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RMS SENTINEL

Editor : D. THEAGARAJAN

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AUGUST 2010

TERMS OF REFERENCE ON MCKINSEY & CO. - FNPO VIEWS

FNPO has sought to get the terms of reference made by the Department when it called for expression of interest (EOI) and request for proposal (RFP) in 2009 for the selection of a consultant for mail network optimization project of Department of Post and got the same under RTI act. We now understand that MCKinsey and co is handling this project. Having gone through the above reference, FNPO has the following points/proposals/suggestions and demands, which we except the Department of Post to consider:

1. We are happy that the Department is seriously looking at the mail network optimization, which is our core business and welcome any initiative in that direction. However, we would like that the Department hears the Workers' suggestions, represented by FNPO and other unions, before any action to implement any new idea/venture/modifications of the existing system, discuss and debate and then act of consensus.
2. We feel that the terms of reference itself carries lot of contradictions. For example, at para 1.7, the Department's objective to double its mail volume and corresponding revenue by FY 2014-15. There is no mention of any profit target there, whereas at para

2.1, it talks about "...the ambitious growth and profit targets set by the India Post...". Revenue is not Profit, we all know. So far Department has not set any profit target. It has not even fixed, a target date for getting out of deficit support. This is one example. These need clarifications and discussion.

3. At para 1.7 from para 1.7 (a) to 1.7 (f), six mail business projects are already listed as being conceptualized, whereas at para 3.1 (scope of work), the consultant has to define the new structure, including preparing a business plan. If we have already decided on projects, did we do it without a business plan? If we had, where is the need for a consultant?
4. While we appreciate the thrust sought to be made in the mail area, we are worried that the revenue/profit dimension is narrowly sought to be achieved at the cost of the poor and rural population and workers of the Department, as certain inherent cues in the reference indicate. We want to elucidate this logic:

Any business plan to make this Department profitable should start with the Vision of the Organisation: "India Post to be a Socially Committed, entrepreneurially managed, technology driven and self-sustained

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

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organization.” Any business plan should satisfy the above vision, in the context of detailed analysis of the internal and external environment. A self-sustained enterprise should get rid of the dependence on subsidy. But can the drive for this come from the mail business alone, given the differential growth rate of mail for the underprivileged Vs the business mail? The way the reference is worded, one gets the feeling that this is what is planned, namely to bring down the service levels of the under-privileged:

- i) Term 1.7 (co says : “...establish 230 mail business centres through restructuring of existing mail offices and network optimization”. We feel while the intentions may be good, the process may not be. Social commitment is for the poor, rural and far-flung area people as well. Social commitment is to generate and sustain employment for the disadvantaged people in those areas as well. From the way the number of mail offices to be rationalized are pre-determined even before the consultant gives his views, makes us believe that the Consultant’s report is sought to be made a fait-acompli. Department of Post is part of the Nation’s overall economy and its rationalization cannot marginalize one section. This needs further and wider discussion and debate.
- ii) Mail business segments into two areas-normal mail, largely used by the poor and under-privileged growing at a rate and the business mail of more affluent, growing at a faster rate, calling for cultivation vis-à-vis competition. While it is conceded, Mail business centres located at select mail offices can build up the second category business, it is equally true that in many cases better business can be achieved by location them in HOs/large Post Offices/new locations. The fact that the reference specifically talks about 230 Mail offices for the location of Business Mail offices in 230 Mail offices through rationalization makes us wonder if it is an indirect way to abolish mail offices. Thus, we call for detailed discussions on this issue.
- iii) We all know that the largest growth of business mail is in the seven metros- Delhi, Chennai, Kolkatta, Mumbai, Bangalore, Hyderabad and Ahmedabad, followed by a

few more cities. One must naturally concentrate on these cities for building up business mail potential and thus Mail business offices there. Instead the attempt appears to be indirectly abolish mail offices in 230 places in the name of building business mail. Technology induction by way of Automated Mail processing Centres should be first concentrated in these cities. Even there one must look at the characteristics of Indian Business Mail, not all of which lend themselves for automated sorting. Not even in USA it has happened. Even with good growth of business mail in Mumbai and Chennai, where Automated Sorting exist, the business mail processing through these automated centres is low, everyone knows. Under these circumstances, setting up of 14 such centres within 3 years 2011-2014, as indicated, will lead to heavy loss, with no commensurate benefits. This pre-determined notion, as reflected in the reference, calls for discussion.

