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RMS

SENTINEL

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CADRE RESTRUCTURING FOR MMS STAFF

To
Smt. T.K. Sandhya Rani
Chairperson
Cadre Restructuring Committee of MMS Staff
O/o. Chief PMG
A.P. Circle, Hyderabad 500 001.

Madam,

Sub : Proposal for Cadre Restructuring for
MMS Staff.

Ref : i. DG Posts letter No. 08/15/2011-SR dated
16-1-2012.

ii. DG Posts letter No. 01/01/2011-SR Dated
20-1-2012.

iii. Your letter No. PMG/BD/Misc/MMS/112
Dated 30-1-2012.

Sixth CPC has recommended Cadre Restructuring for Central Govt. employees in order to ensure a healthy balance between the functional requirement of an organisation and legitimate career aspirations of its employees.

Based on the above principle, Defence Dept. and Railway Department have completed Cadre Restructuring for their employees and orders thereof have already been issued.

Under the circumstances, we submit the proposal for your consideration.

Thanking you,

Yours Sincerely,

/sd/-

(GIRIRAJ SINGH)
General Secretary
AIRMS

/sd/-

(D. THEAGARAJAN)
General Secretary
NUR 'C'

P & T Motor Service came into existence in the year 1944 in Kolkata. It was expanded gradually from the year 1947 and it started functioning at Mumbai, Chennai, Delhi and Nagpur. The motor service was made a departmental wing in the year 1948.

After bifunction of the P & T Dept. in the year 1986, the P & T Motor Service has been renamed as Mail Motor Service.

We have 1223 Mail Motor Vehicles and 486 Staff cards in 98 stations. 226 CNG Vehicles (environment friendly) are plying in Delhi, Mumbai and Ahmedabad.

Main function of MMS and names of the stations where we have the MMS units are enclosed as Annexure I.

Please visit our website : www.fnpo.org for day-to-day news.
E-mail : theagarajannachi@hotmail.com

JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

ANNUAL SUBSCRIPTION RS. 30/-

The following units are controlled by the senior Manager – Chennai, Mumbai, Delhi and Kolkata.

The units controlled by the Managers are – Ahmedabad, Bangalore, Ernakulam, Guwahati, Hyderabad, Kanpur, Nagpur, Pune, Madurai, Coimbatore, Chandigarh and Bhopal.

The remaining MMS units are under the control of respective SSPOs/SPs of the Divisions where MMS units are located.

In the Mail Motor Services, the following categories of staff are working.

1. Cleaner
2. Semi-skilled (Gr.D.)
3. Skilled Artisan Gr. III
4. Skilled Artisan Gr. II
5. Skilled Artisan Gr. I
6. Chargehand (Supervisory)
7. Technical Supervisor
8. Inspector
9. Asstt. Manager
10. Driver Gr. III
11. Driver Gr. II
12. Driver Gr. I
13. Special Grade
14. Despatch Rider
15. Office Asstt.
16. Stores Officer
17. Group 'D'
18. Group 'D'

ADMINISTRATIVE STAFF

As far as clerical and allied staff are concerned, they are akin to PA/SA. the standing committee directed the chairperson to review the grant of promotion in the Cadre of HSG II and HSG I in MMS.

In this connection we suggest that the following posts of MMS units may be earmarked for the purpose of granting promotion in LSG/ HSG II/HSG I cadres.

The Recruitment Rules may be amended accordingly.

PRESENT	PROPOSED
Record Clerk (PA)	No changes
Accounts (PA)	- do -
Traffic (PA)	- do -
Establishment (PA)	- do -
Store Officer (PA)	HSG/I
Store keeper (PA)	HSG/II
Record Officer (PA)	LSG
Control Room Clerk (PA)	LSG
Establishment (PA)	LSG
Accident (PA)	LSG

Number of posts in LSG/HSG II/HSG I cadres may be decided by the committee as per the functional requirement of the units.

WORKSHOP STAFF

This is one of the most important cadres in MMS units. Recruitment Rules of this cadre prescribe a pass in VIII std. with ITI certificate and possession of Heavy Vehicle Driving Licence. Workshop staff are recruited based on the Trade test before appointment.

The feeder cadre for workshop staff is cleaner/MTS.

The names of the Artisans are Mechanic Electrician, Welder, blacksmith, Carpenter, Painter, tyre-man and upholsters.

No.	Category	Scale of pay	Existing
1.	Skilled Artisan (Gr.III)	Grade pay Rs. 1900/- PB I	70%
2.	Skilled Artisan (Gr. II)	Grade pay Rs. 2000/- PB I	15%
3.	Skilled Artisan (Gr. I)	Grade pay Rs. 2800/- PB I	15%

IV CPC Pay Scale for skilled Artisan Grade II was Rs. 1200-1800 and grade I pay scale was Rs. 1320-2040.

The V CPC clubbed both the scales of pay of Artisan Grade I and Grade II into one pay scale of Rs. 4000-6000. Since it was a promotional posts for Artisan staff, amalgamation of both the scales of pay was not justified.

After implementation of V pay commission, the Department did not discuss this subject in the Anomaly committee meeting. Because the Anomaly committee met only once to discuss the scale of pay of Printing press staff

(Bhubaneswar) due to CAT direction and other subjects have not been discussed.

After implementation of VI CPC recommendations, the item was discussed in the Departmental Anomaly committee meeting. The Committee rejected the Anomaly stating this Anomaly rose after implementing V CPC recommendation and hence VI CPC Anomaly committee cannot discuss the subject.

