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# FEDERAL

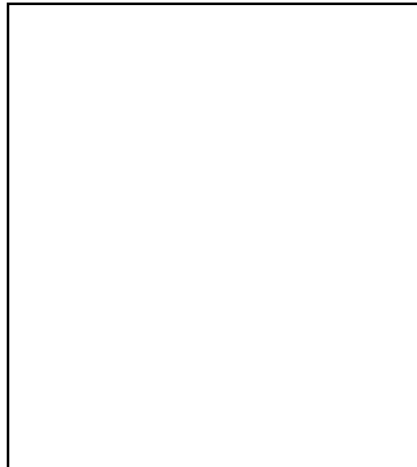
Editor : D. THEAGARAJAN

No. 1

SEPTEMBER 2008

## KR AMAR RAHE

### 96th birth anniversary of KR



*The birth anniversary of our beloved leader Sri K. Ramamurthi who was the founder of FNPTO and NFPTE and real trade unionist for the Central Govt. employees in general and postal employees in particular, was celebrated on 8-8-2008 in a grand manner. K. Ramamurthi Memorial Trust Managing Trustee, Ms. R. Bhagirathi (D/o. K.R.) and Smt. R. Muthulakshmi, W/o. K.R. offered food to the poor children. The SG FNPO and other FNPO leaders participated.*

*FNPO salutes KR family for their sacrifice.*

*KR Amar Rahe*

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
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## OFFICE MEMORANDUM

No. 4-4/2008-PCC

4-9-2008

To  
All the Heads of Circles

**Subject: Sixth Central Pay Commission - Revision of Pay Scales in respect of Group 'A', 'B', 'C' and 'D' Employees - 2008.**

A copy of the Ministry of Finance (MOF) Gazette Notification Vide G.S.R 622 (E) dated 29-08-2008 promulgating the Central Civil Services (Revised Pay) Rules 2008 is forwarded herewith along with the following other orders: notification of Revised Pay Structures and Illustrations regarding fixation of pay of the employees in the Revised Pay Scales & Option Proforma and orders relating to various Allowance and Pension are forwarded herewith for information, guidance and necessary action.

Sl. No	Letter/Notification	Subject
1	Gazette Notification No. 304 in File No.1/1/2008-IC dated 29-08-2008	Resolution
2	1/1/2008-IC dated 29-08-2008	Instructions regarding Pay and payment of arrears
3	1(3)/2008-E-II (B) dated 29-08-08	Dearness Allowance
4	2(13)/2008-E-II (B) dated 29-08-08	HRA&CCA
5	3(1)/2008-E-II (B) dated 29-08-08	Spl. Compo (Remote Locality) Allowance
6	4(2)/2008-E-II (B) dated 29-08-08	Spl. Compo (Hill Area) Allowance
7	9(11)/2008-E-II (B) dated 29-08-08	Split Duty Allowance
8	21(2)/2008-E-II (B) dated 29-08-08	Transport Allowance
9	5(1)/2008-E-II (B) dated 29-08-08	Bad Climate Allowance
10	6(3)/2008-E-II (B) dated 29-08-08	Project Allowance
11	11(5)/2008-E-II (B) dated 29-08-08	Spl. (Duty) Allowance in NE & Ladhak
12	12/4/2008-E-II (B) dated 29-08-08	Hard Area Allowance
13	12/3/2008-E-II (B) dated 29-08-08	Island Spl. (Duty) Allowance
14	13/1/2008-E-II (B) dated 29-08-08	Discontinuance of Border Area Allowance
15	17/1/2008-E-II (B) dated 29-08-08	Schedule Tribal Area Allowance
16	19039/3/2008-E-III (A) dated 30-08-08	Cycle (Maintenance) Allowance
17	7(19)/2008-E-III(A) dated 30-8-2008	NPA attached to Medical Officers
18	7(19)/2008-E-III(A) dated 30-8-2008	NPA attached to Veterinary Posts

2. The process to obtain, fixation of pay in the revised pay structure, calculating the arrears according to the Gazette Notification G.S.R 622(E) dated 29-8-08 may be started immediately. Before payment of arrears, it may be ensured that the undertaking as prescribed in MOF OM No. 1/1/2008-IC dated 30-8-2008 is obtained from each official and kept on record.

