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RMS SENTINEL

Editor : D. THEAGARAJAN

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MARCH 2014

FNPO & NFPE WANTS TO MAKE AMENDMENTS IN THE TERMS OF REFERENCE OF 7TH CPC

The Secretary
Department of Personnel & Training
Ministry of Personnel, Public Grievances &
Pensions, North Block, New Delhi – 110001

Dear Sir,

Sub: - Terms of Reference of the 7th Central
Pay Commission.

We have gone through the Terms of Reference of 7th Central Pay Commission approved and notified by the Government on 28.02.2014. We find that the Terms of Reference finalized by the Government is at variance in many respects to the Draft Terms of Reference the staff side had submitted to you on 25.10.2013 after holding in-house discussion on 24-0-2013.

At the conclusion of the meeting held on 24.10.2013, it was agreed that the Government would consider our suggestions in the matter and will convene another meeting with the presence of Secretary (Expenditure) to iron out the differences, if any, and explore the possibilities of an agreement in the matter.

We regret to inform you that no such meeting was convened and no attempt was made by

Yours Sincerely,

(M. Krishnan)
Secretary General, NFPE & Member,
National Council - JCM
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the Official Side to arrive at an agreed Term of Reference. We find that the Government has rejected the suggestions of staff side for either taking a decision in the matter of Interim Relief, Merger of DA, representation of labour nominee in the Commission itself, inclusion of the Grameen Dak Sewaks within the purview of the 7th CPC, bringing parity in pension between the past and present pensioners, covering the employees appointed on or after 01.01.2004 within the ambit of the Defined Benefit Pension Scheme, date of effect, settlement of the pending items in the National Anomaly Committee etc. or referring those issues to the Commission itself for an Interim Report.

Besides, we are to state that the existing Productivity Linked Bonus (PLB) Scheme, being a bilateral agreement, cannot be subjected to scrutiny and examination by the 7th CPC.

We, therefore request you to kindly convene a meeting of the Standing Committee of National Council (JCM) to discuss the issue, so as to make amendments to the Terms of Reference finalized by the Government arbitrarily.

(D. Theagarajan)
Secretary General, FNPO & Member,
National Council - JCM
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The Union Cabinet gave its approval to the Terms of Reference of 7th Central Pay Commission (CPC) as follows:-

Ministry of Finance
(Department of Expenditure)

RESOLUTION

New Delhi, the 28th February 2014

No. 1/1/2013-E. III(A) - The Government of India have decided to appoint the Seventh Central Pay Commission comprising of the following:-

1. Chaiman Justice Shri Ashok Kumar Mathur
2. Member Shri Vivek Rae
3. Member Dr. Rathin Roy
4. Secretary Smt. Meena Agarwal

a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

- i. Central Government employees-industrial and non-industrial;
- ii. Personnel belonging to the All India Services;
- iii. Personnel of the Union Territories;
- iv. Officers and employees of the Indian Audit and Accounts Department;
- v. Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and
- vi. Officers and employees of the Supreme Court.

b) To examine, review, evolve and recommend changes that are desirable and

feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.

c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.

e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.

f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).

g) To make recommendations on the above, keeping in view:

1. The economic conditions in the country and need for fiscal prudence;
2. The need to ensure that adequate resources are available for developmental expenditures and welfare measures;
3. The likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
4. The prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
5. the best global practices and their adaptability and relevance in Indian conditions.

h) To recommend the date of effect of its recommendations on all the above.

The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised.

The decision will result in the benefit of improved pay and allowances as well as rationalization of the pay structure in case of Central Government employees and other employees included in the scope of the 7th Central Pay Commission.

Background

Central Pay Commissions are periodically constituted to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required.

INTERNATIONAL WOMENS DAY

Dear colleagues:

International Women's Day is not a celebration. It is a day to observe and to remind us that 70% of women have experienced some sort of violence during their lives. This violence causes more death between women aged 15 and 44 than cancer, malaria, traffic accidents and war combined. Furthermore, as a result of this violence most of them develop health issues like strokes, heart disease, depression, anxiety, stress-related syndromes, substance abuse and suicide.