After this, item was discussed again during the cadre structuring committee meeting under the chairmanship of Sri A.K. Sharma, then DDG (Est) and present Chief PMG Orissa Circle.

The chairman informally agreed to place the Artisan staff on par with Railway/Defence Artisan. But the committee has not completed their process. Hence new committee was formed.

In Mail Motor services, there are no well defined and regulated promotional avenues with the result the large number of officials are stagnating at the maximum, Therefore many employees retired without getting any promotion in their career. Hence the service unions urged the Chairperson to extend promotions to all the Artisans of MMS, if need be by changing nomenclature and recruitment rules.

OUR PROPOSAL

No.	Category	Scale of pay	Proposed
1.	Skilled Artisan (Gr.III)	Grade pay Rs. 2400/- PB I	45%
2.	Skilled Artisan (Gr. II)	Grade pay Rs. 2800/- PB I	21%
3.	Skilled Artisan (Gr. I)	Grade pay Rs. 4200/- PB II	20%
4.	Master Craftsman	Grade pay Rs. 4600/- PB II	14%

The present recruitment rule enclosed as Annexure II.

CHARGEHAND

At present the chargehand's pay is fixed in PB 1 with Grade pay of Rs. 2800/-. This issue was discussed with VI CPC Anomaly committee and the committee accepted the views of the staff side and forwarded the proposal favourably to the Finance Ministry. But it was turned down by the Finance Ministry. The staff side came to know that Recruitment Rules have not been amended properly. Hence the service unions requested the committee to recommend the new recruitment

rules for the chargehand with the enhanced grade pay in PB II.

The present recruitment rules enclosed as Annexure III.

TECHNICAL SUPERVISOR

In workshop, there is no officer-incharge. The chargehands are supervisory officials, incharge of their sections. Instead of Technical Supervisors, the nomenclature may be changed as Foreman. New Recruitment Rules may be got changed according to the requirements.

The present recruitment rules enclosed as Annexure IV.

CLEANER AND MTS

MTS Staff are now recruited nearby RMS Divisions/Postal Divisions from among the GDS/TSCL. The Recruitment Rules of the cleaner/MTS posts may be got changed as follows.

1. 50% promotion from GDS/TSCL with ITI Certificate.
2. 50% - direct recruitment.

The promotional avenue for cleaners/MTS may be arrived at based on the Defence/Railway model.

The present recruitment rules enclosed as Annexure V.

DRIVERS

MMS Drivers should not be brought under common cadre because in other Departments the nature of work of the Drivers is entirely different from that of MMS Drivers. An MMS driver is driving vehicle on an average 100 kilometres per day carrying heavy load of mails in the busy traffic throughout his working-hours. The drivers of other Central Govt. Departments drive the vehicles only for two hours or so, while the MMS Drivers have to drive vehicles almost 7½ hours per day. In major cities and towns, drivers have to complete their schedule by driving 10 to 11 hours. Now the Department introduced Logistic service and long distance service.

Therefore, promotional avenue for MMS drivers and present scale of pay should be changed according to the functional requirement and responsibility. Upto the IV pay Commission, the scale of pay of MMS Drivers was on par with LDC staff of Central Govt. Departments. In V Pay Commission, it was equated with the scale of pay of Postman/Mail Guard. It is a great blow to them. Further, VI CPC has placed them in the lesser pay which is lower than the Postmen's scale. The Departmental Anomaly committee also agrees with the grievance of the staff side and recommended higher grade pay to the Finance ministry. This matter was taken up with the National Anomaly committee based on the court direction. Service unions request the Committee that parity maintained upto IV Pay Commission with LDC may be restored to MMS Drivers. Further percentage of promotions may be changed as follows:-

15%	Special Grade	G.P. 4600/- PB II
30%	Grade I	G.P. 4200/- PB II
30%	Grade II	G.P. 2800/- PB I
25%	Grade III	G.P. 2400/- PB I

Present Cadre of Despatch Riders which is available in Delhi, Nagpur and Ahmedabad may be merged with the Cadre of MMS Drivers.

Contra. P.No. 13

Having so recognised the maintenance of parity between the present and future retirees, the Commission has not extended the following liberalization benefits.

- Full pension after completion of 10/20 years of qualifying service
- Last pay drawn for determination of pension if it is more advantageous than the average emoluments and
- 50% of Grade Pay as against 40% of pre-revised basic pension

Benefit of these liberalisations may be extended to present pensioners w.e.f. 1.1.2006 (we do not want arrears) so that parity between present and

The present recruitment rules enclosed as Annexure VI.

IMM

IMM cadre is now merged with Asst. Manager cadre. Recruitment Rules for Asst. Manager cadre have not been finalised by the Department as on date. The Chairman, Postal Board directed the DDG (P) to finalise Recruitment Rules within 3 months.

The committee may discuss the Memorandum which was submitted by the Asst. Managers of Mumbai MMS. Because the Memorandum submitted by the Asst. Managers seems to be reasonable.

In regard to Deputy Manager and Manager the staff side will discuss and submit the proposals in the next meeting.

The present recruitment rules enclosed as Annexure VII.

Other subjects request to be discussed in the next meeting.

1. Revised recruitment Rules for MMS Cadres.

2. Special increment for Drivers (Logistics, Speed Post, Mail exchange).

future retirees is ensured as desired by the VI CPC.

The official side suggested that the matter may be discussed in the next meeting and disagreement if necessary will then be recorded.

