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RMS SENTINEL

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TERMS OF REFERENCE ON MCKINSEY & CO.

Our Federation has sought terms of reference made by our Department with MCKINSEY & Co under RTI Act.

The Department supplied the same.

It is reproduced below for the information. The CHQ requests Circle Secretaries/Divisional Secretaries/Branch Secretaries/Members/Well wishers to send their views on the subject to the CHQ as early as possible.

No.31-1/2008-D

Dated : 18-05-2010

To

**Sh D Thegarajan, Secretary General, FNPO
10/11, Nellai Appar Street,
Bharathipuram,
Chrompet, Chennai-600 044.**

Sub : Information under RTI Act 2005

This has reference to your application dated 22.04.2010 on the subject mentioned above seeking information under Right of Information Act 2005. The requisite information is furnished as under :

a) The Department had invited Expression of Interest (EOI) and later Request for Proposal

(RFP) in 2009 for selection of a Consultant for Mail Network Optimization Project of Department of Posts. On the basis of evaluation of Technical and financial proposals M/s. McKinsey & Co. has been appointed as the Consultant for the Project. The information as to why 'McKinsey & Company' was selected is outside the purview of RTI Act 2005. Since McKinsey & Company obtained the highest score based on the evaluation process, the firm has been appointed as the Project Consultant.

b) The terms of reference contained in the RFP is enclosed.

c) The Department is required to pay the consultant fee Rs 12.66 Crores to McKinsey & Company for the Project.

2. If you are not satisfied with this reply, you may submit an appeal before Ms. Kalpana Tewari, Sr. DDG & CGM (Mail Business), Department of Posts, Room No. 403, Dak Bhavan, Sansad Marg, New Delhi 110 001.

(Rishikesh)

Director (Mail Management)

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

JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
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Section - 5 TERMS OF REFERENCE

Part 1

Objective and Scope of Work

1. Background

1.1 The mail network (collection, processing, transmission and delivery) of India Post consists of 412 sorting offices spread across the length and breadth of the country. Complemented by transit mail offices and record offices, these mail offices are administered by 69 administrative divisions (which, in turn, are part of the Circle/Regional Administration). Speed Post and Express Parcel Post (EPP) are processed at 290 national and about 1000 odd state centres. Business Post Centres cater to the pre-mailing needs of corporate customers. Transmission of various categories of mail is carried out through a combination of air, rail and road network. 146483 post offices provide the last mile delivery link reaching out to the customers at their doorsteps.

1.2 The existing mail network of the Department, which is the largest in the world and has evolved over more than a century and a half, was primarily designed keeping into account availability of rail connectivity across the country. Since rail transmission remained the dominant mode of conveyance of mail, sorting centres were accordingly established along rail routes. However, as the mail profile has undergone a sea change today, new cities and suburbs (e.g., Noida, Gurgaon and Navi Mumbai) generate significantly higher volumes of mail, but mail offices at such places are hardly equipped to handle such massive surge. On the other hand, at a number of places, mail offices are functioning at the suboptimal level due to change in the mail mix (in particular, more business-to-business or business-to-consumer mail than in the past). Therefore, it has become necessary to revisit the locational rationale of sorting offices and design a new mail grid consisting of new hubs and links based upon new mail profile, transmission links and delivery advantages.

1.3 Transmission of mail through trains for a majority of mail volumes has outlived its utility to a great extent. Earlier, air connectivity was limited, road infrastructure was poor and sorting of mail was carried out in the moving trains. However, growing disconnects between train schedules and mail transmission requirements, and the need for speedier transmission of mail has made transmission of mail through trains unviable to a great extent. With increased air links, mail transmission was speeded up, which helped premium products like Speed Post carve a niche in the express segment. However, dependence on passenger/noncargo airlines (which was even more restricted before opening up of the skies) and the mismatch between requirements and capacity has not been able to eliminate uncertainties and delays in air transmission of mail. Availability of

cargo air services has eased the situation, but only partially. To address these problems, India Post inducted a freighter aircraft for mail transmission in the North East region in 2007, and has plans to induct more freighters in near future.

1.4 India Post has its own fleet of motor vehicles (1200 plus) for road transmission of mail, which is largely used for intra-city carriage. In addition, hired transport and State road transport buses are also used for intra-city and inter-city transmission of mail. However, the cost of operating its own fleet is going up on account of sub-optimal utilization and large overheads on the one hand, and hired state transport have proved to be unreliable and erratic. Therefore, the transmission uncertainties and the resultant impact on the quality of service call for creating a robust air-cum-road line haul system based on a new consolidation/routing logic, which should eliminate network redundancies and bring in efficiency and reliability in mail transmission.