- iv) We are afraid that what is sought to be achieved by way of rationalization is closing down of many mail offices, which in reality will affect the growth of revenue and add to cost. Sure enough, some mail offices deserve closing but they are far and few between. Many mail offices vitally serve rural and far-flung large areas. A case by case approach is needed. An out side consultrant is not the ideal one to do this. We are open for discussions and not for omnibus decisions. By closing many of them we will breach the vision to serve with social commitment.
- v) We, India Post, not only operate mail business, operate Banking, Insurance, reetailing etc. The Finance Marts, when they emerge as full Bank, can go a long way, along with Insurance and Business products, in generating even profits and cross subsidise our mail business, fulfilling our vision of “social commitment” and “self-sustained growth”. One has to take a more over-all view than to stick to per notions of abolitions of offices and posts, in the name of rationalization, eroding our competitive advantage of net work, committed work force and social relevance.

Conrn. P.No. 3

MEETING WITH FEDERATION / UNION ON MAIL NET WORK OPTIMIZATION PROJECT.

Ref : Your letter No. 2/2/2010-SR Dt. 18-6-10

With reference to your letter cited, my Federation wants following details in respect of the items on the agenda.

1. Introduction to mail net work optimization project : The details of the project may be communicated to my Union/Federation.

2. Process changes at SPCs and International EMS Branch : The present process is working well. The only problem is that we are not having adequate staff and proper mail arrangement. The proposal on process changes may be communicated to my union so that we can have a healthy and useful discussion.

3. Issue of Individual productivity and combined throughpart : Normally the norms are fixed through our work-study. We cannot fix productivity merely by conducting meeting. However, we are not aware what Department wants to discuss on this? Details may be communicated to us.

4. Need for revised working hours for sets and collective responsibility

The RMS working hours is fixed based on the mail flow, such as Set/I, Set/II and Set/III.

In Set/I, we used to deal with mails of inter-circle and intra-circle.

In Set/2, penultimate mails posted upto 12.30 hours plus mails received from inter-circles and intra-circles are dealt with.

In Set/III, Post office mails received from TSOS (upto last clearance plus air side) are dealt with.

Contn. P.No. 2

vi. **At para 1.4 a wrong diagnosis is made. It tells about non-viability of our transport system. Far from it. Large areas of our transport system are still relevant and cost-effective. Railways still offer on most areas a good and cost effective means of transportation. Our Departmental Mail Motor Service (DMMS) is efficient. The managerial decision to keep it confined to cities is incorrect. With the growth of road networks and out Logistics Post and EPP, DMMS has a vital role to play. The uncharitable reference to DMMS in that para is not-justifiable and sets a wrong premise for the consultant to examine. With the growth of Geographic information System (GIS), DMMS if allowed proper mobility and support can in fact accelerate**

My union does not know as to why the Department wants to revise the working hours. The need to change the working hours may be communicated.

My Federation requests the Department of Posts to send some specifications on the subjects to have a fruitful discussion on the agenda.

MEETING WITH MCKINSEY & CO

Mckinsey & Co arranged a meeting on 15-7-2010. The meeting was chaired by the Secretary, Posts. From the official side, following attended. Member (O), CGM (Mail Business), GM (PLI) and other officers. From the staff side, General Secretaries of RMS Unions General Secretaries of P III Unions, President FNPO and Circle Secretary, U.P. Circle Sri R.K. Tripathi participated.

In the meeting, FNPO strongly opposed the nomination of Mckinsey & Co. The Department made a power point presentation about the future plan of the Department mail net work processing. The Department wanted to discuss the some issues in the meeting. Due to our strong opposition, it was not discussed. Our letter to the Department and reply of the Department are published in this journal.