The Staff Side also pointed out the latest judgment of full bench of Principal Bench of Central Administrative Tribunal according to which the clarificatory orders Issued by Department of Pension dated 30th October 2008 for determining the modified parity has been quashed and (i) Government has been directed to grant 50%/30% of sum of minimum pay in the pay band and grade pay of the corresponding pay scale of the post from which the employee had

Contra. P.No. 6

IMPLEMENTATION OF REDESIGNED NETWORK FOR FIRST CLASS MAIL

(D.G. Posts No. 30-7/2012-D dated 1-2-2012)

The matter relating to restructuring of the existing operational network and processing arrangements for First Class Mail (Unregistered and Registered) was under consideration at this Directorate as part of the Mail Network Optimization Project. The issue has been examined in detail, and in this context following instructions are issue.

2. Under the new operational arrangements, the existing mail offices have been classified, into Level 1 (L-1) AND Level 2 (L-2) mail offices. There would be 89 L-1 and 244 L-2 mail offices under the new set up. The list of L-1 and L-2 mail offices for First Class unregistered mail is given as Annexure I. The list of L-1 and L-2 mail offices for Registered mail is given as Annexure II.

3. The manner of closing of bags between mail offices (handling unregistered and registered mail) would be as follows:-

a. All L-1 mail offices will close direct bags for each other. An L-1 office will also close bags for all L-2 offices as well as delivery post offices mapped/attached to it.

b. All L-2 offices attached/mapped to it an L-1 office can close bags for that particular L-1 office. An L-2 office may also close bags for all other L-2 offices mapped to the same L-1 office if the need be. It will also close bags for all delivery post offices mapped to it.

c. An L-2 mail office would not close bags for any other L-1 office to which it is not mapped. Similarly an L-2 office will not close bags for any other L-2 office which is not mapped to the same L-1 office. However, there may be a situation where an L-2 office may require closing bags for an L-1 or L-2 office falling in the same circle or neighbouring circle for transmission advantage. Circles should try to keep this number of the bare minimum to the extent possible. In all such exceptional cases, the circle concerned should furnish the list of such offices and destinations for which bag closing is required and seek approval of the Directorate.

4. A sorting extract based on PIN range for both unregistered and registered mail has been prepared for the purpose of sorting at the mail offices under the new arrangement and the same

is being communicated by e-mail to the Circles. The same may be brought to the notice of all concerned. The information on mapping of all delivery post offices to their parent mail offices is also being provided by e-mail.

5. In case of metro cities such as Mumbai and Chennai, where more than one mail offices are handling unregistered mail, such offices would continue to function as inward/outward/surface/air segments of the L-1 offices as the case may be. Bags for these cities will be closed based on the mode of transport through which they are routed by other L-1 or L-2 offices (air or surface)

6. Post offices would prepare two kinds of bags (separate for unregistered and registered mail) for their parent mail office (L-1 or L-2 as the case may be), which would be as follows.

a. A bag containing TD mail to be delivered by post offices mapped to the same parent mail office (for unregistered mail).

b. A bag containing non-TD (NTD) i.e. all mail other than TD to be delivered by post offices not mapped to the same parent mail office (for unregistered mail).

c. A bag containing TD mail to be delivered by the post offices mapped to the same parent mail office (for registered mail).

d. A bag containing non-TD (NTD) mail, i.e. all mail other than TD to be delivered by post offices not mapped to the same parent mail office (for registered mail)

e. Post offices would continue to retain station article i.e. articles to be delivered from the same post office in case of both unregistered and registered articles.

The sorting cases and diagram at L-1 mail offices may be reorganized as follows:

6. The bags to be closed between L-1 offices, between an L-1 office and L-2 offices mapped to it and vice versa and between L-1/L-2 offices and post offices mapped to them and vice versa will be treated as "Due Bags" the issue would be reviewed after a month of implementation of the redesigned network and changes will be done if necessary, based on the mail volume.

7. The sorting cases and diagram at L-1 mail offices may be reorganized as follows:

a. Type 1 (For sorting of inbound TD and Local TD mail) Preliminary and secondary level selections should be provided for i. inbound/incoming mail received from other L-1 offices and meant for delivery post offices and L-2 mail offices mapped to the L-1 office and (ii) Local TD (including catchment area of the L-1 office) mail received from all post offices mapped to the L-1 and to be delivered by the delivery post offices mapped to the L-1 office.

b. Type I (Non TD) Preliminary and secondary level selections should be provided for outbound/non TD mail received from attached post offices and L-2 mail offices of the L-1 office and meant for other L-1 offices as well as L-2 mail offices mapped to the L-1 office under reference.

1. The sorting cases and diagram at L-2 mail offices may be reorganized as follows:

a. Type I (Inbound TD and Local TD): Preliminary and secondary level selections should be provided for (i) inbound/incoming mail received from parent L-1 office to which the L-2 office is mapped as well as other designated L-2 offices, and meant for delivery post offices mapped to the L-2 office and (ii) Local TD (including catchment area of the L-2 office) mail received from all post offices mapped to the L-2 and to be delivered by the delivery post offices mapped to the L-2 office.

b. Type II (Non-TD) Preliminary and secondary level selections should be provided for (i) outbound/non-TD mails received from attached

post offices of the L-2 office and meant for other L-1 and L-2 offices.

c. At some L-2 mail offices, there could be a situation where only one type of sorting case/diagram is sufficient to incorporate all selections in terms of local TD, inbound TD and non-TD mail. In such cases, only one type of sorting case/diagram should be used.

2. The sorting logic/diagram for Type I and II sorting cases described in para 8 above should be redesigned by each mail office based on the average mail volume for various destinations (mail offices and post offices, as the case may be). The destination with relatively higher mail volume should be kept for sorting under preliminary selection. The Circle may note that all mail offices under the new set up are expected to compete sorting for all destinations under two-stage sorting, and therefore, it is important to keep the exceptions mentioned in para 3 © above to the bare minimum.