**(A.K. SHARMA)**  
Dy. Director General (Estt)

## ACCEPTED RECOMMENDATION

Group 'D' cadre in IS will be upgraded in PB as recommended by the Commission. Initially all Group 'D' will be placed in IS

2550 - 3200	4440 - 7440	Gr. Pay 1300
2610 - 3540	4440 - 7440	Gr. Pay 1400
2610-4000	4440 - 7440	Gr. Pay 1600
2650 - 4000	4440 - 7440	Gr. Pay 1650

Revised pay and Grade pay from 1-1-2006.

S.No.	Post/ Grade	Present Scale	Revised Pay Structure		Corres ponding Grade pay
			Name of Pay Band/Scale	Corres ponding Pay Bands/ Scale	
1	S-1	2550-55-2660-80-3200	-IS	4440-7440	1300
2	S-2	2610-60-3150-85-3540	-IS	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-IS	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-IS	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-9000	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4800
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-3	9300-34800	5400

**Rate of Increment:** 3% from 1st July of every year, increment will be given.

**Arrears:** 40% in 2008 - 2009 and 60% in 2009 - 2010

**DA:** existing formula to continue, But base year 2001 = 115.76, No merger of DA with Pay in future.

**ACP:** 3 promotions on completion of 10/20/30 years.

**Fixation of Pay on promotion :** One increment and grade pay on promotion

### PART B

CCA abolished

Bad climate allowance                      Rs. 240 p.m.

Hill Allowance                                Rs. 480 p.m.

Remote Locality allowance                A - 2000

B - 1600

C - 1200

D - 320

Project allowance                             1000 p.m

Special Allowance for Gandhi Nagar & Border Allowance - abolished

Special Duty Allowance for North East to all employees. All India Transport Liability abolished.

<b>Transport Allowance</b>	<b>A-1, A Other Places</b>	
Basic Pay PBI-7440 & Above	1600 + DA	800 + DA
Pre-revised 4000 & above	600 + DA	400 + DA

**House Rent Allowance**

'C' class & unclassified stations merged.

A, B1 & B2 cities merged.

**REVISEDHRA**

<b>Population</b>	<b>Revised classification of town/cities</b>	<b>Rates of HRA pay Band &amp; Gr. pay</b>
50 lakhs & above	X (earlier classified as A-1)	30%
50 - 5 lakhs	Y (earlier classified as A, B-1 & B-2)	20%
Below 5 lakhs	Z (earlier classified as C and unclassified)	10%

Children Education Allowance and Tuition Fee - Merged - Rs. 1000/- p.m. Maximum 2 Children

**Misc. allowances**

Cycle allowance, Washing allowance, Cash Handling allowance, Split Duty allowance etc., to be doubled. Machine allowance withdrawn.

**LTC**

In a bloc of 4 years - to Home town 3 times and any-where in India one time.

Encashment of leave for 10 days for LTC not to be adjusted in final encashment.

**NOT ACCEPTED**

Voluntary retirement after 15 years.  
only 3 Holidays.

**LEFT TO THE GOVERNMENT FOR CONSIDERATION**

1. Bonus & OTA, 2. GPF & CGEIS
3. Health Insurance replacing CGHS.

**Entry Pay**

PB 1 5200 -20200

	<b>Pay fixation</b>	<b>Pay Band</b>	<b>Total</b>
Grade pay	1800	5200	7000
	1900	5830	7730
	2000	6460	8460
	2400	7510	9910
	2800	8560	11360

**Workshop Staff**

Unskilled	2530-3200-2750-4400-PB	1800
Semi skilled	2650-4000-2750-4400-PB	1800
(unskilled & semiskilled merged)		

