take the Project forward effectively.

4. Accordingly you are requested to make it convenient to attend a workshop cum meeting as per following schedule:

Date : 30-11-2012 Time : 11.00 AM

Venue : Committee Room, 2nd Floor, Dak Bhawan

**SUB: PURCHASE OF NATIONAL SAVINGS CERTIFICATES BY AN ADULT ON BEHALF OF A MINOR - A CLARIFICATION REGARDING**

(DG(P) No. 61-03/2012-SB dated 16.11 2012)

The undersigned is directed to say that this office has received a complaint Wough Secretary (Coord & PG), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi regarding refusal of issue of NSC in the name of Grand Daughter (minor) to one Sh.S.P.Jain by Palam Vihar PO as well as SSPOs Gurgaon (Haryana)

2. It is clarified that as per Rule 4(2)a of NSC-VIII issue and IX issue rules, a single holder type certificates may be issued to an adult for himself or on behalf of a minor. Therefore, it is clarified that NSCs can be purchased by any adult in the name of a minor irrespective of any relation.

3. It is requested that all this may be circulated to all post offices for information and necessary guidance so that complaints of this nature may be avoided.

4. This issues with the approval of DDG(FS).

**SUB:- HOLDING OF LIMITED DEPARTMENTAL COMPETITIVE EXAMINATION FOR FILLING THE POSTS OF POSTMEN/MAIL GUARD AND MULTITASKING STAFF AS PER REVISED RECRUITMENT RULES.**

(DG(P) No.A-34012/01/2012 dated: 19.10.2012)

I am directed to invite a kind reference to the letter of even number dated 8-10-2012 wherein a detailed schedule was prescribed for holding of LDCE for Postmen/Mail Guard and MTS.

2. Subsequently, the Nodal Branch Staff Section vide letter No. 45-2/2011-SPB-I dated 18-10-2012 issued detailed instructions to the circles for filling the vacancies by holding separate examinations for each year vacancies and given specific schedule and to complete the process by 30th June 2013

3. In view of this revised position, the schedule given by DE Section has no more operative and the instructions dated 08.10.2012 is withdrawn with immediate effect. The circles are requested to follow the guidelines issued by SPB-I section letter No. 45-2/2011-SPB.1 dated 18-10-2012 scrupulously.

4. This issues with the approval of Competent Authority.

**SUB: MEETING OF DEPARTMENTAL PROMOTION COMMITTEE (DPC) FOR LSG/HSG.II- REG.**

(No. 6-16/2012-SPB-II dated 10.12.2012)

I am directed refer to the subject cited above and to say that as per DOPT OM No. 22011/1/2011-Estt (D) dated 11.03.2011 circulated vide Directorate's letter No 137-27/2011-PSV-II dated 28.03.2011, DPC is to be held at least two months before the commencement of the vacancy year. 2. Member (P) vide d.o. letter No. 35-2/2011-SPB.II dated 3.10.2011 has also reiterated that Circle should chalk out a calendar for holding DPC/DSC meetings for each cadre as per DOPT instructions and effectively follow that schedule to hold re ' 0 meetings.

In view of the above, it is requested that the information in the prescribed format enclosed may be furnished separately to Directorate for LSG/HSG.II vacancies in PO, RMS, CO and SBCO.

It is requested that the requisite information may be furnished by 28th December 2012.

**SUB: CLOSING OF REGISTERED BAGS BETWEEN SUB POST OFFICES FOR REMITTANCE OF CASH.**

(No. 30-7/2012-D Dated 30.11.2012)

The issue regarding manner of closing of registered bags between Sub Post offices for the purposes of remittance of cash was under consideration at this Directorate after processing

of registered articles through 'R-Net' application and network redesign for registered mail carried out as part of Mail Network Optimization Project,

2. The method of exchange of remittance between sub offices is prescribed under Rule 16 of Postal Manual Volume VI Part III, which states that if the remittance is to be sent by Post, the cash or notes or stamps should be enclosed in a cash bag, and the cash bag should be forwarded to the SO enclosed in the registered bag.

3. References have been received from some Circles seeking clarification on the manner or closing of bags for exchange of remittance after introduction of R-Net stating that the application software does not have a provision for closing of registered bag from one post office to another.

The matter has been examined and it has been decided that for the purpose of exchange of cash only, a registered bag may be prepared manually between two sub offices. However, no registered articles should be enclosed in such a registered bag and the same should be consigned to CRC/ designated mal office for further disposal.

**SUB: REVISION OF INSTANT MONEY ORDER TARIFF- REGARDING**

(NO. 95-02/2012-FS DATED 19-12-2012)

I am directed to convey that the Postal Services Board, in its 20th meeting for the year 2012 has approved the proposal for reduction of IMP tariff mooted by the Financial Services Division.

The new tariff operates on a three slab plan so that it is easy for Counter Assistants to remember and inform customers. The tariff at the highest remittance en has been reduced from Rs. 330/- to Rs. 120/- so as to enable attracting transactions for the service. In view of the tariff reduction efforts should be made to attract business by dropping leaflets among shopkeepers. Households, college hostels to attract traffic. The Marketing Executives and PLI Development Offices be given targets to publicise the Service in their group meetings so that traffic in the service pick up. You may also consider advertising in FM and other channels to publicise the tariff reduction.

Approved revised tariff as under:

Remittance Slab	Revised Tariff
Rs. 1000 - 10000	Rs. 100
Rs. 10001 - 30000	Rs. 110
Rs. 30001 - 50000	Rs. 120

This revision will come in to effect from 22-12-2012.

This issue is with the approval of competent authority.