3. The existing arrangements for bag closing at Business Post Centres (BPCs) and Mail Business Centres (MBCs) handling outward bulk mail would continue for the time being. Instructions in this regard would be issued separately at the later date.

4. The new operation network would come into effect from 15th February, 2012. All Circles and APS Directorate may complete action required to migrate to the new network by 14th February, 2012.

Receipt of this memo may be acknowledged to Shri M.B. Gajbhiye, ADG (MO) Room No. 337, Dak Bhawan, New Delhi – 110 001.

Contra. P.No. 4

retired and re-fix the pension / family pension with effect from 1.1.2006 and pay arrears.

The official side stated that the Judgment is being considered and decision would be soon taken.

Item No. 20 - Daily Allowance on Tour.

The Staff Side insisted that rates of daily allowance may be doubled if the present system of reimbursement on the basis of actual expenditure on conveyance, boarding and lodging etc. are not suitable / practicable in the case of employees who go on tour to places where there are no such hotels / restaurants and the Auto drivers do not issue the receipts.

They also pointed out that when all allowances have been doubled and the Railway has also already doubled the rate of daily allowance on tour, why the Government should insist that DA should be at the pre-revised rates which are quite inadequate to meet the expenses on conveyance, boarding and lodging.

The matter was deferred to be discussed in the next meeting.

Item No. 24, 25, 26 - Commutation of pension.

The Staff Side demand is that option of Commutation had been given when a person retires. The commutation was allowed in terms of pension then fixed on the basis of pre-revised pay

Contra. P.No. 11

MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM)

A meeting of the Departmental Council (JCM) under the Chairpersonship of Secretary(Posts) was held on 10.02.2012. The following were present

OFFICIAL SIDE

1. Ms. Manjula Prasher, Secretary(P) & Chairperson, Departmental Council (JCM)
2. Ms. Yesodhara Menon. Member(P)
3. Ms. Suneeta Trivedi, Member(Plg.)
4. Shri Santosh Gauriar, Member(O)
5. Kalpana Tiwari, CGM MB&O
6. Shri S.K. Sinha, CGM PLI
7. Shri Tilak De, DDG (MM & Estates)
8. Shri V.P. Singh, DDG (Estt.)
9. Shri Salim Haque, DDG (P)
10. Ms. Aindri Anurag, DDG (PO&CP)
11. Shri A.S Prasad, DDG (FS)
12. Shri V.K. Tiwary, DDG (R&P)
13. Shri Subhash Chander, Director (SR & Legal)

STAFF SIDE

1. Shri K.V. Sridharan, Leader
2. Shri Giriraj Singh
3. Shri M Krishnan
4. Shri D. Theagarajan
5. Shri D. Kishan Rao
6. Shri Ishwar Singh Dabas
7. Shri T. N. Rahate
8. Shn P. Suresh
9. Shri Pranab Bhattacharjee
10. Shri A.H. Siddiqui
11. Shri K. Ragavendra
12. Shri S. Karunanidhi
13. Shri Surinder Pal

The meeting started with introductory remarks of the Chairperson wherein she apprised of the staff side about the proposal of recognition of federations heaving been taken up for consideration and approval of the competent authority. This was followed by the staff side thanking the Chairperson for convening the

meeting as per the schedule Thereafter agenda items were taken up for discussion. The gist of discussions held during the meeting is as follows:-

ANNEXURE-I

1. LONG DISTANCE SCHEDULES OF MMS

The staff side was apprised of the instructions having been issued to Heads of Circles on 15-6-2010 to increase the utilization of vehicles by extending the existing schedules upto 300 kms. The position about clearance of Ministry of Finance regarding purchase of new vehicles as also replacement of old vehicles happening much faster was also explained to the staff side.

The contention of the staff side was that the aforesaid instructions are not being observed and it was agreed to reiterate the said instructions.

2. DIVERSION OF MMS VEHICLES

The staff side averred that the vehicles allotted to MMS for operational purposes were diverted to Circle/Regional offices, which is adversely affecting the efficiency of mati delivery They desired issue of strict instructions in the matter so that vehicles are used for the purpose for which they are procured.

The instructions issued in this regard by the Department from time to time were brought to the notice of the staff side with an understanding to reiterate the instructions once again.

3. HOLDING OF EXAMINATION FOR FILLING UP THE POSTS OF AMM IN MMS

The staff side pointed out delay in finalization of Rules of Recruitment for the post of Assistant Manager in MMS, with a request to finalise it on priority. The Chairperson advised the official side to complete the pending action in regard to finalization of Recruitment Rules within 2 months.

4. HOLDING OF DPC FOR FILLING UP THE POSTS OF DEPUTY MANAGER MMS

It was agreed to complete the process within 2 months.

5. APPOINTMENT TO THE GRADE OF SUPDT. STG. IN RMS

The contention of the staff side was that the 4 posts of Supdt Sorting in RMS which were meant for general line officials are either manned by ASPs or by PSS/PMS Group B officials. Further, the Circles in which these posts exist are also not known. During discussions a reference was also made to 4 posts of AD (Recruitment) out of which 3 are lying vacant Besides requesting for filling up of the above posts, the staff side mentioned about their merger with main stream of Group B posts and increasing quota of General line officials from the existing 6% to a higher percentage.