## MINISTRY OF COMMUNICATION

Technical Supr. MMS	4400-7000-5000-8000-P2	Grade pay 4200
Artisan MMS-I	4000-6000-4500-7000-PB 1	Grade Pay 2800
Asst. Managers MMS	6500-10500-7450-11500-PB2	Grade Pay 4600
Dy. Manager MSS	6500-10500-7500-12000-PB2	Grade Pay 4800
HSG I	6500-10500-7450-11500-PB2	Grade Pay 4600
Postmen/MG	3050-4590-3200-4900-PB 1	Grade Pay 2000
Organised Accounts Cadres		
Section office	6500-10500 } -7500-12000-PB2	Grade Pay 4800
Asst. Accts, Audit officer	7450-11500-}	
Audit/Accounts	7500-12000-8000-13500-PB2	Grade Pay 5400
Sr. Audit / Accts. officer	8000-13500- 8000-13500-PB3	Grade Pay 5400

### EXAMPLES FOR FIXATION

#### GROUP D

Existing scale	2550-3200
Revised	4440-7440
Present Pay	2600
Revised Pay	4950
Grade Pay	1300
Pay in IS	6250

#### POSTMEN

Existing scale	3050-4590
Revised	5200-20200
Present Pay	3950
Revised Pay	7350
Grade Pay	1900
Pay in IS	9250

#### CLERICAL

Existing scale	4000-6000
Pay PB-1	5200-20200
Existing Pay	4800
Pay in PB	8930
Grade Pay	2400
Revised Pay	11330

#### LSG/TBOP

Existing scale	4500-7000
PB 1 5200 -20200	
PB Pay	5500
Pay in PB	10230
Grade pay	2800
Revised Pay	13030

#### BCR/HSG II

Existing scale	5000-8000
PB 2 9300-34800	
Existing Pay	7200
Pay in PB 2	13400

Grade pay	4200
Revised Pay	17600

#### HSG I

Existing scale	6500-10500
PB 2 9300-74800	
PB Pay	7500
Pay in PB	13950
Grade pay	420
Revised Pay	18150

#### On Promotion T.S. to TBOP

Existing Scale	4000-6000
Pay Band PB 1	5200-20200
Present Pay	5000/PB1
9300(+2400 GP)	
One increment to 9300 X 3%	280
Pay in pay band	9580
Grade Pay 2800	
Pay in TBOP	12380

#### BONUS

**Bonus ceiling is not raised for Central Govt. employees.**

**Government has ordered adhoc bonus to Central Government employees without changing the ceiling. Immediately we discussed the issue with Sri. Umaraomal Purohit, Secretary (Staff Side) JCM National Council. He has informed our Federation that he has taken up the issues already with the Government. Let us hope for the best.**

**Our Federation has already taken up the issue with the DG Posts to remove the cap of 60 days. The present DG has assured us to take up the issue with appropriate level.**

## HIGHLIGHTS (PENSION)

- |   |   |                                    |                      |                                     |                      |                  |                       |
|---|---|------------------------------------|----------------------|-------------------------------------|----------------------|------------------|-----------------------|
| <ol style="list-style-type: none"> <li>1. 33 years of qualifying service is dispensed with.</li> <li>2. Minimum qualifying service for pension is reduced 20 years.</li> <li>3. Pension shall be paid at the 50% of emoluments or average emoluments received during the last 10 months whichever is more beneficial to the officials.</li> <li>4. The amount of pension subject to minimum of Rs. 3500/- and maximum Rs. 45000/-</li> <li>5. The quantum of pension available to the old pensioners shall be increased as follows</li> </ol> | <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">From 90 years to less than 95 yrs.</td> <td style="width: 50%;">40% of basic pension</td> </tr> <tr> <td>From 95 years to less than 100 yrs.</td> <td>50% of basic pension</td> </tr> <tr> <td>100 yrs. or more</td> <td>100% of basic pension</td> </tr> </table> | From 90 years to less than 95 yrs. | 40% of basic pension | From 95 years to less than 100 yrs. | 50% of basic pension | 100 yrs. or more | 100% of basic pension |
| From 90 years to less than 95 yrs.  | 40% of basic pension  |                                    |                      |                                     |                      |                  |                       |
| From 95 years to less than 100 yrs.   | 50% of basic pension  |                                    |                      |                                     |                      |                  |                       |
| 100 yrs. or more  | 100% of basic pension   |                                    |                      |                                     |                      |                  |                       |

### Fixation of pension

Basic pension as on 1-1-2006 X 2. 26  
Dearness Relief is applicable as and when DA is announced to regular employees.