1.5 The processes involved in mail sorting, transmission and delivery have evolved from the design and logic of a network, which has not kept pace with the constantly evolving mail profile and customer demands. Process re-engineering in tune with changed requirements of mail market is overdue. As a result, end-to-end standards for the mail handling pipeline have been difficult to develop, and putting in place a measurement system to measure these standards is even harder to come by. Therefore, the existing processes must evolve to a new pattern through a fresh blueprint and performance management system. Mail processing in the existing network is largely manual. The current design and structure of the mail network and lack of process standardization makes technology induction further difficult.

1.6 The problems and limitations of the existing mail network, have had serious implications for the quality of service and hamper the ability of the organization to deliver the expected outcome. It is imperative, therefore, to improve core mail operations through a fundamental re-design of the existing mail network.

1.7 Under this backdrop, India Post has set an objective to double its mail volume and the corresponding revenue by the financial year 2014-15 (taking 2006-07 mail volume as the base figures) beginning 2009-10. Accordingly, the following key mail business projects have been conceptualized taking into account the significance of improving end-to-end quality of the mail handling pipeline:

- (a) Setting up of Automatic Mail Processing Centres at 14 cities in the country to mechanise mail processing and enhance capacity to handle large volumes;
- (b) Induction of 2 more freighter aircraft for carriage of mail between major cities to usher in a speedier and reliable transmission network;

- (c) Establish 230 Mail Business Centres through restructuring of existing mail offices and network optimization;
- (d) Introduction of RFID for developing an end-to-end mail monitoring system.
- (e) Creation of a National Address Database Management System
- (f) Standardization of mail and popularization of PIN codes

2. Project Objectives :

2.1 Looking at the challenges mentioned in the foregoing paragraphs, and considering the ambitious growth and profit targets set by India Post for the near future, it is clear that a fundamental redesign of the current mail network and operating procedures is required. The network structure shall be optimized, esp. the number of location of processing centers and the flow between the centers (based on current and future expected mail volume and flows), the underlying processes would be redesigned (based on current and future expected customer requirements) and appropriate supporting technologies would be identified, evaluated, and implemented. Core mail operations would be streamlined both from a cost and quality perspective. Finally, the required organizational adjustments as well as the appropriate performance management systems shall be put in place.

2.2 The network re-design exercise should enable India Post improve quality which will be a key enabler for attracting more mail volume and reverting the mail volume decline. This will come from both regaining market share (from competition) as well as extending the current market size. Growing volume will in turn improve productivity and bring down unit costs due to scale economies (the mail business is mainly a fixed-cost business). Overall, financial performance must improve. Mail business largely being “economy of scale” driven; only higher volumes can improve the financial health of the organization on a sustainable basis.

2.3 India Post intends to establish 230 Mail Business Centres (MBCs) across the country through a fundamental re-design of the existing mail network. Most of the existing mail offices would undergo a structural transformation to evolve into integrated mail business hubs (or semi-hubs) offering a complete range of mail services. However, physical targets in terms of number of MBCs might vary depending upon network planning through an extensive review of existing set up and processes.

3. Scope of Work:

3.1 This project seeks a structural, operational and technical improvement of the entire mail handling chain. India Post intends to work with a Consultant having adequate experience in assisting postal administrations in network optimization and migration to a new set up. The consultant would be required to assist India Post in attaining its mail business objectives through a strategic road map in

terms of short-term, medium-term and long-term milestones. Primarily, the network optimization objectives would include the following:

- Defining the new Structure
 - Analysis of the current network structure, products and performance (includes defining required data set and data collection)
 - Scenario planning through setting optimization objectives, review of customer requirements, and evaluating and prioritizing design options
 - Developing a model, determine cost and quality implications and identification of an optimal scenario
 - Preparing a business plan
 - Implementation planning in the shape of a definite time line, definition of key milestones, responsibilities and project structure, and developing key performance indicators and monitoring system
- Technology Induction
 - Identifying appropriate technology, identification and evaluation of available alternatives, and selection of preferred option
 - Costing exercise for the preferred technology option
 - Help select the appropriate service provider in accordance with the procedure laid down by the Government of India
 - Migration planning (sequencing of new network implementation, laying down the schedule of equipment development, mapping of interim phases)
- Process and Capacity Building
 - Process specification and blueprint through defining the standard operating procedure, description of tasks and standards and developing a fresh process manual
 - Defining key performance indicators and measurement systems, targets and monitoring processes
 - Development of a blueprint (including description of roles and responsibilities) for the mail business set up of India Post
 - Development of training modules (identification of training needs of officials associated with mail business, development of appropriate training tools and methods)
 - Migration planning (sequencing of implementation of defined processes, systems and structures, definition of milestones allocation of responsibilities)

3. Project Management Arrangements

The Project will be carried out under the supervision of a Consultant Monitoring Committee (CMC) headed by the Sr. DOG & Chief General Manager (Mail Business Projects). A project management structure would be developed for day to-day monitoring after

discussions with the Consultant hired for the project.

4. Expected Outputs and Deliverables

The expected deliverables from the Network Optimization efforts are shown in the graphics below :

- Finalization of the new mail network design (e.g. number and location of sorting facilities, transportation on modes, allocation of pickup and delivery areas)
- Line haul/transmission schedule (timing, capacity, consolidation/ routing logic)
- Business Plan with expected costs/benefits as well as investment needs
- Implementation plan for migration to the new network
- Assessment of available technologies for various mail processes
- Specification of requirements
- Cost implications
- Strategy for selection of appropriate technology
- Selection of technology service provider
- Concrete plan for sequencing of technology migration, including implementation of interim processes
- Process manual with descriptions of processes including time lines, description of tasks, end products, and supporting tools & methodologies
- Description of Key Performance indicator system for various monitoring levels
- Finalization of the new Mail Business Managerial and Operation at set up
- Training module for official involved in mail operations/ management



5. Expertise requirements

5.1 Critical Success Factors for Consultants:

- Size of the company and years of operations in India
- Experience with Public Sector entities in India
- Experience with postal administrations / organizations in the areas of mail operations, network and technical design
- Availability of senior experts in local leadership team
- Availability of appropriate tools and methods to conduct such a study.

6. Time Schedule

It is expected that the development of the network concept, including the process redesign,

technology selection, and definition of appropriate performance management systems can be realized within one year. After this period, the implementation and migration to the new network will take place. The full implementation of the structural changes and process will be carried out in the next two years. While constant engagement of the selected Consultant is envisaged for the first two years, the hand holding would continue in the third and last year. If necessary, the Employer may decide to go for the pilot runs during interim phases. To this end, the following milestones are envisioned:

| Sl. No. | Description of Deliverables | Completion Target Month No. |
|---------|--|-----------------------------|
| 1. | Completion of the analysis of current network structure, products and performance, review of customer requirements | 0-3 |
| 2. | Finalization of the optimal scenario, optimization objectives, evaluation and prioritization of design options and definition of the target network, implementation planning | 0-6 |
| 3. | Identification of appropriate technology, costing exercise for the preferred technology options, assistance in selection of technology service provider, migration planning | 3-9 |
| 4. | Finalization of process specification and blue print, definition of Key Performance Indicators (KPIs) and measurement systems, description of roles and responsibilities along the mail business managerial set up, development of training modules, sequencing of implementation of defined processes, systems and structures | 0-12 |
| 5. | Roll out / implementation, pilots | 12-18 |
| 6. | Full implementation | 18-36 |

7. Reporting

The Consultant will report to and work under the supervision of the CMC headed by Sr. DDG & Chief General Manager (Mail Business), Department of Posts. Director (Mail Business Projects), Department of Posts, would be the key resource person for the project.

NATIONAL FEDERATION OF POSTAL EMPLOYEES
First floor, North Avenue Post Office Building, New Delhi - 110001
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
T-24, Atul Grove Road, New Delhi - 110001

JCA/2010

Dated 1st June 2010

To

The Secretary
Department of Posts
Dak Bhawan
New Delhi – 110001

Sub: Notes on issues that are causing deep concern amongst the Postal Employees – regarding.

