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RMS SENTINEL

Editor : D. THEAGARAJAN

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APPEAL TO DIVISIONAL SECRETARIES

I am very much reluctant to write this letter to my beloved Divisional Secretaries. Our CHQ explained our financial status in the last April 2016 issue of RMS Sentinel. I expected that our Divisional Secretaries will respond to the CHQ's request. It is sorry to inform that not even 20% of the Divisional Secretaries have responded. My tolerance is construed as weakness by my Divisional Secretaries. My Divisional Secretaries strongly believe that I will not write letter to their SSRMS/SRMS/Managers to stop the trade union facilities which are granted to them by the NUR 'C' constitution. The NUR 'C' constitution clearly stipulates that defaulting Divisional union will be deprived of the trade union facilities. But our CHQ never indulges in such negative activity due of larger interest of our union. This is construed as weakness of the CHQ by the Divisional Secretaries. NUR 'C' constitution says that quota to the CHQ should be remitted promptly once in three months. I very much regret to state that many Divisional Secretaries have not remitted quota to the CHQ for the last six months. Some Divisions are habitually keeping six months quota with them. I do not want to reveal the names of such Divisions. Such amount which are due to CHQ comes to nearly Rs. 20,000/- to Rs. 25,000/- Keeping this

huge amount with them is against to the constitution.

These lapses are not viewed seriously by the CHQ in the larger interest. But Divisional Secretaries are of the opinion that the General Secretary will not take any action against them. I am going to retire within 22 months. Before my retirement, I wish to make our union financially viable. If all Divisional unions pay their due quota to the CHQ promptly, that is enough for us to meet the financial needs of the CHQ.

Keeping the above facts in view, I propose to write letters in the month of July 2016 to the Heads of Divisions to stop the payment of subscription amount recovered from the members to the Divisional Secretaries who do not pay the quota to CHQ.

I am extremely sorry to resort to this sort of action. I have no other alternative. My repeated requests in this regard has not yielded desired result. I am compelled to take action on defaulting Divisional Secretaries for the sake of running the CHQ.

Finally I hope the Divisional Secretaries will rise to the occasion.

Yours Fraternally,
(D.THEAGARAJAN), General Secretary

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DEPARTMENTAL ORDERS

No. 10-18/2014-BD & MD
Government of India
Ministry of Communications & IT
Department of Posts
BD & Marketing Directorate
New Delhi 110 01.

Dated 4-4-2016

To
The Chief Postmaster General
AP/Delhi/Karnataka/Maharashtra/UP/TN Circle

Sub : Introduction of Same Day Delivery facility

This is regarding introduction of Same Day Delivery facility for articles booked under premium products viz., Speed Post, Express Parcel and Business Parcel.

2. Success of premium products and services in the market is dependent on delivery efficient and speed. Presently, there is a felt demand from all the ecommerce players and customers for having a time specific, especially same day, delivery of the consignments by Department of Posts and collection of charges for same day delivery.