### Gratuity:

Maximum limit of Gratuity shall be Rs. 10 lakhs.

### Family Pension

Minimum Rs. 3500/-  
Maximum 30% of the highest pay (Rs. 27000/-)  
Quantum of Family Pension will be increased to the old Family pensioners as in the case of old pensioners.

### Commutation of pension

40% of the pension may be commuted.  
Commutation table has been revised.

### Age of Pensioner

#### Additional quantum of pension

From 80 years to less than 85 yrs.	20% of basic pension
From 85 years to less than 90 yrs.	30% of basic pension

*Continued in P.No. 16*

### Membership Verification

The Madras High Court has not taken up the trial of the case due to absence of the Central Government standing counsel.

As far as GDS is concerned, the stay does not apply.

Circle figures are being received it is understood that in seven circles including A.P., West Bengal, Gujarat and Kerala, we have secured about 16235 members. We should get another 24000 or more from the remaining Circles including Tamilnadu & Karnataka. Let us hope for the best.

### Meeting with Chief PMG U.P. Circle

SG FNPO visited Lucknow on 26-8-2008 and participated in the Retirement Function of NUR 'C' President, Sri J.P. Chaturvedi. The SG FNPO met Chief PMG Ms. Neelam Srivastava and DPS (Head quarters) and discussed the problems brought to the notice of the Federation by the Circle Secretary, NUPEC, (R.S. Yadav). Sri Shakeel Ahmed Burney, Sri J.R. Chaturvedi, Sri Siddiqui, GS R IV and R.S. Yadav accompanied the SG FNPO.

### One - day strike (20-8-2008) :

The attendance of officials on duty was 62%. The percentage of strikers and officials on leave was 38% according to the reliable sources.

### Federal Congress

The Federal Congress will be held in the last of November 2008. It is to be held in Ahmedabad. Arrangements are going on. Notice will be issued shortly.

### Donation

**I exhort upon the members through you (Circle Secretaries) to donate Rs. 25/- per member to the Federation out of the arrears they will be getting. The amount collected may be remitted to the Federation.**

With regards,

Yours Fraternally,

(D. THEAGARAJAN), Secretary-General

### JP CHAUBEY IS NO MORE

Sri J.P. Chaubey, General Secretary, AIRF passed away on 3-9-2008, after a brief illness. FNPO expresses its condolences to the bereaved family of Sri J.P. Chaubey. The services rendered by him were remarkable and cherishable for ever.

<b>Pre-revised scale(S-1)</b> <b>Rs.2550-55- 2660-60-3200</b>			
<b>Revised Pay Band + Grade Pay</b> <b>-IS Rs.4440-7440 + Rs.1300</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,516	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
3,260	6,070	1,300	7,370
3,320	6,180	1,300	7,480
3,380	6,290	1,300	7,590

<b>Pre-revised scale(S-2)</b> <b>Rs.2610-60-3150-65-3540</b>			
<b>Revised Pay Band + Grade Pay -15</b> <b>Rs.4440-7440 + Rs.1400</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,610	4,860	1,400	6,260
2,670	4,970	1,400	6,370
2,730	5,080	1,400	6,480
2,790	5,190	1,400	6,590
2,850	5,310	1,400	6,710
2,910	5,420	1,400	6,820
2,970	5,530	1,400	6,930
3,030	5,640	1,400	7,040
3,090	5,750	1,400	7,150
3,150	5,860	1,400	7,260

3,215	5,980	1,400	7,380
3,280	6,110	1,400	7,510
3,345	6,230	1,400	7,630
3,410	6,350	1,400	7,750
3,475	6,470	1,400	7,870
3,540	6,590	1,400	7,990
3,605	6,710	1,400	8,110
3,670	6,830	1,400	8,230
3,735	6,950	1,400	8,350