Madam,

The Postal Federations and unions / associations affiliated to our Federations as well as the GDS Unions have been forced to decide to chalk out a Nationwide Programme of Action culminating in an industrial action, specifically in the background of mounting unsettled issues and unilateral handling of key issues by the administration. A copy of the Postal JCA Circular issued is enclosed for your information. The Staff Side is completely feeling sidelined and ignored and several measures are initiated unilaterally aiming to attack our existing interests. We provide the short notes on all such issues that are agitating the minds of employees causing suffocation and mental agony in the midst of unbearable work brunt shouldered by them for your kind consideration and immediate remedial action as desired hereunder:

1. Drop the move to outsource any function of the DoP including on the recommendations of McKinsey – Cancel the decision to close down 'C' Class Post Offices – Cancel the orders for down gradation of EDSOs into ED BOs and closure of EDBOs - Roll back steps of privatisation of speed post processing and mail conveyance and data entry work.

The decision of the Postal Board to summarily close down maximum single handed urban TSOs is most retrograde and against to the interest of service. It is nothing but a ruse mentioning the matter of convenience of taking leave by the officials as claimed by the department behind this move but withdrawal of postal services in the existing post offices is aimed in order to outsource the operations through franchisees. The orders on down-gradation of all GDS SOs into GDS BOs and closures of GDS BOs with the neighbouring Departmental TSOs are other retrograde steps with the ulterior motive for the introduction of more franchisee outlets. These steps will result in withdrawal of services to public and also cause adverse impact on staff interests. The Circle Administration here and there commenced operations to privatize the processing of speed post articles and outsource the mail conveyance and data entry work. The outsourcing and privatizing of postal operations is a negative step and huge revenue of the department is being diverted to private concerns. All these retrograde steps are to be rolled back by the Department.

2. Stop violations in the Agreements on Status Quo of RMS & MMS as well as the merger of RMS with less than 10,000 mails – Create scientific norms for the work in CRC, Speed Post, Logistics and EPP – Cancel the orders for replacing the General Line HSG-I by ASPOs in Mail Offices.

Despite agreements reached between the Department and the Staff Side, the Circle Administration in different circles are taking the liberty to close down RMS Offices and transfer headquarters with men and material in violation of the agreements. The attempts of

Maharashtra Circle Administration to merge different RMS Offices with more than 10,000 letter mail volume and thus disturbing the status quo agreed to by the Department on 30th November high level discussions is an example. The Administration in total violation of the Statutory Rules is replacing the HSG-I General Line officials with the ASPOs based on some discussions and decisions taken in the workshop held at Bangalore among the officers and without any discussions with the staff side. These violations of agreements and statutory rules are to be rolled back immediately. The earlier agreement arrived with staff side to keep the mail offices with 10000 letter mails per day should be honoured in true spirit.

3. Holding of JCM Departmental Council meetings; Periodical Meetings with Federations; Sending of the issue of discrimination of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.f. 1.1.1996 to Board of Arbitration; and Holding of GDS Committee Meetings periodically with GDS Unions.

Despite reconstitution of Departmental Council JCM and submission of subjects by the Staff Side, no meeting of JCM Departmental Council is being convened. This negotiating forum has been locked up for years together and that is undermining the very basis of joint consultations on staff issues and unilateral implementation of several retrograde orders taking place. Similarly no Periodical Meeting with the Federations and All India Unions are taking place for a very long time and no such meeting has been convened despite recognition granted to the Federations. Similarly the holding of GDS Committee meetings has never recommenced for a very long time which denies the only opportunity of negotiations to the GDS cadre on their genuine issues. Even the meeting of Departmental Anomaly Committee that has met once in which the staff side insisted for parity of pay scales between the Telecom TBOP/BCR and Postal TBOP/BCR w.e.f. 1.1.1996 but the Official side has not even recorded any disagreement on that issue for referring to arbitration. All these fora of negotiations should commence regular meetings and the issue of pay parity with Telecom should go for arbitration.

4. Stop harassment of staff under Project Arrow – No extraction of work against Rules – No extraction of work beyond 8 Hours – No drafting of staff on duty and for Training etc on Sundays and Holidays – No harassment in the name of 100% Delivery – Withdrawal of all Punishments awarded to Postmen for minor non-delivery of articles.