3. The following guidelines may be kept in view while introducing this value addition for same day delivery:

- a. Service will be offered by the Circles as Circle Business Package within their jurisdiction as per decision of the Head of Circles in consultation with their IFA at the rates prescribed by the Circle for Same Day Delivery of all class of articles i.e. Speed Post, Express Parcel & Business Parcel (both for COD and non-COD) within the prescribed maximum weight.
- b. The powers may also be delegated to the Regional PMG's and their IFA, in case the HOC feels that there is a potential market for this value added services in the Regions.
- c. Articles delivered on the day of receipt itself (before cut off time) will come under purview of 'Same day Delivery'. Further articles which have been received after cut off time and delivered on next day will also come under purview of same day delivery
- d. and accordingly charges of 'Same day Delivery' will be evied on same if customer has opted for 'Same Day Delivery' facility.
- d. Early morning/late evening/Sunday/holidays deliveries are also expected to the done, as this is an area where maximum business may be generated. Circles/Regions will also fix the last cut off time of the date till which articles will be delivered under 'Same day Delivery' facility and will inform customers accordingly to avoid dispute at later stage.
- e. Head of Circles are empowered to designate any Post Office or Post Offices for accepting these articles. The service can also be offered from any other touch point of Department viz. RMS, BPC, Bulk Booking Centres, NSH, Parcel Hubs, Extension Counters etc. as identified by the Circles and Regions from time to time.
- f. Circles / Regions would fix the charges judiciously taking into consideration all aspects of extra expenditure including outsourcing and hiring of vehicles etc and in such a manner that frequent change of rates are not resorted which may arise if more delivery zones are added or existing one is deleted.
- g. Circles/Regions will identify the PIN Codes or cluster of delivery areas for which this service can be given within the given time frame i.e. D +0 from an identified locations.
- h. Circles/Regions will also fix a minimum and maximum threshold of the number of articles that can be booked by a bulk/walk in customer per day at an identified office considering the capacity of the centre and arrangements available to ensure same day delivery.
- i. Circles/Regions will also fix the cut off time for bookings taking into account the delivery areas. Different post offices/booking locations may have different cut off times as per operational requirements.
- j. In case multiple PIN codes are served from acceptance point for same Day delivery purpose, Circles will put 'Nodal Delivery' system into place. Articles meant for 'Same

- day Delivery' will not be routed through NSH or any other hub and will not be sent from one Post Office to another Post Office.
- k. Wherever possible, Bulk Booking Centres only may be Identified as Nodal delivery Centres considering the operations feasibility.
 - l. In metro/other major cities where more than one nodal delivery centre is identified for 'Same Day Delivery' purpose considering the volume and area served direct bags may be closed from one nodal delivery center to other nodal delivery center by preparing dispatch list/manifest for same. In such a case articles will be booked by nodal delivery centre which has received the articles. MB Division and CEPT Mysore will arrange for necessary system software changes to meet the requirements of same Day Delivery.
 - m. In cases where articles have to be delivered by office of acceptance itself, there should be mandatory scans of booking and delivery of the articles. In cases where articles are required to be sent to other Nodal Delivery Centres to affect 'Same Day Delivery', four scans are mandatory viz. booking scan, article dispatched, article received and delivery scan.
 - n. Articles booked by the cut off time have to be delivered the same day unless the customer clearly specifies that the article can be delivered to him the next day within a fixed time, after which the article would be returned back to the sender with appropriate remarks. No extra charges are to be taken for this extended delivery period.
 - o. Use of mobile phones, sms, emails or any other technological aid etc need to be actively encouraged to ensure timely delivery and this cost would also need to be factored into the overall cost of the delivery.
 - p. In case of non adherence of norms or the article not being delivery within the parameters of 'Same day Delivery', unless otherwise specified by the recipient, the 'value addition' so charged would need to be reimbursed. The reimbursement of the same is to be done by cheque/ECS/adjustment in bills depending upon the agreement so made within a period of seven working days from the date of booking.
 - q. Necessary visual/written indications need to be made on the article to indicate its same day delivery status/
 - r. Regular bar codes as are being used now are to be affixed on the articles so that they are part of the technology eco system of the Department.
 - s. Inter Regional service under this can be done only with the approval of the concerned HOC.
 - t. This service will not form of the regular discount billing structure in vogue.
 - u. In case of inter Circle arrangements in this model, the Circles who want to do the same may send a detailed combined proposal to the BD & M Directorate for examination and approval.
 - v. The amount realized for the value addition for this service may be booked under Business Post as per the existing guidelines for Business post.
 - w. Additional expenditure incurred in making special arrangements to ensure same day delivery may be met from the revenue generated limiting the expenditure in accordance with existing guidelines of Business Post and revenue accounted accordingly.
4. 'Same day Delivery' is being proposed to be offered to customers on realization of extra charges for the assurance being made to them. Hence, it is very essential to focus on the quality of service being offered. Circles should ensure that 100% articles are delivered on the day of handling over and no articles are accepted for 'Same Day delivery' after cut-off time (unless customer specifies) to avoid dispute and complaints at a later stage. Further this facility should be offered with a view to increase the traffic and parcel revenue and should not adversely impact the existing business.
 5. Same day delivery facility, in the proposed form, will be reviewed after a period of 6 months w.e.f. 1-5-2016 and Circles will send a report on the impact of this facility before 31st

October 2016 to facilitate this office to examine the matter further.