<b>Pre-revised scale(S-2A)</b> <b>Rs.2610-60-2910-65-3300-70- 4000</b>			
<b>Revised Pay Band + Grade Pay</b> <b>-IS Rs.4440-7440 + Rs.1600</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,610	4,860	1,600	6,460
2,670	4,970	1,600	6,570
2,730	5,080	1,600	6,680
2,790	5,190	1,600	6,790
2,850	5,310	1,600	6,910
2,910	5,420	1,600	7,020
2,975	5,540	1,600	7,140
3,040	5,660	1,600	7,260
3,105	5,780	1,600	7,380
3,170	5,900	1,600	7,500
3,235	6,020	1,600	7,620
3,300	6,140	1,600	7,740
3,370	6,270	1,600	7,870
3,440	6,400	1,600	8,000
3,510	6,530	1,600	8,130
3,580	6,660	1,600	8,260
3,650	6,790	1,600	8,390
3,720	6,920	1,600	8,520
3,790	7,050	1,600	8,650
3,860	7,180	1,600	8,780
3,930	7,310	1,600	8,910
4,000	7,440	1,600	9,040
4,070	7,570	1,600	9,170
4,140	7,700	1,600	9,300
4,210	7,840	1,600	9,440

<b>Pre-revised scale(S-3)</b> <b>Rs.2650-65-3300-70-4000</b>			
<b>Revised Pay Band + Grade Pay</b> <b>-IS Rs.4440-7440 + Rs.1650</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,650	4,930	1,650	6,580
2,715	5,050	1,650	6,700
2,780	5,180	1,650	6,830
2,845	5,300	1,650	6,950
2,910	5,420	1,650	7,070
2,975	5,540	1,650	7,190
3,040	5,660	1,650	7,310
3,105	5,780	1,650	7,430
3,170	5,900	1,650	7,550
3,235	6,020	1,650	7,670
3,300	6,140	1,650	7,790
3,370	6,270	1,650	7,920
3,440	6,400	1,650	8,050
3,510	6,530	1,650	8,180
3,580	6,660	1,650	8,310
3,650	6,790	1,650	8,440
3,720	6,920	1,650	8,570
3,790	7,050	1,650	8,700
3,860	7,180	1,650	8,830
3,930	7,310	1,650	8,960
4,000	7,440	1,650	9,090
4,070	7,570	1,650	9,220
4,140	7,700	1,650	9,350
4,210	7,840	1,650	9,490

<b>Pre-revised scale(S-1)</b> <b>Rs .2550-55- 2660-60-3200</b>			
<b>Revised Pay Band + Grade Pay</b> <b>PB-I Rs.5200-20200 + Rs.1800</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,550	5,200	1,800	7,000
2,605	5,200	1,800	7,000

2,660	5,360	1,800	7,160
2,720	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,840	5,530	1,800	7,330
2,900	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,020	5,880	1,800	7,680
3,080	5,880	1,800	7,680
3,140	6,060	1,800	7,860
3,200	6,060	1,800	7,860
3,260	6,070	1,800	7,870
3,320	6,180	1,800	7,980
3,380	6,290	1,800	8,090

<b>Pre-revised scale(5-2)</b> <b>Rs.2610-60-3150-65-3540</b>			
<b>Revised Pay Band + Grade Pay PB-1</b> <b>Rs.5200-20200 + Rs.1800</b>			
<b>Revised Pay</b>			
<b>Pre-revised BasicPay</b>	<b>Pay in the PayBand</b>	<b>Grade Pay</b>	<b>Revised BasicPay</b>
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,970	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,090	5,880	1,800	7,680
3,150	6,060	1,800	7,860
3,215	6,060	1,800	7,860
3,280	6,110	1,800	7,910
3,345	6,230	1,800	8,030
3,410	6,350	1,800	8,150
3,475	6,470	1,800	8,270
3,540	6,590	1,800	8,390
3,605	6,710	1,800	8,510
3,670	6,830	1,800	8,630
3,735	6,950	1,800	8,750