In the Project Arrow Offices the staffs are being harassed to violate Manuals of Department but all such orders are kept as oral orders. The Staff side insists that all orders with regard to the functioning of the Project Arrow should be issued in writing by the Officers and no staff should be forced to implement oral orders of officers. There shall be no extraction of work against the Departmental Rules. The harassment against Postmen for 100% delivery should be stopped forthwith as 100% delivery is humanly impossible without violating Rules. There should be no drafting of Staff for training or duty on Sundays and Holidays without compensatory off and monetary compensation as well as expenses towards travelling etc. The full complementary strength as per blue book instructions should be maintained in Project Arrow Offices for which measurers like exclusive leave reserve staff for such offices shall be stationed without disturbing the actual strength of other offices. Punishments awarded for short of 100% delivery should be withdrawn immediately and Officers at all levels are to be

instructed not to be vindictive. The unilateral extension of counter hours without providing staff and harassing the staff to look after the additional work without any compensation should be dispensed with. Ordering the officials to attend all Sundays and holidays without any off or weekly holidays to complete the pending work for core banking solutions should be stopped forthwith. The ILO norms on weekly holidays should be honoured.

5. Fill up all vacant posts: [a] Undertake reassessment of vacancies in PA/SA cadre to rectify mistaken calculation of vacancies in all circles; [b] Fill up all vacant posts in all cadres in Department of Posts [Postal, RMS, MMS, Admn, DPLI, Postal Accounts, SBCO, Civil Wing etc] as on 31.12.2009; [c] Allow local recruitment as one time measure in Postal Accounts similar to 1997 at Sundernagar.

There are large numbers of vacancies unfilled even now in different cadres. There were grave calculation errors in almost all the circles in assessing the vacancies of PA/SA cadre resulting more than 30 to 40% vacancies in the sanctioned establishment posts. The vacancies occurred due to LSG promotions were not taken as vacancies of those particular years. The vacancies kept under residual vacancies are not filled up and more than 5000 PA/SA vacancies are still kept unfilled under this category. This error should be rectified by causing reassessment of vacancies in all circles duly taking all the unfilled up vacancies in the establishment register and roll of the divisions as on 31.12.2009 as current year vacancies for 2009 and filled up the same in a time bound manner. As far as the Postal Accounts is concerned, local recruitment similar to 1997 recruitment at Sundernagar has to be permitted as one-time measure to come out from the heavy shortage of staff prevailing there. All vacant posts in all cadres of PA/SA postal; PA/SA RMS; Drivers and Workshop staff in MMS; PA CO in CO/RO/DPLI; PA SBCO; Postman/Mailguards/Multi Task Staff; and Civil Wing Ministerial and Technical should be filled up.

6. Comprehensive Cadre Restructuring of Group 'C' employees in PA/SA Cadre; [b] Withdrawal of unilateral orders on piecemeal cadre restructuring of Postmasters' cadre until comprehensive Cadre Restructuring of PA/SA cadre is completed; [c] Comprehensive Cadre Restructuring of LDC, Sorters & DEOs in Postal Accounts by amalgamation into a single Accounts Assistants cadre in the pay of Pb-1 with 2400 GP; [d] Comprehensive Cadre restructuring in PA CO cadre in CO/RO/DPLI; [e] Comprehensive cadre Restructuring of PA/SA cadre in SBCO; and [f] Comprehensive cadre restructuring of Postmen/Mailguard/Multi Task Staff.

Proposals for comprehensive cadre restructuring of all cadres in Postal Department was submitted immediately after the formal meeting held by the Secretary [P] on 13.01.2009 but even after one year and five months, no action has been initiated so far in this matter. The cadre restructuring in other CG Departments like Income Tax and Railways are gone to final stages. Unfortunately, the Department instead of going into comprehensive cadre restructuring of Group 'C' officials, has preferred to unilaterally restructure the 'Postmasters' cadre' distorting the existing promotional structure on the face of staff side objections. We demand immediate measures to comprehensively restructure all the cadres in the Department of Posts including the PA/SA in Postal and RMS/MMS, the Postal Accounts, Circle Offices, DPLI, SBCO, Postmen/Mailguards, Multi Task Staff.

7. Grant of Pension, Departmental status to GDS extending the all benefits such as HRA/CCA, ACP etc, including Trade Union rights and welfare measurers – Remove discrimination on Bonus ceiling – Modify the 20,000 unilateral imposition of cash handling work points for GDS BPMs – Withdraw orders denying revised TRCA w.e.f. 1.1.2006 in respect of BPMs – Compute work norms to all types of work performed including NREGS, PLI, RPLI, Pension

Payments etc to GDS – Implement enhanced Social Security to GDS like Ex-Gratia Gratuity and Severance Amount w.e.f. 1.1.2006.