Business Mail Growth. This needs discussion.

5. FNPO strongly feels that the narrow focus on mail network rationalization along, without examining the full network Post Offices, Banking, Insurance etc. is not correct. In this connection we wish to know what happened to the earlier consultant's, KPMG, report. Have we used that report? May be it should be referred as well.

In short, FNPO rightly calls for a wider and detailed discussions with trade unions before we seek Mckinsey's help, inter actions with Mckinsey to present Trade Unions' point of view and implementation of any recommendations only after a consensus with unions emerge. While we are willing to cooperate for the new and useful mail arrangements, our support will be based on the willingness of administration to work with us as well.

GOVT. ORDERS

No.6-23/2010-PE.II

Sub : Implementation of recommendations of One-man Committee on Gramin Dak Sevak Mailmen.

Sir/Madam,

I am directed to intimate the One-man Committee constituted under Shri R.S. Nataraja Murti Chairman examined the issue of deployment of Gramin Dak Sevak Mailmen posted in Mail Offices conducting a study and submitted its recommendations in para 5:22 of the Report.

2. The recommendations of One-man Committee on GDS Mailmen have been examined by the department and after a careful consideration, the Competent Authority ordered the following :

1. Conducting of a work study by Internal Work Study Unit (IWSU) for laying down the standard for various operations/work done by Mailmen in Mail Offices/Transit Mail Offices/Mail Agency.
2. The existing vacancies of GDS Mailmen and future resultant vacancies of GDS Mailmen falling vacant either due to discharge/absorption in Department shall not be filled up in future.
3. The category of GDS Mailmen be considered as a wasting group.
4. The present GDS Mailman engaged in Mail offices on regular basis shall continue till the vacate the post either due to discharge/absorption in department or death.
3. The instruction may be brought to the notice of all concerned. The compliance may be sent in the prescribed enclosed proforma.
4. Receipt of this letter may be acknowledged to Assistant Director General (Establishment).
5. This issues with the approval of Secretary (Posts).

Yours faithfully, (A.K. SHARMA), DDG

Sub: - Reduction of staff under TBOP/BCR schemes stands withdrawn w.e.f 01.09.2008 consequent upon implementation of MACP.

(Copy of letter No. 25-5/2010-PE.I dated 19.07.2010 of Department of Posts)

The undersigned is directed clarify the position in respect of reduction of staff under TBOP/BCR schemes w.e.f 01.09.2008 during periodical Establishment Reviews consequent upon implementation of MACP and withdrawal of TBOP/BCR Schemes as under:

"Consequent on implementation of time Bound One Promotion (TBOP) Scheme and Biennial Cadre Review (BCR) Scheme, Department of Posts had imposed cuts of 5% in operative staff and 15% in supervisory staff w.e.f 30.11.1983 under TBOP Scheme and later on, additional cuts of 1% in operative staff and 5% in supervisory staff were introduced w.e.f. 01.10.1991 under BCR Scheme. These cuts were introduced as measure of matching savings to offset the financial implications on account of grant of financial upgradations to staff and for obtaining additional productivity. The number of posts reduced under this matching savings/productivity provisions were

kept in view at the time of periodical reviews or establishment of augmentation proposals. The said TBOP and BCR Schemes have now been withdrawn w.e.f 01.09.2008 consequent upon implementation of Modified Assured Career Progression Scheme (MACP). Consequently, the number of operative/supervisory posts existing as on 01.09.2008 will be taken into consideration for the purpose of periodical reviews or augmentation proposals of Post Offices establishment. Thus, provisions relating to reduction of staff under TBOP/BCR Schemes stand also withdrawn w.e.f 01.09.2008."

This issues with the approval of Secretary (P)

Sd/- (Raj Kumar), Director (Estt. & DE)

Sub: - Counting of ad-hoc services rendered in Army Postal Service (APS) for the (Copy of Letter No 93-25/2003-SPB-II dated 21.07.2010 of Department of Posts) (TBOP) Scheme – Reg.