(P.C. Sharma)
Deputy General Manager

No. 36-1/2-10-Vig
Government of India
Ministry of Communications & IT
Department of Posts
New Delhi, the 29th March, 2016

To
The CPMsG (All Circle by name)
The Director, Rafi Ahmed Kidwal National Postal Academy
All Postal Training Centers
Addl. DG APS, West Block – III, R.K.Puram, New Delhi 110 066
CGM (PLI), Directorate, Chanakyapuri, New Delhi 110 021.
CGM (BD), BD Directorate, Dak Bhawan, New Delhi.

Subject : Action on Anonymous/Pseudonymous Complaints – reg.

Sir/Madam,

I am directed to forward herewith a copy of Circular No. 03/03/2016 dated 7th March 2016 issued by the Central Vigilance Commission on the above mentioned subject for information and further necessary action. This may be brought to the notice of all concerned for compliance.

Yours faithfully,
(Parveeta Dhawan)
Assistant Director General (Vig-III)

Copy to:
All DDsG, Postal Directorate
Chief Engineer (Civil), DoP.
GM, CEPT, DoP, Mysore with a request to upload the letter with its enclosure on the website of Department of Posts.
Copy to ADG (Vig-I)/(Vig-II) (Vig-III) (Inv-I)/ (Inv-II)/ SO (Vig)

Circular No. 03/03/2016

Sub : Action on Anonymous/Pseudonymous Complaints – reg.

The Commission has been receiving references from Departments/Organisations seeking clarification on the action to be taken on

anonymous/pseudonymous complaints which were acted upon and at different stages of process including under disciplinary proceedings before issuance of CVC Circular No. 07/11/2014 dated 25th November, 2014 on the captioned subject. A few Court decisions arising out of the Commissioner's guidelines issued earlier on the subject were also brought to the notice of the Commission.

2. The Commission considered the details of the Court orders/judgments and in one instance, the Central Administrative Tribunal (CAT), Principal Bench, Delhi has quashed the charge sheet dated 14-10-2004 issued to the delinquent official based on the pseudonymous complaints dated 18-2-1997 and 2-4-1997, vide order dated 20-7-2005. CAT had quashed the charge-sheet served mainly considering the circulars of the commission dated 29-6-1999 and 31-1-2002 on the subject. In the order dated 20-7-2005, it was observed that the charge-sheet dated 14-10-2004 was issued pursuant to pseudonymous complaints received earlier and therefore is in violation of Commissioner's Circular dated 29-6-1999 and 31-1-2002. The High Court agreed with the findings and observations of the CAT and dismissed the department's Writ Petition filed against the order of the CAT in limine. Thereafter, the Supreme Court had also dismissed the department's Civil Appeal in the matter. CAT's decision is based on one of the judgement dated 26-9-2003 of Madras High Court (in another case) wherein it was observed that the preliminary enquiry report dated 25-5-2000 based on anonymous complaint was subsequent to the CVC's circular dated 29-6-1999 and, therefore, it liable to be quashed and further that the prohibition (in CVC circular) that "no action will cover all pending proceedings on that date".

3. The instructions/guidelines issued from time to time on the subject-matter by DoPT/CVC are as follows:

- i. DoPT's OM No. 321/4/910-AVD.III dated 29-9-1992 that no action is required to be taken an anonymous/pseudonymous complaints in general, provided the option to inquire into such complaints which contained verifiable details.
- ii. Commission's initial Circular No. 3(v)/99/2 dated 29-6-1999 prescribing that no action

should be taken on anonymous/pseudonymous complaints and should just be filed.