**MACP TO PROMOTEES - DEPARTMENT'S STAND - LATEST POSITION**  
**Appeal filed in Jodhpur High Court against CAT Judgement**

Para - 9 of the Annexure - I to DOP&T OM dated 19.05.2009 provides in clearest terms that "regular service for the purpose of MACPS shall commence from the date of joining of the post in direct entry grade on a regular basis or on absorption/re-employment basis."

The existing statutory Recruitment Rules of Postmen and PA cadre provide for promotion quota to be filled up through LDCE (Limited Departmental Competitive Examination). Para - 5 of Annexure -1 of DOPT Order on MACPS provides for ignoring only the promotions/upgradations granted under the ACP scheme (old scheme) in the past to those grades which now carry the same grade pay due to merger of pay scales/up gradation of posts recommended by 6th CPC. Thus the promotions earned through LDCE are not provided to be ignored.

As per the summary record of discussions of the meeting held on 27.07.2012 with the JCM National Council Staff side on issues relating to MACPS (Annexure III to DOP&T OM No 11/2/2008-JCA dated 13.09.2012) it was decided against item No. 4 that treatment of such cases would be on the lines as was under the ACP scheme (old scheme) and Ministry of Railways would examine the matter accordingly. Para 5.1 of Annexure-I to DOP&T OM dated 09.08.1999 relating to ACP Scheme (old scheme) provides for counting of regular promotions earned through LDCE.

So far as the common Judgment of the CAT Jodhpur in OA No. 382/2011, 353/2011 and 354/2011 dated 22.05.2012 is concerned, the CAT held that whenever and official appears in LDCE and gets selected to the post, then it starts new innings for him and for the purpose of counting his stagnation, if any, from the date of joining of the new post alone would be relevant and his previous career advancement cannot be called as promotion within the definition of the word "promotion" for consideration of his eligibility under MACP scheme.

The judgment referred to above is in contradiction to the provisions of the MACPS as also against the decision of the Government against item No. 4 referred to in Annexure - III to DOP&T OM No. 11/2/2008-JCA dated 13.09.2012.

MACP is the Scheme formulated by DOP&T, the nodal Ministry in this regard. Department of Posts cannot make any change in the scheme. The Department has accordingly referred the issue to the DOP&T and provided the required Recruitment Rules as called for by the DOP&T.

Keeping in view of the existing provisions of the MACP Scheme as also the decision of the Government against item No. 4, Department has filed writ petition (Appeal) before the Hon'ble High court of Jodhpur.

**Shri O.P. GUPTA PASSED AWAY**



**Shri O.P. Gupta, veteran trade Union  
Leader of P & T Trade Union  
movement expired on 6-1-2013. His  
contribution towards betterment of  
workers service conditions will be  
remembered by and all  
for the years to come.  
FNPO convey heartfelt condolences  
to bereaved family.**

## GENERAL SECRETARY'S LETTER

### VISIT TO AMPC DELHI

On 1-12-2012, the GS R III visited AMPC Delhi along with Circle Secretary R III, Finance Secretary, Sri Pawan Kumar Joshi and Divisional Secretary, Air Mail Stg. Dn. After the visit, the GS wrote a letter to the Secretary Dept. of Posts pointing out the lapses/lacuce in AMPC Delhi. Details will be published in the next issue.

### VISIT TO BENGALURU

The GS R III visited SPCC, Bengaluru on 4-12-2012 along with Circle Secretaries of FNPO affiliated unions.

We also met the Chief PMG, DPS (Mails) DPS (HQ) and DPS SK Region. We discussed various issues of Karnataka Circle. All FNPO affiliated unions Circle Secretaries accompanied the General Secretary.

### ASIA PACIFIC POSTAL UNION MEETING, BANGKOK

UNI APRO and APPU invited SG FNPO to attend union meeting of UNI APRO Posts & Logistics at Bangkok. SG FNPO and GS GDS attended the meeting from 12<sup>th</sup> Dec. to 15<sup>th</sup> Dec. 2012. The SG FNPO presented a paper on "Financial Services in India post".

### STANDING COMMITTEE MEETING

The Member (P) conducted a standing committee Meeting on 18-12-2012. FNPO was represented by the GS R III and GS NUPE PM & Gr. 'D'. The minutes of the meeting will be published as and when received from the Directorate.

### MAHARASTHRA R III CIRCLE CONFERENCE

Maharashtra Circle Conference was held from 19<sup>th</sup> Dec. and 20<sup>th</sup> Dec. 2012 at Mumbai. Sri V.R. Deshpande, CS R III presented biennial report. It was approved after the

debate. The following addressed the Conference. S/Sri M.P. Gadekar, M.D. Shinde, Salunke and GS R III. Sri A.S. Nikhalje was elected as Circle Secretary.

### VISIT TO KOLKATA

The General Secretary R III visited Kolkata to attend P IV Circle Conference which was held fom 23 Dec. to 25 Dec. 2012. Sri T.N. Rahate, President FNPO inaugurated the Conference. Sri Sekar Mukherjee was re-elected as Circle Secretary.

### MEETING WITH PMG (MM) (KOLKATA)


The GS R III met PMG (MM) alongwith Deepak Mukherjee and Devnath Pal and discussed the mail arrangements of Kolkata city. The meeting was lasted more than 40 minutes. The team also met PMG, Kolkata and Senior Manager, MMS Kolkate.

### DEPARTMENTAL COUNCIL MEETING

Departmental Council Meeting was held in Delhi on 28-12-2012. The FNPO was represented by GS R III and GS, NUPE PM & Gr. D. The minutes of the meeting will be published as and when received from the Directorate.

With greetings,

Yours fraternally,

  
(D.THEAGARAJAN), General Secretary

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