(Copy of Letter No 93-25/2003-SPB-II dated 21.07.2010 of Department of Posts)

I am directed to refer to the references received regarding the issue of counting of ad-hoc services rendered in Army Postal Service (APS) for the purpose of grant of financial upgradation under Time Bound One Promotion (TBOP) Scheme introduced by the Department.

2. It is observed that the issue under reference was considered by the Hon'ble Supreme Court in C.A No. 5739 of 2005 in the case of UOI Vs Shri Mathivanan. The Apex Court in their judgment dated 09.06.2006 held that the official has completed 16 years of service (after taking into account his adhoc service rendered in APS) and would be entitled to the benefit of paragraph 1 of TBOP scheme and the action of the authorities in not granting the said benefit was illegal and contrary to law. Hon'ble Court observed that so far as placing of an officer in the next 'higher grade' is concerned, what was relevant and material was that such official belonging to basic grades in Group 'C' and D must have completed 'sixteen years of service in that Grade'. They pointed out that it no where uses the connotation 'regular' service. It was also inter-alia observed "The scheme merely perused that any person having rendered 16/26 years of service without obtaining any promotion could be entitled to benefit therefore. It is, therefore, not a case where promotion to the higher post is to be made only on the basis of seniority.

3. In view of the dismissal of Civil Appeal No. 5739 of 2005-UOI & Ors Vs M. Mathivanan by the Hon'ble Supreme court on the above grounds vide their order dated 09.06.2006, the order dated 03.04.2002 of the Hon'ble CAT, Madras Bench pronounced in OA No. 1094 of 2001 was implemented subject to condition that the official will not be entitled to claim any seniority over those absorbed in the Postal Departmental before he was absorbed, for any purpose whatsoever.

4. It had been brought to the notice of the Directorate that a number of cases have been filed by the officials who have rendered adhoc service in APS seeking the benefit

of above stated Apex court order in their cases also. The Department has considered the matter. Department of Personnel & Training and D/o Legal Affairs have also been consulted in the matter.

5. Keeping in view the Apex Court's decision in M. Mathivanan's case and the fact that TBOP is not to be granted on the basis of seniority. it has been decided with approval of competent authority to extend the benefit of the Apex Court's order to similarly placed serving officials.

6. The TBOP scheme now stands withdrawn w.e.f. 01.09.2008 after introduction of Modified Career Progress Scheme (MACPS). It is, therefore, advised that all the cases of officials similar to the case of Shri. Mathivanan for grant of TBOP/BCR upto the period 31.08.2008 may be decided by counting the adhoc service rendered by them in APS.

7. This issues with the approval of Secretary (Posts)

Yours faithfully, Sd/- (Suraj Bhan), ADG (SPN)

F.No.7/14/2010-E.III (A)

OFFICE MEMORANDUM

Subject:- Central Civil Services (Revised Pay) Rules, 2008- Revision of option exercised under Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008

In accordance with the provisions contained in Rule 11 of the Central Civil Services (Revised Pay) Rules, 2008, where a Government servant opts to continue to draw his pay in the existing scale from the 1st day of January 2006 and switch over to the revised scale from a date later than the 1st day of January, 2006, his pay from the later date in the revised scale is required to be fixed under Rule 11(i) of the Central Civil Services (Revised Pay) Rules, 2008. As per Rule 5 of these Rules, this option to switch over to the revised pay structure from a date later than 1.1.2006 is available to a Government Servant:

(i) Who elects to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

(ii) who has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc. the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

3. As per Rule 6 (1) of Central Civil Services (Revised Pay) Rules, 2008 the option in the format appended to the Second Schedule was required to be exercised within three months from the date of issue of these Rules.

4. Further Rule 6 (4) provided that the option once exercised shall be final. The Staff Side has represented on this issue and have requested that the first option exercised may not be treated as final keeping in view the new system of pay band and grade pays and that employees may be allowed to revise their option if the option is more beneficial to them.