The Chairperson advised the Personnel Division to find out the availability of posts and to fill all the posts meant for general line officials from that category only within three months

6. ACUTE SHORTAGE OF 'C' BAGS

The staff side was explained that for the year 2011-2012, much of the supply has already started and there are only 2 companies which are yet to start it Further, action has already been initiated to ensure timely supply of bags for 2012-2013 & 2013-2014. The staff side was also apprised about the constitution of a Committee which will consider decentralization of procurement of stores of other than prescribed Sizes, and the Committee will submit its report within one month.

7. CHANGE OF NOMENCLATURE OF CLEANERS IN MMS

Redesignation of Cleaner as Helpers may go against their interest and, therefore, it was agreed to drop the item.

8. Change of Recruitment Rules ensuring parity in recruitment to the posts of Postmen and Mailguards in the Department of Posts

The Recruitment Rules for the posts of Postmen and Mailguards have been revised and notified in the Gazette of India after due deliberations. In the background of the above, the Item is treated as closed.

9. Recruitment in the cadre of erstwhile Group D upgraded as Multi Skilled Employees in the Department of Posts

In the background of Revised Rules of MTS it was agreed to close the item.

10. Providing additional hand to single handed offices due to decentralization of RD Work etc.

The staff side drew attention to the agreement reached in an earlier meeting of the Departmental Council (JCM) in 2006 in the wake of which a Sub Committee was constituted, which submitted its report in favour of the proposal. In turn, it was explained to them that norms for the work of decentralized schemes like RD/MIS have already been finalized and further. redeployment was within the power of the CPMSG.

11. Implementation of recommendations of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post Offices.

The Staff Side was informed that the proposal was taken up with the Ministry of Finance in 2010 but it was not agreed to. However, it was decided to once again take up the matter with the Ministry of Finance.

12. Payment of OSA and other benefits to MMS staff on par with RMS Staff.

The proposal of the Staff Side was agreed to Order in this regard will be issued shortly.

13. Allot 19% Group B vacancies for General line and permit all Group C officials in Postal, RMS, Admn. And Postal AICs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.

It was agreed to constitute a Committee which will look into the matter (other than Postal Accounts) and submit its report within 2 months.

14. ACP Scheme to wiremen and electrical staff

In the background of instructions issued by the Department vide No. 2-13/2009/PCC dated 12.08.2012, it was agreed to close the item.

15. Streamlining the work of Cash Certificates and causing uniform work procedure.

The staff side was informed about the norms having been issued on 26.04.2010, a copy of which was supplied.

16. Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation in unconstitutional and

discriminatory and dropping of confirmation examination.

It was agreed to refer the matter to the Committee constituted to consider item No. 13

17. Ensure speedy verification of caste.

It was agreed to reiterate the instructions of DOPT to the Maharashtra Circle.

18. Merger of Despatch Riders with the Drivers.

In the background of different rules of recruitment for the post of Despatch Riders and Drivers the proposal could not be agreed to.

19. Allowing lift operators to sit for the LGO examination.

It was explained that it was a different category altogether and thus It would not be possible to allow the Lift Operators to sit for LGO examination.

ANNEXURE-II

1. Non absorption of Lift Operators

Referring to the case of 5 Lift operators working at Howrah Post Office building, the Staff Side was informed that it appeared to be a case of absorption of Casual Labourers and not Lift operators and therefore it was agreed to drop the item.

2. Relaxation of educational qualification in respect of widow applicant for compassionate appointment.

The staff side was apprised of the position that prior to implementation of the recommendations of 6th CPC, in case of widows the provision to relax the educational qualification existed subject to the condition that it would not adversely affect the work. The above clause has been found missing in the 6th CPC recommendation and, therefore, its continuance thereafter will be ascertained from the Department of Personnel & Training.

3. Request for correct identification of Speed Post Hubs.

The staff side was informed that selection of Speed Post Hubs was done as part of Mail Network Optimisation Project after a comprehensive study of the network and taking into account mail volume Air/Rail/Road connectivity into account. In regard to Asansol,

the Chairperson explained her discussions with the CPMG West Bengal in which he was asked to increase the mail business during the next 3 months and the position will be reviewed thereafter. The point of Guntakal having better connectivity than Kurnool was also mentioned by the staff side. M B division will have this examined.

4. Request to issue instructions to the Heads of Circles to follow the Directorate order in respect of Speed Post Norms.

The instructions have already been issued and therefore it was agreed to drop the item. A copy of the instructions will, however, be made available to the staff side.

5. Request to extend the Station Tenure to Senior Manager Cadre in MMS.

The proposal of the Staff Side that rotational transfers should be done on time, was agreed to by the Chairperson.

6. Incentive structure for handling UIDAI (Aadhar) cards to the PO staff.

The contention of the staff side was that Aadhar Cards were being handed over to the Postmen for delivery along with other dak which form part of their normal duties without considering their limitations in this regard. Mention was also made about higher rate of incentive being paid in Andhra Pradesh Circle with a request to follow it in other Circles.

It was clarified to the staff side that there is a provision to ensure delivery of Aadhar Cards within 15 days from the date of booking and it was quite a relaxed condition, in comparison to other Speed Post articles. In the matter of payment of incentive, the Chairperson agreed to reiterate the instructions in relation to Speed Post articles (including Aadhar) of the Department to all Heads of Circles. Higher incentive cannot be approved.

7. Reassessment of the Role of the Office Supts. Working in Circle Administrative offices including the office of the DPLI and upgradation of them as the holder of Gazetted Group-B posts.

It was not agreed to. The item may be closed.

8. Promotion of senior most HSG-I in each regional office as office Supt.

It was not agreed to. The item may be closed.