International Women's Day should also make us think about those women who are discriminated every day on the street, at home, at the workplace. Women whose cultural and social beliefs do not give them a right to work; women who due to economic hardships and family responsibilities are forced to work in precarious employment; women who are segregated into the same

types of employment because they are not considered to be strong or smart enough, or reliable enough, to hold leadership and managerial positions; women who work just as hard as any man but only earn a fraction of their salary just because they are women.

These are the women who we should think about on International Women's Day. Let's make this day another reason to keep fighting for a more equal and just society in which women can feel safe and proud to be women.??

SRI UMARAMOL PUROHIT IS NO MORE

We regret to inform that Shri Umaramol Purohit Secretary, Staff Side, National Council (JCM), passed away at 4.50 a.m. 27-2-2014

FNPO pay our hearty condolence to the bereaved family, we also pray the almighty may his soul is rest in peace.

DEPARTMENTAL ORDERS

**Sub.: Redirection facility for Express parcel/
Business Parcel and Express parcel/Business
parcel COD consignments.**

This is regarding handling of Express Parcel/
Business parcel and Express parcel COD and
Business Parcel COD articles received mis-sent/
mis-sorted in delivery Post offices.

2. As per existing provision such articles
received in delivery post offices have to be
returned to booking office. However process for
sending articles from booking offices to correct
delivery office lacks clarity.

3. Accordingly, matter has been examined at this
end and it has been decided to provide
redirection facility for mis-sent/mis - sorted
articles to ensure smooth operation and provide
better customer services. In view of this,
relevant Provisions in the SOP forwarded vide
this office letter of even number dated 07-11-
2013 has been modified as follows:

(a) para 13 of SOP of Express parcel/Business
parcel : Redirection facility shall not be available
to customers of both Express parcel and
Business parcel services except for mis-sent/
mis-routed articles; however consignments can
be returned to sender in cases wherever same
could not be delivered. Delivery offices on
receipt of mis-sent/mis-sorted/mis-routed
articles will redirect the article to correct
delivery office to which it is addressed before
invoicing it to Postman/Window delivery clerk.
Articles to Postman/Window delivery clerk.

(b) para 7.2 of SOP of COD: Once articles are
invoiced to Postman/Window delivery Clerk,
same cannot be redirected in any case.
Therefore, it should be ensured that mis-sent/
mis-sorted/mis-routed articles are redirected to
correct delivery office without invoicing same to
Postman/Window delivery Clerk. Articles once
invoiced to Postman/Window Delivery clerk has
to be returned to sender only, in case of non-
delivery. Redirection facility shall not be available
to articles except for above mentioned articles.

4. CEPT Mysore will make necessary
modification in the software and will release the
update at the earliest for updation in post
offices.

5. Circles are requested to bring this to the
notice of all concerned.

**Subject : Jurisdiction of Postal Dispensaries
located at Guntur, Rajamundry, Nellore,
Vijayawada, Visakhapatnam, Dibrubarh, Silchar,
Chhapra, Darbhanga, Gaya, Muzaffarpur,**

**Raipur, Vadodara, Ambala, Dhanbad,
Behrampur, Cuttack, Amristsar, Jalandhar,
Ajmer, Jodhpur, Kota, Tiruchirappalli, Tirunelveli,
Agra, Aligarh, Bareilly, Gorakhpur, Moradabad,
Saharanpur, Varanasi, Jalpaiguri and Siliguri
with regard to FMA for pensioners.**

(No. 2-2/2012-Medical dated : 16-8-2013)

I am directed to convey the approval of the
Competent Authority the reduction in Juris-
diction of the above cited postal dispensaries
for the purpose of Fixed Medical Allowance to
pensioners from 8km to 2.5 km. at par with the
Railways.

2. These orders shall supercede all earlier
orders on the subject and shall come into force
with effect from 01-03-2013.

3. All pensioners residing beyond 2.5 km. radius
of the above cited dispensaries and desirous of
availing Fixed Medical Allowance shall give an
undertaking to this effect and surrender their
Postal Dispensary cards to the Incharge of their
respective dispensaries, who shall endorse the
same on the said undertaking for submission to
the pension Paying Authority.