5. On further consideration and in exercise of the powers available under Central Civil Services (Revised Pay)

Rules, 2008, the President is pleased to decide that in relaxation of stipulation under Rule 6 (4) of these Rules employees may be permitted to revise their initial option upto 31.12.2010 if the option is more beneficial to them. The revised option shall be intimated to the Head of his Office by the Government servant in accordance with the provision of Rule 6 (2) of the Revised Pay Rules, 2008.

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

(Renu Jain)

DATE OF NEXT INCREMENT IN EXTRA ORDINARY LEAVE CASES

COPY OF THE ORDER: No. 16/2/2009-Estt.(Pay I)

OFFICE MEMORANDUM

Subject: Regulation of the Date of Next Increment in case of Extra-Ordinary leave (without medical certificate) after implementation of the CCS(RP) Rules, 2008 – clarification regarding.

Consequent upon the implementation of CCS(RP) Rules 2008, the increments in the revised pay structure are to be regulated in terms of Rule 10 of the CCS (RP) Rules 2008. This rule states that 'there will be a uniform date of annual increment viz. 1st of July every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment.'

2. The issue of regulation of date of next increment in case of EOL (without medical certificate) after implementation of CCS(RP) Rules 2008, has been examined in consultation with the Department of Expenditure.

3. It is clarified that except as provided under the conditions laid down in this Department's OM dated 18.2.1986, qualifying service of less than six months on account of EOL (without medical certificate) between 1st July of the previous year till 30th June of the year under consideration shall have the effect of postponing the increment to 1st July of the next year. The same stipulation will also be applicable to those cases where the increment became due on 1.7.2006. In terms of this Department's O.M. No. 13017/20/85-Estt. (L) dated 18.2.1986, EOL granted for the following purposes automatically counts as qualifying service for pension and for increments without any further sanctions:-

(i) EOL granted due to inability of a Government servant to join or rejoin duty on account of civil commotion.

(ii) EOL granted to a Government servant for prosecuting higher technical and scientific studies.

4. Hindi version will follow.

(RITA MATHUR)

DIVISIONAL SECRETARIES

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

Sri BRIJ MOHAN

Secretary (Finance)

District Court Post Office, Delhi - 110 054.

REPLY FROM THE DEPARTMENT

No.28-10/2010-D

Dated: 14-07-2010

**Sub:- Meeting with Federation / Union on
Mail Network Optimization Project**

This has reference to your letter No. 9/NUR C/88/2010 dated 28-6-2010 on the subject cited above.

2. The issues raised in your communication are responded to as under:

a) Introduction to Mail Network Optimization Project: The details of the project would be given during the presentation to be made on 15th July 2010.

b) Process changes at SPCs and International EMS Branch: At present, the process being followed at SPCs in the six metro cities (Delhi, Mumbai, Kolkata, Chennai, Bangalore and Hyderabad) for processing of Speed Post articles has been modified. Instead of the previous process wherein an individual sorting assistant was performing the function of receiving the Speed Post bags through Speednet, sorting the articles therein and closing of bags; an assembly line processing has been introduced. Under the new process, computers and peripherals have been detached from the sorting cases, a group of officials first receive the bags and scan the articles for receipt through the Speednet. Thereafter, the articles are passed on to the sorting area where preliminary and secondary sorting is done by another group of officials. Once the articles are sorted, they are passed on to the dispatch area wherein a group of officials dispatch the articles through the speednet and close the bags.

The sorting logic (diagram) followed at the SPCs has also undergone change and new sorting cases have been introduced wherein the pigeon holes are bigger to take care of the large size articles and the new selections are based on volume of mail for both inward and outward sorting. The process relating to International EMS (inbound) has been integrated with the

domestic process after handling of such articles in the IPS application software and only one set of bags are being closed by SPC for delivery post offices containing both International EMS and domestic Speed Post articles.

c) Issue of individual productivity and combined throughput: The new process introduced at SPCs requires changes in terms of individual productivity and combined throughput so that mail at SPC is optimally handled. A work study would be carried out for this purpose and views of the staff side would also be obtained.

d) Need for revised working hours for sets and collective responsibility: So far, the working hours at SPCs in the six cities mentioned above remain unchanged. However, based on the need to clearly demarcate the timings as well as availability of adequate number of officials required to process the mail, minor changes in the working hours may be required. Circles have been advised to take into account any problems arising therefrom, and address them suitably.