**FITMENT OF EXISTING GROUP EMPLOYEES  
ON UP GRADATION TO GROUP C**

**Pre-revised scale (S-2A)  
Rs. 261 0-60- 29104000**

**Revised Pay Band + Grade Pay PB-I  
Rs.5200-20200 + Rs.1800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640

**Pre-revised scale (S-3)  
Rs.2650-65-3300-70-4000**

**Revised Pay Band + Grade Pay PB-1  
Rs.5200-20200 + Rs.1800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	5,360	1,800	7,160
2,715	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,845	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640

**Pre-revised scale(S-3)  
Rs.2650-65-3300-70-4000**

**Revised Pay Band + Grade Pay PB-1  
Rs.5200-20200 + Rs.1800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	5,360	1,800	7,160
2,715	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,845	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640

**Pre-revised scale(S-4)  
Rs.2750-70-3800-75-4400**

**Revised Pay Band + Grade Pay PB-I  
Rs.5200 -20200 + Rs.1800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,750	5,530	1,800	7,330
2,820	5,530	1,800	7,330
2,890	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,100	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,240	6,060	1,800	7,860
3,310	6,160	1,800	7,960
3,380	6,290	1,800	8,090
3,450	6420	1,800	8,220
3,520	6,550	1,800	8,350
3,590	6,680	1,800	8480
3,660	6,810	1,800	8,610
3,730	6,940	1,800	8,740
3,800	7,070	1,800	8,870
3,875	7,210	1,800	9,010
3,950	7,350	1,800	9,150
4,025	7,490	1,800	9,290
4,100	7,630	1,800	9,430
4,175	7,770	1,800	9,570
4,250	7,910	1,800	9,710
4,325	8,050	1,800	9,850
4,400	8,190	1,800	9,990
4,475	8,330	1,800	10,130
4,550	8,470	1,800	10,270
4,625	8,610	1,800	10,410

**Pre-revised scale (S-5)  
Rs.3050-75-3950-S0-4590**

**Revised Pay Band + Grade Pay PB-I  
Rs.5200 -20200 + Rs.1900**

Pre-revised Basic Pay	Revised Pay		Revised Basic Pay
	Pay in the Pay Band	Grade Pay	
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440
4,670	8,690	1,900	10,590
4,750	8,840	1,900	10,740
4,830	8,990	1,900	10,890

**Pre-revised scale (S - 6) Rs.3200-85-4900**

**Revised Pay Band + Grade Pay PB-1  
Rs.5200-20200 + Rs.2000**

Pre-revised Basic Pay	Revised Pay		Revised Basic Pay
	Pay in the Pay Band	Grade Pay	
3,200	6,060	2,000	8,060
3,285	6110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120
4,985	9,280	2,000	11,280
5,070	9,430	2,000	11,430
5,155	9,590	2,000	11,590

**Pre-revised scale (S - 7) Rs. 4000-100-6000****Revised Pay Band + Grade Pay PB-I  
Rs.5200-20200 + Rs.2400**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
6,100	11,350	2,400	13,750
6,200	11,540	2,400	13,940
6,300	11,720	2,400	14,120

**Pre-revised scale (S - 8) Rs.4500-125-7000****Revised Pay Band + Grade Pay PB-1  
Rs.5200-20200 + Rs.2800**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520

**Pre-revised scale (S - 9) Rs.5000-150-8000****Revised Pay Band + Grade Pay PB-2  
Rs.9300-34800 + Rs.4200****Revised Pay**

<b>Pre-revised Basic Pay</b>	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920

**Pre-revised scale (S - 10) Rs.5500-175-9000****Revised Pay Band + Grade Pay PB-2  
Rs.9300-34800 + Rs.4200****Revised Pay**

<b>Pre-revised Basic Pay</b>	<b>Pay in the Pay Band</b>	<b>Grade Pay</b>	<b>Revised Basic Pay</b>
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6,375	11,860	4,200	16,060
6,550	12,190	4,200	16,390
6,725	12,510	4,200	16,710
6,900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4,200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7,950	14,790	4,200	18,990
8,125	15,120	4,200	19,320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8,825	16,420	4,200	20,620
9,000	16,740	4,200	20,940
9,175	17,070	4,200	21,270
9,350	17,400	4,200	21,600
9,525	17,720	4,200	21,920