9. Release the PensionIDCRG of employees against whom minor penalty proceedings concluded after retirement.

In the light of instructions having been issued by the Department and reiterated vide letter dated 10.02.2012, it was agreed to close the item.

10. Pay protection to employees who seek transfer to a lower post under FR 15(a)/transfer under Rule 38.

It was agreed to have a relook into the matter.

11. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.

The Staff side was informed that all the 3 projects will be considered for construction during the 1st Plan period, subject to availability of funds.

12. To fill up the time scale Driver Post at MMS.

It was agreed to have a relook into the matter of filling up of all residual vacancies of Drivers In the MMS

13. Revival of Bandel and Barasat RMS in West Bengal Circle.

The staff side contended that the closure of these offices was against the agreement reached with them and requested for their revival. The staff side was explained that in view of the networking exercise, L 1 and L2 has to be followed and therefore this item become irrelevant. It was further clarified that in the wake of networking exercise, number of mail offices with less than 10,000 mails are being allowed to continue. In the light of the above diSCUSSions, the item is treated as closed.

14. Problem arisen subsequent on centralization of Tax related work at HO in S.B.Branch.

The staff side was apprised that TDS is a mandatory income tax requirement and IS part of the statutory requirement when commission is paid to agents There IS every POSSibility that the issues raised by them will be sorted out by the new software. It was further stated that In case the issue does not get resolved with the new Financial Services software. this would be examined separately.

15. Posting of in charge of BPC - regarding.

It was agreed to look into the matter.

16. Request for procurement and supply of scanner to HOs and 50s in Maharashtra Circle effecting M5EDEL bills on e-payment.

The staff side was informed that the matter had been discussed with the CPMG Maharashtra Circle and the possibilities were being explored to split the existing Barcode of Maharashtra State Electricity Board so that it comes within 12 digit Bar code reader. It was also explained that the Department would not be in a position to procure scanner so as to suit the requirement of different organizations, utilizing the services of the Post Office. In the background of the above, the item was closed.

17. Delivery/Remarks on Speed Post articles pertaining to Pass Port - Clarifications sought for.

After discussions, it was agreed to reiterate the instructions of the Department to all concerned

18. Irregularities in the accounting procedure in Post Offices - case of Delhi Circle.

It was agreed to look into the matter.

19. Postal Assistant Direct recruitment - compulsory education in regional language regarding.

The staff side was Informed that in the new recruitment rules for PNSA, the condition has been changed as regional language/Hindi. After detailed discussions, it was agreed to close the item.

20. Reduction of tenure in the Naxalite threat areas in Baster division, Chattisgarh circle.

The staff side was informed that the issue falls within the purview of the Circle Office

21. Holding of JAO part II Examination - regarding.

It was informed to the staff side that the matter was earlier taken up with the Ministry of Law & Justice and IS now under consideration in consultation with the Department of Personnel & Training. It was also stated that in case of eligible candidates, the examination may be conducted without much delay.

22. Arbitrary & irregular Audit objection and recovery of licence fee from the officials provided with rent free recommendation.

In the wake of instructions issued by the CPMG West Bengal, it was agreed to close the item.

23. Removal of age limit for appearing in IPO exam.

The staff side was asked to take up the matter separately, with full facts.

24. Evolution of norms for all duties performed by Multi tasking staff (erstwhile Group-D).

The staff side was informed that norms for all the duties performed by MTS are being evolved.

25. Creation of justified additional posts while implementing new system for delivery work and allowing postmen to write correct remarks for non delivery.

The issue is under examination by the Postmen Committee under the Chairpersonship of CGM PLI.

26. Grant of uniform and kit maintenance allowances.

The fact of the matter having been taken up with the Department of Personnel & Training vide letter dated 02.02.2012 was brought to the notice of the staff side.

27. Providing Security to cash overseers.

The staff Side was informed that the present cash limits are not so high to provide for the

Conrn. P.No. 6

etc on the day following the date of retirement and in terms of the Table then in force

If as a result of revision of pay and consequent revision of pension, additional amount of commutation arose the table which was applicable on date of retirement will have to be operated.

The New Table which has come in to force on or after 1.9.2008 cannot be made applicable In determination of additional commutation value whic:, Table was not in existence on date of retirement.

The official side deferred this item for next meeting and to consider recording of disagreement if need be only in that meeting.

security and further the Circle Heads would be instructed to ensure adherence to the line limits by all concerned. It was also agreed to examine the feasibility of raising line limits and to provide security guards in the Post Offices located in highly sensitive areas. The issue of utilizing services of the bank branches located in the area will also be examined

28. Incentive to Mail overseers for procuring PRLI Business.

It was agreed to issue a clarification to the effect that Mail Overseers are also eligible for incentives on par with other departmental officials and depending upon the suitability, they can be engaged for this work.

29. Weight and size limit of express post parcels delivery of by Postmen.

It was agreed to reiterate the existing Instructions on the subject to all Heads of Circles.

30. To keep status quo in the post of Departmental Stamp Vendor.

The staff side was informed that the issue is covered by the standing instructions on utilization of surplus manpower and redeployment of posts and therefore, the plea to maintain status quo cannot be accepted.

The meeting ended with vote of thanks to the Chair.

Item No. 28 - Grant of Grade Pay of Rs. 5400 in PB-2 for Asstt. Accounts/Audit Officer.

In the last meeting it was agreed that this and other connected issues would be discussed separately outside this forum by the Jt. Secretary (Estt.) & Jt. Secretary (Pers) with the Staff Side.

Though a detailed note has been sent to the above officers, n6 meeting has been fixed to discuss the note.