3. The issues raised in your communication dated 12-7-2010 are responded to as under:

a) In the six cities where Mail Network Optimization Project has been undertaken, the Circles concerned have involved the staff side, and communicated the details of the project and interacted with them on the new processes. The suggestions and feedback of the staff side are welcomed.

b) The key objective of the Mail Network Optimization Project is to improve the quality of mail operations, reduce the cost of operations and not only regain the lost mail volumes but also substantially increase the market share of India Post. The ultimate objective of these efforts is to make mail operations financially sustainable and help the Department become a profitable organization. The reference to the word "profit" may be read as "revenue". Even though the reference is made to "profit", the

Department seeks to enhance its revenues, which in turn, may lead to a revenue surplus situation. The Department is required to fulfil its Universal Service Obligations (USOs) in terms of providing basic postal services to every citizen of the country. This obligation in no way is being or will be compromised. However, the obligation also negates our revenue in other areas, and therefore, there is an urgent need to increase the revenue and cut down on operational costs while retaining the efficiency in mail operations through technology induction (RFID, AMPCs, GPS etc.).

c) The six mail business projects referred to were conceptualized prior to the beginning of the 11th Five Year Plan (2007). The Department has taken initiatives during the current plan period to implement these projects. Mail Network Optimization Project is a part of one of the plan projects pertaining to mail operations, i.e., Setting up of Mail Business Centres. This plan proposal contained a component of hiring a professional consultant and the broad scope of work was mentioned therein. It was considered appropriate to undertake such project, which would not only carry forward the initiatives already taken, but would also help the Department build a future vision for mail operations. While 11th Plan projects are limited to the current plan period, the business plan envisaged under the Mail Network Optimization Project seeks to prepare a blue print for mail operations in terms of short, medium and long term goals.

d) The Department is committed to make the organization financially sustainable and is aware of the need to take on board the employees. While rationalization of the current mail network is required from the perspective of streamlining mail operations. Welfare and concerns of the individual employees will be given the highest priority during the rationalization process.

e) Under the plan scheme for Setting up of MBCs, it was proposed that the current mail network of the Department would be streamlined and 230 mail offices would be redesigned with the objective to develop them as integrated mail

hubs. The future size of the mail network would be dependent on the outcome of the project and would be decided through the involvement of all stake holders.

f) It is true that most of the mail volumes are concentrated in the big cities and, therefore, the project has been initiated in the six metro cities with a view to streamline mail operations and improve the quality of service in these cities. There is no attempt on part of the Department to close down mail offices without a serious consideration. The Department has, at present, plans to set up AMPCs only in the six metro cities.

g) Rationalization of the existing mail network with a view to streamline mail operations is the need of the hour. However, while doing so, the need to serve rural and remote areas would be taken care of. Circles have also been advised to maintain the status-quo in the matter. Any such instance of recent closure / merger of mail offices on part of one Circle or the other has also been addressed.

h) The Department has formulated a cohesive plan, among other things, to develop mail business, put in place an integrated technology platform and introduce core banking services at the post offices. While doing so, a holistic and big picture has been taken into account and the effort is to make the organization financially sustainable and quality driven.

i) It is true that Departmental MMS could also be utilized for inter-city transmission of mail. Initiatives have been taken in many Circles in this respect. Efforts will be made to strengthen it further.