- iii. Commission's circular No. 98/DSP/9 dated 31-1-2002 reiterating that under no circumstances, should any investigation be commenced on anonymous/pseudonymous complaints.
- iv. Commission's circular No. 98/DSP/9 dated 11-10-2002 reviewing its earlier instructions of 1999, providing that if any Departments/organizations proposes to look into the verifiable facts alleged in anonymous/pseudonymous complaints it may refer the matter to the Commission seeking its concurrence through the CVO or the Head of the organization.
- v. DoPT OM No. 104/76/2011-AVD.I dated 18-10-2013 that no action is required to be taken on anonymous complaints, irrespective of the nature of allegations and such complaints need to be simply filed.
- vi. Commission's circular No. 07/11/2014 dated 25-11-2014 withdrawing Circular dated 11-10-2002 and reiterating previous circulars dated 29-6-1999 and 31-1-2002 to the effect that no action should be taken on anonymous/pseudonymous complaints and such complaints should be filed.

4. Since, the aforesaid issues arising out of the observations of CAT and High Court of Madras involve interpretation of substantial questions of law, the opinion of Ld. Attorney General for India was sought by the Commission. Ld. Attorney General for India has furnished his opinion and clarified that unless expressly stated all Executive Circulars are prospective in nature and they do not have retrospective effect. Only a law can be retrospective if a law expressly states that it will be retrospective or the intention to that effect is very clear. It is further clarified that an anonymous / pseudonymous complaint, say made in 1997 i.e. prior to the prohibitory circular dated 29-6-1999 ought to have been generally not entertained but if there was verifiable material in accordance with the DoPT's OM of 1992 and investigation has commenced, the same would have to be taken to its logical conclusion notwithstanding the issue of a later circular dated 29-6-1999.

5. Based on the opinion furnished by Ld. AG, the following clarifications are being issued:-

- i. No action should be taken on anonymous/pseudonymous complaints in the with Commission's present instructions dated 25th November, 2014 and such complaints should be filed.
- ii. However, where the action was initiated on anonymous/pseudonymous complaints prior to the issue of CVC's circular dated 29-6-1999 and was pending as on 29-6-1999, it can be pursued further to its logical end.
- iii. Where action was initiated on anonymous/pseudonymous complaints between the period 11-10-2002 and 25-11-2014 with prior concurrence of CVC but is pending, further action is permissible on such complaints.
- iv. Material/evidence gathered during the investigation/verification of anonymous complaints when the action was prohibited on such complaints (i.e. between 29-6-1999 & 11-10-2002), or where such enquiry was initiated without the approval of CVC, can be utilized for further initiation of disciplinary proceedings on misconducts noticed in such verification/enquiry.

6. All Administrative Authorities/CVOs may note the above clarifications for guidance/compliance while handling and processing matters arising out of anonymous/pseudonymous complaints.

(J. Vinod Kumar), Director

To

All Chief Vigilance Officers in the Ministries/Departments/CPSUs/PSBs/PSBs/PSICs/FIS/Societies and other Local Authorities.

F.No. 4-13/2015-SPB-I

Government of India

Ministry of Communications & IT

Department of Posts,

Dak Bhawan, Sansad Marg, New Delhi 110 016.

Dated : 8-4-2016

To

1. All Chief Postmasters General,
2. All Postmaster General,
3. The Director, RAKNPA, Ghaziabad – 201 002.

Sub : Discontinuing the existing Scheme of relaxation of standard in favour of SC & ST Group 'C' officials including MTS in the Limited Departmental Competitive Examination.