4. The Pension paying Authority shall make
necessary entries on the PPO of the pensioner
concerned and disburse FMA along with the
pension as per prevailing rates (at present it is
Rs. 300/- per month).

**Sub: Medical examination of proponents for
multiple policies on the same day – Regarding.**

(No. 22-2/85-LI(Vol.II) dated 16-01-2016)

This issue has been examined in this
Directorate and it is decided that if a proponent
applied for multiple policies on the same day,
the medical examination should be done in one
case only.

This suggestion has been examined in this
Directorate and it is decided that if a proponent
has applied for multiple policies on the same
day the medical examination should be done in
one case only and a copy of the examination
report be attached for each proposal form.

**Subject : Changes in some procedures of
POSB in the backdrop of implementation of
CBS regarding**

(F.No.116-15/2013-SB dated: 17-01-2014)

The undersigned is directed to convey that the
competent authority has taken following
decisions in the backdrop of proposed imple-
mentation of CBS :-

(i) All circles should identify 5 System Administrator(having knowledge of POSB Rules and procedure) who have taken or going to take User Champion Training of CBS. Training of CBS. Team of these 5 SAs shall be designated as Circle CBS. Operations Monitoring Team. This Team should be stationed at Circle Processing Centre and will monitor day to day operations of all CBS post offices in the Circle

(ii) This Team will work under incharge of CPC who will inform Mobile numbers and e-mail IDs of the members of the team to Central CBS IT Operational Team stationed at Chennai. For all purposes, only this team stationed at Chennai. For all purposes, only this team will interact with Central IT CBS Operational Team. The Incharge of CPC will be single Point of Contact (SPOC) for CBS Operations in the Circle whose Landline and Mobile as will as E-mail ID should be circulated to all CBS Post Office in the Circle, Central IT CBS Operational Team, APMG (Tech.) T.N. Circle and F.S. Division of Postal Directorate.

(iii) In CBS, the process of End of Day (EOD) and Beginning of day (BOD) is very important. BOD happens once date of SOL (Post Office) is changed. Following procedures should be adopted for EOD and BOD in CBS at various levels:-

EOD AND BOD PROCESS OF CBS

End of Day (EOD) Activities to be done at SO Level. After completion of all the activities of the day. Supervisor/SPM has to perform the following activities:-

” Run menu USVLARPT and select execution level as “SOL DATE CHANGE” and submit. Go to HPR menu to get validation report. In validation report, the list of unverified and un-posted transactions/Inventory movement/inward/outward open zones will be shown. Ensure that all the day’s transactions are verified and posted; if not SOL closure will fail.

” Run HSCOD to change date of the SOL.

” After the batch is executed, to go to HSSI menu to check the SOL status.

SOL status will be (i) DOL PRECOD DONE (ii) CHANGE OF DATE INITIATED (iii) SOL POST CODE DONE. This can be tracked by using HSSI menu After successful completion of HSCOD, SOL status will be SOL POST COD DONE, BOD date will be tomorrow’s date and EOD Event status will be “EOD EVENT NOT IN PROGRESS”

After the process is completed. obtain confirmation from HO before leaving office. Any transaction carried out after this process will belong to the next working day.

ACTIVITIES TO BE DONE AT HO LEVEL

One System Administrator / Supervisor of HO

has to be identified for doing End of Day operations at HO. He/she will monitor the SOs under that HO to know the position of Date Change at each SO (SOL) using HSSI menu.

HSCOD process for HO is not dependent with any other SOL (SO). It can be done at any time completion of HO validations (HSVALRPT+HPR).

After HSCOD for HO & all SOs are completed. System Admn/Supervisor has to do the following steps for all the SOs under the HO and for HO.

Run HSOLCOP menu for Closure of Operations.