It was stated that a meeting would soon be fixed.

As there was no time, it was decided that next meeting of the National Anomaly Committee may be fixed soon and before the Budget session of Parliament commences.

NATIONAL ANOMALY COMMITTEE MEETING

The IV meeting of the National Anomaly Committee was held on 5.1.2012. The meeting was chaired by Shri Mishra Secretary DOP&T

The Chairman welcomed all members of Official and Staff Side and expressed New Year Greetings while making his introductory remarks.

The Leader Staff Side also welcomed the Chairman and gave new year's Greetings. The following issues were raised by him and by other Staff Side Members:

Meeting of the National Council and other forums should be convened as often as possible and at least once in four months.

The issue relating to increment should be resolved in this meeting.

Issues relating to MACP may be allowed to be settled departmentally.

The 2 (actually 11) items which have not as yet been included in the agenda should be included and discussed by arranging another meeting.

The meeting of the National Council which has not met for about 2 years may soon be convened.

Issues relating to Loco Drivers (not getting any benefit of MACP) should be discussed and resolved on priority basis

Several decisions taken in the Railway Departmental Anomaly Committee have been referred to department of Expenditure long time back, but these have not been disposed of This may be expedited

The following agenda items were then discussed on the basis of Status Note given by the Official Side:

Items No.1 to 4 & 5 (iii) - Anomaly in fixation of pay band in case of merger of pay scales.

The Staff side reiterated that since the pre-revised scales 5000-8000 [S9]: 5500-9000 [S10], 6500-9500[S11]: and 6500-10500[S12] were merged and all are given the benefit of placement in the new Grade Pay 4200 equivalent to pre-revised 6500-10500 scale, the starting of the Pay Band 2 cannot be computed

on the minimum of the erstwhile S9 Scale of Pay viz , Rs. 5000/ . In fact the commencement point of the Pay Band 2 should be at Rs.12090/- based on the minimum of S12 scale [6500X1.86 = 12090] instead of Rs.9300/- computed by multiplying RS.5000/- by 1.86.

The Official Side however insisted that what has been recommended by the Commission is correct in terms of the above principle stated by the Commission; this was not acceptable to the Staff Side.

The official side then stated that this item may be further discussed in the next meeting.

Item No 5 (i) and 34 & 35 - Reopening of the option for fixation of pay on promotion.

The Staff Side pointed out that the orders reopening the option up to 31.12.2010 was received in the lowest formations late & therefore 311 persons could be exercise the reopening option and therefore it should be extended upto 31.12.12. Defense Staff Side also raised the issue of not allowing this option to those who have been promoted to Master Craftsman upgraded post as because final orders have been issued late

The official side agreed to refer these matters to DoPT, which would be considered and decided.

Item No.5 (iii) - Special Allowance & Qualifying Pay.

The Staff Side pointed out that special qualifying pay may have been treated as allowance but it is treated as pay for purpose of fixation of pay on promotion to higher post. The result is that senior employees who have been promoted during the period 1.1.2006 to 31.8.2008 get the benefit of pre-revised qualification pay when they have been promoted whereas the junior employees promoted on or after 1.9.2008 have been granted the benefit of doubled qualification pay and therefore the seniors are getting fixed at lower stage.

The official Side agreed to look into this matter.

Item No.5 (iv) - Anomaly in fixation of pay between Direct Recruits & Promotees.

The Staff Side pointed out that in terms of FR 22 no person who is promoted should be fixed below the minimum of the Pay Scale of the higher post and as the system of Pay Bands have been introduced clubbing several posts, the Commission has devised a formula for fixing the entry pay (which is always the minimum) for fresh recruits. That being the case all promotes have to be fixed not below the said minimum i.e. the entry pay of the fresh recruit for each grade pay.

Official side insisted that what they have ordered i.e. stepping up the pay of promotes to the post subject to certain conditions is more than enough and if there are certain difficulties, these may be referred to be considered.

The Staff Side however insisted that all the conditionalities may be withdrawn and all Promotees may be fixed at the entry pay of that post for the direct recruitee If there is a quota for direct recruitment in that post Irrespective of any new recruitee has joined the post or not.

The official side stated that the matter may be discussed in the next meeting.

Item No (v) - Date of Next Increment.

The Staff Side urged for grant of one increment in pre revised pay scale on 1.1.2006 as one time measure in respect of all those whose next increment would be between 1.2.2006 to ~0.62006 and then re-fixing them in the revised pay band and to grant next increment on 1.7.2006. This is only as a one-time measure and we would not demand similar treatment in respect of others.

The official side then agreed to the above formulation.

Item No 5 (vii) - Temporary Status casual labourers.

The Staff Side pointed out that as per the scheme of Temporary Status, these employees have been granted the pre-revised minimum of RC:2550-3200 applicable to the lowest post with the benefit of annual increment etc. Therefore so far as pay scale are concerned they are being treated as regular employees. They have to be granted the Grade Pay of Rs.1800 and fixed at RS.7000 with effect from 1.1.2006 if they are already matriculates and if

not they should be given the training and then fixed at Rs.7000 with grade pay of RS.1800 w.e.f. 1.1.2006.

The official side noted this demand and assured consideration.

Item No.11 - Grant of Revised Allowance w.e.f. 1.1.2006.

After discussion it was indicated that the issue may be discussed further in the next meeting before recording a disagreement if necessary.

Item No 12 & 13 - Transport Allowance.