Sir/Madam,

I am directed to refer to this Departments letter No. 26-02/1981-SPB-I dated 4-5-1981 vide which a provision for review of results of the SC/ST candidates who fail in the departmental competitive examination even after applying the relaxed standard was introduced. Such reviews are to be conducted, in case, required number of SC/ST candidate do not qualify even on the basis of relaxed standard.

2. The provision of reviewing of results of failed SC/ST candidates has been revisited by the Postal Services Board and the following has been decided:

i. Discontinue the scheme introduced vide letter No. 26-2/1981-SPB-I Dated 4-5-1981 as per which the result of failed SC/ST

candidates is reviewed for different cadres and subsequent clarifications issued in this regard.

ii. The vacancies remaining unfilled in a Division, on account of non-availability of passed meritorious SC/ST candidates in that Division, may be offered to the surplus SC/ST candidates of other Divisions.

iii. For unfilled backlog SC/ST vacancies, special examination may be conducted as per the requirement

4. All the Circles are requested to bring these instructions to the notice of all concerned for compliance.

(Abhay Kumar),
Assistant Director General (SPN)

OUR LETTER TO SECRETARY

Ref : CRC/123/2016

Dated : 13-5-2016

To

Sri S.K. Sinha, Chairman
Postal Services Board
Dak Bhavan, New Delhi 110 001.

Sir,

Sub : Request to implement Cadre Restructuring
- Regarding.

The Chairman, Postal Services Board is aware that the Cadre Restructuring is being discussed for the last seven years by the various committees viz., A.K. Sharma Committee, Salim Haq committee and V.P. Singh Committee. Finally the subject has been referred to DOP & T by the Honourable MOC with due recommendation during May 2015. Now one year is over. After a lot of clarification, now DOP & T has sent a note to the Postal Directorate on 6-4-2016, according to the DOP & T web-site.

My Federation request the Chairman Postal Services Board to kindly take appropriate action to implement the recommendations of the Cadre Restructuring committee as early possible.

Thanking you,

Yours Sincerely,



(D. Theagarajan), Secretary General

CADRE RESTRUCTURING LATEST

CRC MEETING HELD ON 28/12/2015. Appraisal of MOS (PP) and FM has been obtained Department of Post has circulated the draft Note for the Cabinet comments of DoP T on Cabinet Note have been sent to Department of Posts on 06/04/2016

RETIREMENT



One of our active woman member, Smt. Talath Unnisa, S.A. Bangalore Stg. Dn. Retired from service. A grand farewell party was organized by our Bangalore Stg. Division Colleagues to bid farewell. Her services to the union were recalled during the party. She donated Rs. 500/- to the CHQ. The CHQ wishes her a happy and peaceful retired life.

24TH CIRCLE CONFERENCE OF NUR C, TN CIRCLE

The 24th circle conference of National UNION of RMS & MMS Employees Group- C Tamil Nadu circle was held at Amudha Bhavan, Shri Akshaya Hall, Erode under the chairmanship of Tamil Nadu circle president of Shri.K.Rajamani from 22-04-2016 to 24-04-2016.

Conference started at 9 AM on 22-04-2016. Shri.K.Rajamani, circle president NUR-C hoisted the National flag and shri Narayanasamy President R4 hoisted the FNPO flag. In the subject committee meeting secretary P. Kumar presented the Biennial report and Treasurer presented the finance report. Both of the reports were passed by the general body after discussion.

Open session started at 6PM on this day. It was also chaired by circle president Shri. K. Rajamani. Circle secretary shri. P. Kumar welcomed the participants. Shri. D.Christudas delivered special address on behalf of CHQ. P.Nandakumar Managing partner PVN constriction, Erode, Shri. P. Sukumar, C/S, P4, Shri. P. Anthony, C/S, Ele. & civil wing, Shri. D. Rajendran Deputy G/S, NUR-4, and Shri. K.Gunasekhar, Ex circle secretary P4 attended in the open session and delivered felicitations. Open session concluded with the vote of thanks by reception committee secretary shri. M.Jothilingam.