Then go to HSSI menu to know the SOL status. After Successful completion of HSOLCOP, SOL status will be SOL CLOSURE BATH JOB DONE and EOD Event status will be “EOD EVENT NOT IN PROGRESS”. After ensuring this. go to the next step.

” Run HSCOLD menu for Closure of the day of the SOL.

Then go to HSSI menu to know the SOL status. After successful completion of HSCOLD, SOL status will be “SOL CLOSURE DONE”, Last successful SOL Closure date is today’s date, Closure Status will be CLOSED AND EOD Event status will be “EOD EVENT NOT IN PROGRESS”

These steps can be run individually for SOL or some/all SOLs can be put in a SET and the steps mentioned above can be executed at a time. Each step would take approximately 5 to 15 minutes for completion. For any issues errors encountered during this operation contact fsidophelpdesk of your circle IT team.

ACTIVITIES AT DATA CENTER

Once all the HOs and its SOs are closed, the System Admin / Supervisor/Postmaster should intimate the status to the Circle Single Point of Contact (SPOC) i.e., Incharge CPC who will head the Circle CBS Operations Monitoring Team. After all the CBS offices in the circle have reported closure operations, Circle Single Point of Contact (SPOC) will intimate the status to the Central CBS It Operation Team stationed at Chennai who handle the Data Centre Level Closure.

4. This may kindly be circulated to all field units for guidance and necessary action. This issues with the approval of DDG (FS).

Sub.: Clarification on points raised by PAOs relating to SDBS.

(No. 6-6/PA Book I/SDBSs clarification/2013-14 dated 29-7-2013)

This is regarding implementation of Service Discharge Benefit Scheme based on NPS Lite in the Department of Posts. In this regard. some Postal relating to procedure to be followed in PAOs based on the orders contained in notification dated 01-04-2011. The matter has

1. The subscription at the rate of Rs. 200 is not drawn during the period of put off duty Whether the subscription at Rs. 200/- may be drawn proportionately when TRCA is drawn proportionately when TRCA is drawn for part of month.	Subscription at Rs. 200/- per month may be drawn proportionately when TRCA is drawn for part of a month. However, in case the period of put off duty is latter on decided as duty and TRCA is drawn for such period, subscription pertaining to that period towards SDBS may also be drawn and deposited with NSDL.
2. Whether the subscription of Rs. 200/- is to be drawn when a GDS officiates in a post of MTS for full month or part of a month.	In case a GDS is deployed against an MTS/ Postman's post purely on a temporary capacity/ against short term vacancy and is redeployed to his parent post i.e. GDS, after working as MTS/ Postman, etc the SDBS subscription may be dran in full and deposited with NSDL.
3. The procedure for release of severance amount in the case of death/superannuation and promotion to a higher post has to be finalised.	Accumulated severance amount should not be credited to the PRAN of the beneficiary. It shall be added to accumulation of the GDS in their PRAN at the time of exit from the scheme on death/superannuation etc. No interest is requested to be paid on the accrued severance amount.

based examined in the Establishment Division of the Department and the following points have been clarified:

This issues with the approval of the competent authority

Subject : Release of Sanchay Post Version 7.5-regarding.

(SB Order No. 3/2014 dated : 24.01.2014)

The undersigned is directed to inform that SDC Chennai has released new Version of Sanchay Post which is 7.5 on 21-1-2014. Features of this version are given below:

Added Features in Sanchay Post version 7.5:

Provision for updating Aadhar ID for all schemes NSC IX Online & Date entry module

Enhancement of existing requirements:

Data Entry Module for certificates such as KVP, NSC VIII and NSC IX Modifications in SCS accounts extension Processes related to FTO

2. Detailed information about this version and upgradation mannual is available on the SDC sebsite <http://tamilnadupost.nic.in/sdc/>.

3. This may kindly be circulated to all field units and it is requested to ensure that all Post Offices running on Sanchay Post should be upgraded to this new version i.e. Version 7.5

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

Subject: Review of Essential Qualifications/ section criteria for engagement to posts of Gramin Dak Sevak Branch Postmasters.