Retirement benefits like ex-gratia and severance amount which were enhanced as recommended by the GDS Committee should be paid w.e.f. 1.1.2006 since all retirement benefits to regular employees on the recommendations of 6th CPC were implemented not from a prospective date but from 1.1.2006. Comprehensive schemes for departmentalisation of GDS by allocating proper work norms for PLI/RPLI, NREGS, Pension MOs and Bill Payments etc to enhance the work hours of GDS for facilitating departmentalisation should be worked out. Now with the large scale of expansion of PLI/RPLI as well as NREGS work coming up in a big way, there shall be change of approach towards GDS System to comprehensively departmentalise them. Grant of Pension, Grant of all benefits, Grant of Trade Union facilities, Grant of Welfare measurers etc to GDS shall be considered. The discrimination perpetrated in the name of GDS Committee to deny the parity on the matter of PLB Ceiling of 3500/- should be removed. The unscientific tightening of BPM work norms by enhancing the quantum of cash handling to 20,000/- per point should be modified.

8. Grant of Parity in Pay Scale [PB-1 with GP 2400/-] for MMS Drivers on par with Drivers of Parliament Secretariat – Recruitment of adequate number of Drivers – Sanction of OSA for the long distance logistics van drivers of MMS – Technology training to Work Shop staff and grant of Data Entry Operators scale of pay to Work Shop Staff.

The Drivers in MMS are to be granted PB-1 with GP 2400/- on par with the Drivers of Parliament Secretariat and all vacancies of Drivers shall be filled up immediately taking into account of total mail vans including the new vans purchased. The Drivers engaged in long distance logistics vans shall be granted with OSA. The Work shop staffs are to be imparted with the technology training and since they are involved in operations of computers for maintenance of modern power vehicles, they should be granted with the pay scale of PB-1 with 2400/- GP. There should be a system of third party insurance for Government vehicles also to off-set the liability of recovery of compensation from the Drivers on accidents.

9. Implement Supreme Court Orders for revision of wages from 1.1.2006 [6th CPC wages] to all RRR Candidates, Casual Labourers, Contingent staff, GDS Substitutes etc – Grant Temporary Status to eligible Full Time Status Casual labourers; Convert Part Time into Full Time; Absorb Full Time, Part Time, contingent in vacant GDS Posts.

All Casual labourers other than those conferred with Temporary Status are to be granted refixation of wages on the basis of minimum wages granted by the 6th CPC for corresponding category of staff w.e.f. 1.1.2006. The non-fixation of revised wages by the Department of Posts is contrary to Apex Court Judgement and directions. The GDS substitutes also shall be refixed with their wages on par with the revised GDS Wages w.e.f. 1.1.2006. It is seen that several eligible full time casual labourers in Department of Posts for conferment of Temporary Status are denied the status; Part Time casual labourers are not converted into full time casual labourers wherever possible; no recruitment as GDS is taking place from amongst the casual labourers. The casual labourers of all types are to be comprehensively absorbed in to the main stream either by granting temporary status or by providing GDS appointments as one time measure.

10. Fill up all vacancies of Postmen and Mailguards - Roll back the unscientific scheme of Single Postman Beat System – Modify certain unscientific work norms of Postmen / MTS finalised by Work Study Unit - Enhance the Postman Double Duty Allowance as per the recommendations of 6th CPC.

All vacancies of Postmen/Mailguards are to be filled up immediately. The unscientific insistence for conversion of double postmen beats into single postman beats should be stopped and reversed and at least blind insistence of single beat system in metro cities should be dropped in order to maintain efficiency and to compete the couriers. The work norms finalised by the department on the recommendations of Work Study Unit is unscientific in some areas, like delivery of ordinary letters; delivery of CD Articles etc. There is no time factor allotted for delivering 'Intimations' to addressees. There is no limit prescribed for the maximum distance of a Postman beat which is leading to construction of very lengthy beats for more than 50 kilometres, which is unscientific and humanly impossible. The double duty allowance payable to Postmen cannot be construed as overtime allowance but should be equated to at least a minimum of a postman specific allowance paid for looking after the entire work of the absentee postmen. This allowance has to be enhanced by delinking this allowance from the concept of OTA.

11. Remove all local anomalies in MACP Scheme like application of benchmark for the period prior to introduction of MACP Scheme; Grant MACP on 'Average' benchmark like Department of Railways; Denial of MACP for acts of denial of regular promotion earlier to introduction of MACP; Denial to grant PB-2 while upgradation to Grade Pay 4200 and above to Group 'C' Officials etc.