Delegate session resumed on on 23-04-2016 at 10 AM. The following Divisional secretaries actively participated in the discussions on various problems prevailing in their Divisions and demanded settlement. Shri. Selvakumar, Ch stg, Shri. R.Balakrishna, APSO. Shri. S.G Umasenkar M.Dn, Shri. N.Rengarajan T. Dn, Shri.V. Aruchamy CB Dn, Shri. A.Nowshad Ali Khan MA Dn and Shri. K.Ramesh Babu MMS, Madurai. By the end of the conference following were unanimously elected as office bearers for the years 2016-2018.

- President : K. Rajamani, CB - Erode.
- V. Presidents : 1) R. Ambalavanan. Chennai Stg-Chennai
2) V.Aruchamy, CB- Coimbatore.
3) S Remesh Kumar. T Dn-
- Circle Secretary : P.Kumar Chennai stg- Chennai
- Asst. C.secretaries : 1) G.Shankar, APSO
2) P. Kokilavanan Chennai Stg
3) B.Gopalakrishnan ,,
4) T.Nandakumar ,,
5) N.Rangarajan T. Dn
6) K.R.Ramesh Babu MMS MDU
- Org Secretaries 1) K.Ganesh Ram CB - CBE
2) R.Ravichandran APSO
3) L.Kumaran M Dn
- Treasurer : S.Tariq Ahamed T dn
- Auditor : N. Ganesan, Chennai AM STG

Reported by : D. Christudas, AGS, NUR C

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GENERAL SECRETARY'S LETTER

MEETING WITH DPS, GURGAON

On 1st April 2016 the General Secretary met DPS Gurgaon alongwith Circle Secretary and Circle President Haryana. We discussed the shifting of Gurgaon RMS. The DPS informed us that the shifting is made only on experimental basis. If the staff are not willing, it will be restored in the present place.

MEETING WITH DIVISIONAL SECRETARIES OF DELHI CIRCLE

The General Secretary met the Divisional Secretaries of NUR 'C' Delhi Circle on 2-4-2016 and tried his level best to solve the dispute. But it could not be. Therefore adhoc committee was formed to conduct Circle Conference in Delhi.

DIVISIONAL CONFERENCE, PATHNAMTHITHA (P III, P IV & GDS)

On 20-4-2016, the SG FNPO attended Divisional Conference of Pattinamthitha along with the GS NUGDS. Details of the Conference were already posted in www.fnpo.org

NUR C TAMILNADU CIRCLE CONFERENCE

NUR C Tamilnadu Circle Conference was held at Erode from 22-4-2016 to 24-4-2016. Sri D. Christudass, Asst. General Secretary attended the Conference as CHQ observer. The report of Sri D. Christudoss is published elsewhere. The CHQ wishes the new office-bearers of Tamilnadu Circle a great success in their endeavours.

MEETING WITH PMG, KOZHICODE (KERALA)

On 25-4-2016, the General Secretary met the PMG Kozhikode alongwith Sri P.K. Murali, Assistant Circle Secretary, NUR 'C' and discussed the various issues of Kozhikode region. The PMG assured that the issues discussed in the meeting with the settled on merits.

MEETING WITH GOA COLLEAGUES

On 28-4-2016, the General Secretary visited Goa and met on RMS colleagues in the Inspection Quarters.

MEETING WITH COLLEAGUES OF RMS HB DN. HUBLI

On 29-4-2016 the General Secretary met Divisional Secretary on RMS HB Dn. At Hubli R.S. and discussed the issues relating to RMS HB Dn. And Karnataka Circle.

MEETING WITH UNIGENERAL SECRETARY

Bro. Philip Jennings visited India for three days from 20-4-2016 in order to attend the all India Conference of State Bank of employees. SG FNPO met Jennings at Hyderabad.

With greetings,

Yours fraternally,


(D. Theagarajan),
General Secretary

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

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