(No. 17-39/2012-GDS dated : 06.02.2014)

As per this Directorate letter No. 17-366/91-ED & TRG dated 12.03.1993 read with letter No. even dated 08.01.2014, the essential educational qualification for engagement as GDS BPM is

matriculation and selection is based on the marks obtained in the matyriculation or equivalent examination.

2. As part of the implementation of the rural IT project there is a proposal for providing Hand Held Devices to the GDS BPMs also so that they are able to provide postal services online, to the customers. In this connection, the issue of GDS BPMs having some basic computer knowledge so that they are able to operate the Hand Held Devices, has been under active consideration of this Department for some time.

3. In has, therefore, been decided that from now on, the condition of basic knowledge of computers be made a mandatory requirement for recruitment to the post of GDS BPMs. The applicants selected for the post of GDS BPM should have at least 60 days computer training from a recognized computer training institute. At the time of engagement, the applicant should provide a certificate to that effect from the Computer Training Institute from where he has done 60 days of basic computer training. The selection of the GDS BPM will however continue to be done on the basis of marks obtained in matriculation/equivalent examination as per existing procedure.

4. The aforesaid revision shall come into effect from 15th Feb. 2014 Therefore, each notification calling for applications for the posts of GDS BPMs issued on or after the effective date shall contain this additional requirement for an applicant to be eligible for consideration to the post of GDS Branch Postmaster.

5. The contents of this letter maybe circulated to all concerned for strict compliance. The receipt of this letter may please be acknowledged.

GOVERNMENT ORDERS

Sub: General Clarification regarding counting of broken spells of ad-hoc promotion for increment – reg

The undersigned is directed to say that this Department has received references from Ministers/ Departments regarding counting of broken spells of adhoc promotion for the purpose of increment.

2. The matter has been considered in consultation with Department of Expenditure and it is clarified that the provisions of FR 26 which provide for counting of broken spells in officiation in the higher post for increment, continue to apply for increment under Rule 10 of CCS (RP) Rules, 2008

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

4. Hindi version will follow

(DOPT No. 19/2/2013-Estt (pay-I) dated 12-12-2013)

Subject : Comprehensive review of Instructions pertaining to vigilance clearance for promotion – clarifications – regarding.

The undersigned is directed to refer to the Department of Personnel & Training O.M. of even number dated 02-11-2012 on 'Comprehensive review of instructions pertaining to vigilance clearance for promotion' wherein, inter alia, it has been laid down in para 9, as under:

"For the purpose of vigilance clearance of 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 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"

2. This Department has been receiving references seeking clarification on grant of promotion in case of review DPC with regard to the official who is clear from Vigilance angle on the date of promotion of the junior in the original DPC but subsequently attracts the provisions contained in para 2 of DoPT OM dated 14-09-1992.

3. This Department has been receiving references seeking clarification on grant of promotion in case of review DPC with regard to the official who is clear from vigilance angle on the date of promotion of the junior in the original DPC but subsequently attracts the provisions contained in para 2 of DoPT OM dated 14-09-1992 get attracted on the date the actual promotion is considered. as provided in DoPT O.M. No. 22011/2/99-Estt(A) dated 21-11-2002.

4. In cases, where the junior is not promoted, it is to be ensured that the provisions of para 7 of OM dated 14-09-1992 are not attracted on the date the official is being actually promoted.

(No 22034/4/2012-Estt (D-II)dated: 23-01-2014)

Sub.: Permission for treatment/investigations in respect of CGHS beneficiaries availing treatment for

Diabetes, Hypertension & other Cardiac Diseases, Dialysis and Cancer.

The undersigned is directed to refer to the subject mentioned above and to state that at present the CGHS beneficiaries undergoing treatment for Diabetes. Hypertension & Other Cardiac Diseases. Dialysis and Cancer require repeated investigations / treatment procedures over a period of time and as per the existing guidelines they are required to procure permission every time to get the prescribed treatment/ investigations done at CGHS empanelled hospitals / diagnostic centres.