**Pre-revised scale (S - 11) Rs.6500-200-6900**  
**Revised Pay Band + Grade Pay PB-2 Rs.9300-34800 + Rs.4200**

Revised Pay			
Pre-revised Basic Pay	Pay in the PayBand	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150

**Pre-revised scale (S - 12)**  
**Rs.6500-200-10500**

**Revised Pay Band + Grade Pay PB-2 Rs.9300-34800 + Rs.4200**

Revised Pay			
Pre-revised Basic Pay	Pay in the PayBand	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250

9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110
10,900	20,280	4,200	24,480
11,100	20,650	4,200	24,850

**Pre-revised scale (S - 13)**  
**RS.7 450-225-11500**

**Revised Pay Band + Grade Pay PB-2 Rs.9300-34800 + Rs.4600**

Revised Pay			
Pre-revised Basic Pay	Pay in the PayBand	Grade Pay	Revised Basic Pay
7,450	13,860	4,600	18,460
7,675	14,280	4,600	18,880
7,900	14,700	4,600	19,300
8,125	15,120	4,600	19,720
8,350	15,540	4,600	20,140
8,575	15,950	4,600	20,550
8,800	16,370	4,600	20,970
9,025	16,790	4,600	21,390
9,250	17,210	4,600	21,810
9,475	17,630	4,600	22,230
9,700	18,050	4,600	22,650
9,925	18,470	4,600	23,070
10,150	18,880	4,600	23,480
10,375	19,300	4,600	23,900
10,600	19,720	4,600	24,320
10,825	20,140	4,600	24,740
11,050	20,560	4,600	25,160
11,275	20,980	4,600	25,580
11,500	21,390	4,600	25,990
11,725	21,810	4,600	26,410
11,950	22,230	4,600	26,830
12,175	22,650	4,600	27,250

# FEDERATION OF NATIONAL POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-23321378

Ref : VI CPC/08 Date : 4-8-2008

Fax : 011-1123096077 & 23096021

To

**The Secretary (P)**

Dept. of Posts

New Delhi - 110 001.

Madam,

**Sub : Request to hold formal meeting to discuss the recommendation of Pay Commission.**

Kindly recall our discussion on 28-8-2008. My Federation desires to discuss the following items with the Secretary:-

**i) Three Promotions :** VICPC has recommended three promotions on completion of 10/20/30 years of service to an employee. In our Dept, we have a promotion scheme on no cost basis surrendering thousands of operative posts (6%) and supervisory posts to the extent of 20%. Now our existing promotion scheme has become meaningless. In view of the above, the new promotion scheme is to be discussed.

**ii) Cadre re-structuring :** Cadre re-structuring was done in our Department for higher cadres but not for Group 'C' and Group 'D' cadres. Hence it is requested that cadre review may be extended to all cadres including Despatch Riders.

**iii) Supervisory Allowance :** There is no special allowance for supervisors. The supervisory allowance is deemed necessary for supervisors including selection-grade postmen.

**iv) Charge Hand in MMS :** The existing scale of pay of Charge Hands and Technical Supervisors is 4500-7000. Technical Supervisors are now placed in PB-II, While charge hands are placed in PB-1. The Discrimination should be removed by placing the charge hands in PB-II as is done in the case of Technical Supervisors.

**v) The Scale of pay for Artisans (MMS) :** The scales of pay of Artisans, Mechanics and Drivers

of MMS need revision.

**vi) System Administrator and Marketing Executive :** The Department of Posts has created above two new posts in the wake of implementing new technology. The officials working in the above two posts deserve better deal.

**vii) PO & RMS Accountants :** Grant of special pay to PO & RMS Accountants may be re-considered.

**viii) Treasury Allowance :** The disparity in the grant of Cash allowance between cashiers and Treasurers in Post office should be removed.

The above items except items (ii), (vii), (viii) were already brought to your notice vide our letter dated 17-4-2008 after submission of Pay commission Report.

Thanking you.