The Staff Side pointed out that the calculations desired by the official side are already available in item no. 13. It has been pointed out that Transport Allowance at the rate of Rs. 3200 granted to those in PB-3 of grade pay RS.5400 and above is 2.9 times of their pre-revised TA+CCA which was Rs.11 00. The Transport Allowance in respect of Grade Pay of Rs.4600 & 4200 has been revised to RS.1600 which is only 2.28 times of the pre-revised TA+CCA amounting to RS.700/-.

The demand was that the raise granted in respect of grade pay of Rs.4600 & 4200 should also be 2.9.times of RS.700 which would work out to Rs.2030.

The official side stated that this is a new demand and cannot be treated as anomaly.

The Staff Side then stated that this item would be included in the agenda of the National Council.

Item No.14 - Revision of the existing allowance which are to be replaced by new schemes.

In the last meeting it was stated that if within six months the new schemes are not finalized and introduced, the rates of these allowance like risk Allowance & Patient Care Allowance would be doubled.

The official side agreed to take a decision in this matter within a month's time i.e. latest by 5.2.2012.

Item No.15, 16, 17 - Parity in pension.

In Para 5.1.47, the VI CPC has stated that in order to maintain the existing modified parity between present and future retirees it will be necessary to allow same fitment benefit as is being recommended for existing employees.

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RETIREMENTS



1. Sri B. Mohd. Ali, Circle Secretary, AP Circle retired from service on 31-1-2012. The CWC of AP Circle conducted a grand farewell party at Hyderabad GPO. The felicitation meeting was chaired by Sri Rajendran Pillai, Ex-President NUR 'C'. Sri K. Manohar Rao P III CS, Sri Gulam Rabbani, P IV CS, GS R III and many leaders from Postal Division and RMS Division recalled the glorious service of Sri B. Mohd Ali as unionist. Sri Narsimhan, CS R III offered a vote of thanks. Sri B. Mohd. Ali has donated Rs. 1000/- to the Federation and Rs. 500/- to the CHQ.

2. Sri Devi Ram, AGS NUR 'C' and Divisional President of MMS Delhi retired from service on 31-1-2012. Sri Devendra Kumar CS, O.P. Khanna, GS AIPAOA, Sri L.D. Kaushik, CS NAPEC and other leaders offered greetings during the felicitation. Sri Devi Ram is one of the pillars in MMS Delhi. He functioned as Divisional Secretary for a long time in MMS Delhi. He has donated Rs. 500/- to the CHQ.

3. Sri Bhagat Ram Sethi, S.A. and Branch President Palam TMO (Delhi Air Mail Stg. Dn.) retired from service. A grand felicitation function was conducted by his colleagues in Delhi on his date of retirement. He donated Rs. 501/- for the CHQ.

NUR 'C' wishes all the above retirees a long happy and peaceful retired life.

GENERAL SECRETARY'S LETTER

REACHED DELHI ON 2-2-2012.

STANDING COMMITTEE MEETING

Standing Committee Meeting was held on 2-2-2012 under the chairperson, Ms. Yasodhara Menon. Nine subjects were discussed. The minutes were not issued so far.

MEETING WITH DDG (P)

The SG FNPO met DDG (P) Sri Salim Huque. Discussed the following issues.

- i. Revised recruitment rules for HSG I.
- ii. Adhoc arrangements for HSG I.

The DDG (P) informed is that adhoc arrangements will be finalized during the third week of March 2012 after formal approval of DOP & T.

In regard to revised recruitment rules for HSG I, UPSC approved after several rounds discussions with our officers. Now Department sent legal cell for formal approval. It may take 3 months time.

MEETING WITH THE MANAGER, MMS DELHI

Sri Devendran Kumar and the General Secretary, R III met MMS Manager Delhi and discussed various issues relating to Cadre Restructuring.

R III CWC MEETING AT PATNA

Sri Amar Singh, CS (ad hoc) conducted CWC meeting at Gaya on 7-2-2012. In the meeting, GS R III, DGS and Working President of NUR 'C' were present. Election was conducted in the presence of GS and Circle Working Committee members. The result of the election was tie. The President of the CWC wanted to be neutral. Therefore the GS R III proposed Sri Rahul Priyadarshi as Circle Secretary. This was got approved by the majority of the house. However some delegates of RMS NB Dn., 'PT' Dn., and 'U' Dn. protested the election of Sri Rahul Priyadarshi.

SG FNPO PAID TRIBUTES

SG FNPO visited the house of Sri Yadunandan Singh, former Circle Secretary Bihar Circle and Sri

S.K. Mishra, Circle Secretary P III and paid tributes to the departed souls.

DEPARTMENTAL COUNCIL MEETING

Departmental Council Meeting was held on 10-2-2012. Prior to this meeting, a Staff Side meeting was conducted. During the meeting, many RMS and MMS pending issues found solutions. Our sincere thanks to the Chairperson, Postal Services Board, Secretary, Staff Side, Leader, Staff Side and the General Secretaries of R IV unions.

SRI MOHD. ALI RETIRED

Sri Mohd. Ali, Circle Secretary, AP Circle retired from service on 31-1-2012. A grant fare-well party was conducted by R III/R IV colleagues of AP Circle at Hyderabad. The GS R III participated and greeted Sri Mohd. Ali.

CADRE RESTRUCTURING COMMITTEE FOR MMS

The meeting was postponed and it may be held on 12th March 2012.

The proposals of the Staff Side were printed as editorial in RMS Sentinel of March 2012 edition.

NATION-WIDE STRIKE

On 28th February 2012 nation-wide strike was launched as per the call given by all national trade union centres. The strike was successful to the level of 80% in RMS. The strike average is 41% as per the official version.

Yours fraternally,



(D. THEAGARAJAN), General Secretary

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