MACP scheme is introduced in department of posts with several local anomalies. Prior to introduction of MACP scheme we were covered under the TBOP/BCR Scheme in which the question of 'benchmark' did not exist for grant of promotion or upgradation. Therefore the 'benchmark' should not be applied for the earlier years prior to introduction of MACP scheme. Moreover we find that the Railways have granted MACP on 'average' benchmark only. Similarly in the earlier system of TBOP/BCR, declination of regular promotion did not affect grant of TBOP/BCR and therefore the declination of regular promotion if any by officials in the past shall not be taken against grant of MACP for the past years before introduction of MACP. The Departmental orders on MACP wrongly denied PB-2 even when officials are to be upgraded into 4200/- GP and this mistake should be rectified by appropriate corrigendum. There are several queries raised and wrong implementation resorted to in many circles and therefore a comprehensive clarificatory instruction from Directorate with appropriate illustrations should be issued.

12. Creation of System Administrators Cadre with higher pay scales and absorption of all System Administrators in the new cadre during initial composition – Uniform Norms for System Administrators including work hours, number of systems, distance factor – Financial compensation for special and extra work performed by System Administrators.

There are approximately more than 2000 System Administrators working in Department of Posts without any such cadre creation. Their work is above the work of data entry operators. Either their work is comparable to System Engineers or to Data Processing Assistants or hence they should be a separate cadre with higher pay scales. A separate cadre should be created forthwith duly considering the cadre restructuring proposals submitted by the Group C unions and the existing systems administrators should be absorbed in the newly elevated creation posts by conducting a simple trade test. There are no uniform norms for their work, work hours, attendance etc. Their work should be codified with number of systems as well as distance factor uniformly. Additional financial compensation for special and extra work they put in shall be provided for.

13. Early finalisation of Recruitment Rules for upgraded Group 'C' in PB-1 with 1800 GP – Ensure present system of absorption of GDS and TS CLS in Group 'D' posts into the new RR without insisting for

the educational qualification – Filling up all the posts of Multi Tasking Staff without any delay.

The Recruitment Rules for upgraded Group 'C' in PB-1 with GP 1800 is yet to be released in Department of Posts even after the model RR released by the DOPT. It should be ensured that the present system of recruitment into the cadre of Group 'D' from amongst the GDS and TS CLs on 75:25 basis without any condition on minimum educational qualifications should continue. These sections have been adversely affected due to large scale abolition of Group D vacancies in the recent past. Early finalisation of RR and commencement of recruitment should be ordered.

14. Amalgamation of Group 'C' Accounts Cadres of DoP and DoT.

The DoP and DoT Accounts have been merged but this merger has been restricted to Group 'B' and above cadres only. The Committee headed by Chief PMG Delhi Circle Shri. Ragahvial had recommended that the merger of Group 'C' cadre of DoP and DoT should follow some time later than the merger of Group 'B'. Action may be initiated for merger of Group 'C' Accounts Cadre also.

15. Roll back of the Decentralisation of PLI/RPLI work – Augment required staff strength in PLI branch of CO/RO/DPLI – Maintain centralized accounting system through the Office of DPLI Kolkata – Fill up the vacant posts of COs/ROs/DPLI Kolkata to manage huge shortage;

In the background of technology introduction in the field of PLI/RPLI and its further modernisation, we suggest that there is no need for decentralised work in PLI/RPLI to avoid duplication of work. Due to heavy shortage in operative offices and divisions, the arrangement of extracting the work of PLI/RPLI from the field staff without augmenting their strength is causing difficulties. It is better to augment the PLI Branches of CO/RO to the minimum level and centralise the work in CO/RO with modern technology for better efficiency and customer satisfaction. The accounting system should be centralised and maintained through the Office of DPLI Kolkata. Simultaneously all vacant posts in CO/RO/DPLI should be filled up without further delay.

16. Parity of scale of pay of Ministerial Cadre in Postal Civil Wing on par with the Postal Assistants and upgradation of posts of Works Clerk Grade –II/Grade-I/Head Clerk – Filling up of all vacant posts of technical as well as ministerial posts – Creation of one Civil Wing Circle for each Postal Circle.