Yours Sincerely,

**(D. THEAGARAJAN), Secretary-General**

## LETTERS FROM FEDERATION

1. Grant of enhanced remuneration to Full time Casual labourers (other than Temp. Status) / Part Time Casual Labourers / workers engaged on contingency basis.
2. Recommendation of VI CPC - applicability of revised Gr. 'D' - new Pay Scales to Casual Labourers with temporary status.
3. Productivity linked bonus - 2007 - 2008.
4. Grant of HRA to RR Candidates of Tamilnadu Circle.
5. Promoted delay in Court case relating to RR Candidates.
6. Grant of revised Pay scale to RR Candidates.
7. Non - inclusion of Kabadi Tournament.
8. Production of bogus Educational Certificates for purpose of employment - case of Sri Sambhunath Ghorai, West Bengal Circle.
9. Alleged unlawful activities of NFPE office-bearers in Bangalore East Division.
10. Disposal of Petition (DPLI)

## From the Desk of Secretary General

Reached Delhi on 27-8-2008.

Gazette Notification on Pay Commission as accepted by the Govt. was issued on 29-8-2008. The SG FNPO was able to get copy as soon as it was notified. The SG FNPO communicated to those who contacted Federation over phone.

### **GDS Committee report :**

The SG FNPO alongwith Sri P.U. Muralidharan, GS NUGDS and Sri G.K. Padmanabhan, Secretary, Headquarters met the Chairman, GDS Committee on 28-8-2008. The following points were highlighted.

- i) need for treating 5% given increase (TRCA) of DA merger as part of emoluments.
- ii) Post-retirement benefits - a scheme of pension
- iii) grant of one increment on completion of 10/20/30 years
- iv) Recongnition of GDS union and trade union facilities.

The Chairman was sympathetic to the demands and assured to expedite the report without weighting for the extended period of 3 months.

### **Meeting with the DG posts**

On 28-8-2008 SG FNPO, General Secretaries R IV Sri Siddiqui and General secretary NUGDS, Sri P.U. Muralidharan met the Secretary posts.

The following subjects were discussed :-

- i) GDS Committee Report should be released immediately.
- ii) Amendments of Recruitment Rules (LSG, HSG II, HSG I, Asst. Manager MMS, APM (Accts) etc.)

The Secretary assured us the necessary amendmetns will be made after implementation of Pay Commission recommendation. Before effecting amendment, staff side will be considered.

- iii) No decentralisation of Postal Accounts at present.
- iv) Grant of HRA to RNR candidates (Court case) The DG assured that it will be considered positively

### **v) Change in nomenclature of RMS**

The present Secretary will not insist.

### **vi) Recruitment of SDS in Post offices**

The earlier Postal Board has already taken a decision to engage SDS.

### **vii) LGO Examination**

LGO Examination will be conducted in old syllabus before the end of this year.

### **viii) Staff side meeting on Pay Commission Recommendations**

The Secretary, Department of Posts has agreed to hold a meeting shortly.

### **Meeting with Member (P)**

Sri Shakeel Ahmed Burney, Sri P.U. Muralidharan and SG FNPO met Member (P) Smt. Madhu Narayanan and discussed the following issues on 29-8-2008:-

- i) LGO Examination - Agreed to conduct the Exam. in the old syllabus pending finalisation of new syllabus.
- ii) Meeting on Pay Commission issues - agreed to hold meeting.
- iii) Discrepancies in the grant of Notional promotion in A.P. Circle.

### **Meeting with CGM (Mail Business)**

SG FNPO and the General Secretaries NUGDS and President FNPO met Smt. Manjula Parasher, CGM (MB) and discussed the proposed merger of Guntakal RMS with Anantapur RMS. The CGM agreed to call for the report from AP Circle.

### **Meeting with the officers at the Directorate :**

The SG FNPO, President FNPO GS NUGDS and the GS R IV met the following officers and discussed various issues :-

- |                    |   |   |
|--------------------|---|---|
| i) DDG(P)          | - | Discrepanies in notional promotion      |
| ii) ADG (MB)       | - | Closure of RMS offices in A.P. Circle   |
| iii) Director (SR) | - | Verification process and allied issues. |

*Contn. in P.No. 6*

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