2. With a view to alleviate that inconvenience to CGHS beneficiaries in obtaining the requisite permission(s) everytime, this Ministry has decided to permit issue of permission (referral) letters by competent authorities with a validity of Six months from the date of issue of the original prescription for undergoing the prescribed treatment/ investigation procedures to be conducted at the prescribed intervals over a period of six months as advised by a government Specialist. The same permission (referral) letter shall be valid for undergoing the prescribed treatment procedures/ investigations on multiple times during the six months, at intervals as advised by the Government Specialist.

(S-11045140/2012 CGHS/HEC/CGHS (p) dated:01-10-2012)

sub: Brochure on reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes in services.

The brochure on reservation for Scheduled Castes Scheduled Tribes and other Backward Classes in services was last updated by Department of Personnel & Training in the year 2011. In this Connection this Department's O.M. No. A36011/1/2011-Estt(Res) dated 17-11-2011 refers.

2. A few instructions have since been issued on the subject. An updated brochure has now been prepared by the Reservation Division which includes all orders and instruction issued up to the year 2013. The brochure has been posted on the DoPT's website at "persmin.nic.in" under 'OMs & Orders' – Establishment Reservation – Brochure on Reservation for SCs, STs and OBCs in Services. In this revised brochure, the relevant orders/instructions have been mentioned at the end of the concerned para/topic in each of the chapter. Further, the orders/instructions, referred in the brochure have also been hyperlinked to enable the reader to refer to them quickly.

3. As is the earlier brochure, this brochure is self contains two parts. part one of the brochures is self-contained and practically covers all aspects of the reservation in central services. However, relevant O.M's in para (2) should be referred to before taking decisions.

4. All Ministries/Departments are required to bring these instructions to the notice of all their Attached/ Subordinate Offices as also the Public Sector Undertaking and Statutory Bodies, etc at the earliest.

(No.A36011/1/2012-Eastt (Res) dated : 23-01-2014)

MARCH - 2014

RNI No. 43028/85

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

GENERAL SECRETARY'S LETTER

TERMS OF REFERENCE FOR 7TH CPC

The Cabinet approved the terms of reference for 7th CPC but it did not repeat the voice of the staff side on many issues such as MACP anomalies, Bonus and other issues. The government declined to include GDS in the 7th CPC. The terms of reference of 7th CPC are published elsewhere. Further FNPO and NFPE want amendments to the terms of reference. This has been published as editorial in this issue.

REQUEST TO SEND YOUR VIEWS ON 7TH CPC

During the last ten years, there has been tremendous changes in the field. Everywhere new technologies were inducted by the Department. Recruitment takes place for the past few years. New recruits desire for good salary for their job. Considering this aspect, I request all Branch/Divisions/Circle Secretaries to conduct a GB exclusively for 7th CPC and find out the pulse of the members and send your views before 10th April 2014 so as to enable the CHQ to finalise our report in the end of April and it will be uploaded in our website during first week of May 2014. Thereafter omissions and commissions will be called for from Branches/Divisions/Circles. The final report for the Pay Commission will be prepared in the end of May 2014. Without your co-operation, this will not be feasible.

APPEAL TO THE DIVISIONAL SECRETARIES

Some of the office-bearers insist me to take action against the Divisional Secretaries

who are not paying CHQ quota. I am advised to publish the names of Divisions who are not paying quota to the CHQ. I have not accepted the above views. I am not afraid of any one. I don't want demoralize the Divisional Secretaries in the eyes of the others. I request the Divisional Secretaries not to misuse the advantages. This is not going to affect me but it will invariably affect the organization.

Hope all the divisional Secretaries will clear the arresting quota before the end of this month.

With HOLI GREETINGS,

Yours Fraternally,
D. Theagarajan,
General Secretary



SUBSCRIPTION

The Monthly subscription will be Rs. 40/- from 1-7-2013. The Monthly subscription shall be allocated as under: Branch Rs. 8.00 Division Rs. 10.00 Circle Rs. 10.00 CHQ Rs. 12.00 Federation Quota Rs. 1/- for member will be paid proportionately based on the quota received by the CHQ directly to Federation.

SRI PAWAN KUMAR

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