Sd/
(RISHIKESH), Mail Management

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SRI. R.N. SHARMA

O/o. Joint Manager,

IPMBC - B, Foreign Post Building, Kotla Road,
New Delhi-110 002. Ph: 09868200542



General Secretary's Letter

MEETING WITH PRIVATE SECRETARY TO HON'BLE MOS

The GS, NUR 'C' alongwith GS NAPE 'C' and GS, AIPAOA (FNPO) met Private Secretary of Hon'ble MOS and submitted Memorandum about malpractice, maladministration, vindictive attitude of PMG, Aurangabad Region. After this, the above team met Chairperson, Postal Services Board and submitted copy of the Memorandum which was submitted to the Private Secretary to Hon'ble MOS. The Secretary Posts agreed to send a team from the Directorate to enquire the matter in depth,

SRI O.P. GAUTAM RETIRED

RMS 'X' Dn. Jhansi Divisional Secretary Sri O.P. Gautam retired from service on 30-6-2010. The GS NUR 'C' and Circle Secretary Sri R.K. Tripathi attended his felicitation party and greeted him.

SPORTS BOARD MEETING

Postal Sports Board Meeting was held on 5-7-2010 under the Chairmanship of the Secretary, Posts. 48 items were discussed in the meeting. The details are available in FNPO website.

FNPO-NFPE SUBMITTED LETTER TO THE SECRETARY

In response to action taken report of the Department, both the Federations requested the Secretary to convene a meeting to discuss the strike demands.

GKP'S BIRTHDAY

On the eve of 80th birthday of our beloved leader, Sri GKP a grand function was organized at Chennai by Tamilnadu co-ordinating committee on 9-7-2010. On this occasion, Sri GKP published a book, 'Reminiscences'. It was released by Sri A. Soma sundaram, ex-V.P. NUR 'C' and first copy of the book was received by Sri K. Vallinayagam, GS FNTO. The GS, NUR 'C' attended and greeted the beloved leader. Former Secretary, Posts Dr. U. Srinivasa Raghavan felicitated Sri GKP and his services to the union.

In this acceptance speech, Sri GKP recalled several incidents in his fifty years of service in his trade union movement. Let us pray to Almighty to give him great longevity. Long live GKP.

MEETING WITH THE SECRETARY, POSTS

The Chairman, Postal Services Board convened a meeting on 12-7-2010 based on request of both the

Federations. The minutes of the meeting are published elsewhere. After this meeting, Postal JCA decided to defer the strike.

MEETING WITH SENIOR OFFICERS

The GS NUR 'C' met the Secretary, Posts. The Member (O) and CGM (Mail Business) and submitted a letter on the matter of terms of reference of McKinsey & Co and views of the FNPO. Details are published as Editorial in the journal.

NATIONAL CONVENTION OF WORKERS HELD IN DELHI

The above convention was held on 15-7-2010 at Delhi and decided to organize all India general strike on 7-9-2010.

CADRE RE-STRUCTURING

The Department decided to constitute a committee to consider cadre Re-structuring of Group 'C' Employees. FNPO nominated Sri D. Kishen Rao, GS, NAPE 'C' as representative from FNPO.

JHARKHAND CIRCLE CONFERENCE

Jharkhand Circle Conference was held in Tata Nagar on 26th and 27th July 2010. The GS NUR 'C' and V.P. NUR 'C' attended and greeted the conference. Sri Ashok Singh was reelected as Circle Secretary with huge votes.

MEETING WITH CHIEF PMG, WEST BENGAL CIRCLE

Circle Secretaries of P III, R III and SG FNPO met the Chief PMG, W.B. Circle on 27-7-2010 and discussed the following :

RMS and MMS issues :

1. Filling up of Deputy Manager Post in MMS

Reply : The Chief PMG agreed to issue order to settle the matter immediately.

2. Re-organisation of Asansol RMS

Reply : Re-organisation orders will be kept in abeyance.

CONGRATULATIONS TO RRR CANDIDATES OF TAMILNADU CIRCLE

At last justice done, though belated. The Supreme Court pronounced judgment on 30-7-2007 directing the Department to absorb 204 RRR candidates of Tamil Nadu Circle with immediate effect. Service will count for pension from back date and notional fixation of pay from the earlier date. No arrears. What a magnificent victory! Efforts of RRR candidates of Tamilnadu Circle and sincere support extended to them by FNPO will be cherished for ever.

Yours Sincerely
(D. THEAGARAJAN), General Secretary

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