The Ministerial cadre in Postal Civil Wing may be restructured on par with the Postal Assistants. The posts of Works Clerk Grade-II/Grade-I/Head Clerk shall be upgraded. All vacant posts in both technical and ministerial posts in civil wing shall be immediately filled up. We urge for creation of Civil Wing Units for each Postal Circle instead of the present arrangement for better management of civil wing work.

17. Regularise the HSG-I, HSG-II, LSG arrangements and grant Officiating Pay & Allowances to all Officials holding the posts.

Once an official is ordered to work in a post with higher responsibilities he/she should be paid the Pay of corresponding higher posts. The denial of officiating pay and allowances for officials who officiated against the HSG-I and HSG-II / LSG posts was struck down by the Courts. Still the officiating pay and allowances to such officials is not sanctioned and officials in HSGII and LSG were ordered to officiate in higher posts without any higher officiating pay. The cases referred by Tamilnadu circle and West Bengal with regard to grant of officiating pay for the past cases may be decided favourably. Immediate orders for payment of higher pay and allowances should be issued by Directorate.

Thanking you,

Yours faithfully,

[D.Theagarajan]
Secretary General
FNPO

[K.Ragavendran]
Secretary General
NFPE



General Secretary's Letter

Reached New Delhi on 12-5-2010.

MAY DAY

May Day meeting was held at Chennai PSO premises. The SG FNPO and SG NFPE addressed the meeting.

NUR IV CIRCLE CONFERENCE

The GS NUR 'C' attended the Circle Conference of NUR IV at Madurai on 8-5-2010. Sri D. Rajendran was re-elected as Circle Secretary. The Secretary (Headquarters), Sri G.K. Padmanabhan also attended and greeted the Conference.

MEETING WITH OFFICERS

The GS NUR 'C' met the Secretary Department of Posts along with the President FNPO on 12-5-2010. We discussed autocratic attitude of the Chief PMG, Maharashtra Circle on the same day, we met DDG (Est) and discussed MACP anomalies.

MEETING WITH CGM MAIL BUSINESS

The GS R III and R IV met CGM (MB) on 13-5-2010 and demanded a meeting to discuss JCA strike demands (issued on Nov. 2009). The CGM agreed to hold the meeting shortly.

On the same day, we met DDG (vig), DDG (Trg.) and Member (PLI).

POSTAL JCA

The Postal JCA met at FNPO office on 14-5-2010 and decided to issue strike notice.

WORK-SHOP ON PLI

The work-shop was attended by SG FNPO.

MEETING WITH HON'BLE MINISTER OF STATE

The GS, NUR 'C' rushed to Delhi on the short notice and met the Hon'ble Minister, Sri Gurudas Kamatu on

19-5-2010. The GS was accompanied by GS NAPE 'C', GS AIPAOA (FNPO), CS Delhi Circle and Sri Narender, AGS NUR IV. The main subject discussed was the premature retirement of officials under FR-56 (j) in Delhi and Gujarat Circles. The Minister assured to call for the report from the Department.

On the same day, the GS R III met Chairman, Postal Board and the Member (P) and discussed the above issue.

The GS also met the Chief PMG, Delhi Circle and seriously discussed the issue of FR 56 (j).

JOINT CIRCLE CONFERENCE, KERALA

Joint Circle Conference of FNPO affiliated unions were held at Kollam from 27-5-2010 to 29-5-2010. The GS R III attended and addressed the Conference as well as subject committee meetings of P III, P IV, R III, R IV and NUGDS. Sri Christudas was re-elected as CS R III.

MEETING WITH DDG (EST.)

On 31-5-2010 the GS NUR 'C' and GS NAPE 'C' met DDG (Est) and discussed the following.

1. MACP anomalies
2. Absorption of RMS GDS Employees

FNPO suggested that RMS GDS employees cadre may be declared as dying cadre and they may be made absorbed as Group 'D' as a one time measure. The DDG agreed with our views and he assured to discuss this issue with Federations and unions for arriving at a positive solution.

Let us hope for the best.

Yours fraternally,

(D. THEAGARAJAN), General Secretary

DIVISIONAL SECRETARIES

Please remit quota to Federation @ 50 paise per member per month to

Sri BRIJ MOHAN

Secretary (Finance)

District Court Post Office, Delhi - 110 054.

QUOTA TO CHQ

Remit the Quota to CHQ

@ Rs. 6/- per member per month to

SRI. R.N. SHARMA

O/o. Joint Manager,

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