



# **RMS SENTINEL**

Editor : D. THEAGARAJAN

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**NATIONAL UNION OF RMS & MMS  
EMPLOYEES GROUP 'C'**

**18th All India Conference  
10<sup>nd</sup>-12<sup>th</sup> March 2011  
Puducherry**

**K.R.**

**Dedicated to our Beloved K.R.  
Draft Biennial Report  
&  
Audited Accounts**

# NOTICE

Ref : 1/AIC/2010

Date : 27-12-2010

It is hereby notified that 18th All India Conference of National Union of RMS & MMS Employees, Group 'C' will be held at Sri Kala Marriage Hall, East Coast Road, Kotakuppam 605 104 from 10th to 12th March 2011.

The following shall be the Agenda :-

1. Adoption of Report on activities for the period 1-11-2008 to 31-1-2011.
2. Adoption of Audited Accounts for the year 2008-2009, 2009-2010.
3. Organisational Review.
4. Financial Review.
5. Membership Verification
6. Functioning of RJCM/Departmental Council
7. Negotiating machinery

## COMMON PROBLEMS

1. Common demands of CG Employees
2. Ban on creation of Posts
3. Medical Insurance Scheme
4. Non-implementation of pending arbitration awards
5. MACP and Anomalies
6. Departmental anomalies
7. Bonus

## RMS PROBLEMS

1. Terms of reference on Mckinsey & Co.
2. Speed Post Hub

3. Creation of AMPCs
4. Cadre Re-structuring
5. Strike Programme
6. PO & RMS Accountants
7. Franchising / Outsourcing

## MMS Problems

1. Re-structuring of MMS cadres
2. Driver's Problems
3. Artisan's Problems
4. O.AS Problems
5. PMA/TPA Problems
6. Privatisation
7. Outsourcing

## POLICY AND PROGRAMMES

- \* Resolutions
- \* Election of office-bearers
- \* Venue of the next AIC

**(D. THEAGARAJAN)**  
General Secretary

A copy of this Notice is issued to :

1. All Branches / Divisions / Circle Secretaries
2. The Secretary, (SR Sec.), Dept. of Posts, New Delhi 110 001.
3. All Heads of Circles
4. Secretary-General FNPO

**(D. THEAGARAJAN)**  
General Secretary

# AGENDA

1. Adoption of report on activities for the period from 1-11-2008 to 31-1-2011
2. Adoption of audited accounts for the year 2008-2009 and 2009-2010.
3. Organisational Review
4. Financial Review
5. Verification of Membership
6. Relationships
7. Negotiating Machineries

## COMMON PROBLEMS

1. Anomaly of Pay Commission
2. Bonus.
3. Problems pending in Departmental Council and JCM
4. Stalemate in HSG-I & HSG-II posting.
5. Relaxation appointments.
6. CGHS
7. Screening Committee

## RMS PROBLEMS :

1. Nomenclature of RMS.
2. Re-structuring of RMS.
3. Premium Services
4. Non-payment of OTA
5. Statutory punishment for non-performance of OT duty.
6. Re-deployment of Mail Guards in Mail Agent's section.

## MMS Problems :

1. Restructuring of MMS Cadres
2. Introducing contractual work in Driver's post.
3. Problems of
  - i) Drivers
  - ii) Workshop Staff
  - iii) Tech. Postal Machine Assts.
- \* Policy & Programme
- \* Resolutions
- \* Election of Office Bearers
- \* Venue of next AIC

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# FNPO

## National Union of RMS & MMS Employees Group 'C'

### Eighteenth All India Conference, Puducherry

10-03-2011 to 12-03-2011

#### Report on Activities

Central Working Committee of National Union of RMS & MMS Employees Group 'C' has pleasure in presenting this biennial report and activities for the period 1-11-2008 to 31-1-2011.

#### Introduction

The major events during the period include :

1. Membership Verification
2. Study Tour
3. Strike
4. National Anomaly Committee
5. Departmental Anomaly Committee
6. Departmental Council
7. MACP
8. Project Arrow
9. Core Banking
10. Business Activities
11. Amendment to IPO Act
12. Postmaster Cadre
13. Counting of RTP Service
14. RRR Candidates - Absorption
15. OTA
16. OSA
17. CAG Report
18. Screening Committee

#### Homage

Many National and international personalities and active leaders of the unions passed away during the period. Notable among them were Sri T.P. Kothandaraman, former GS NAPE III, Sri R. Venkataraman, Ex-President of India, Sri Y.S. Rajasekara Reddy, CM A.P. Sri Jyoti Basu, famous communist leader, Sri Bairon Singh Shekhawet, Vice President of India Sri K.V. Narayanan, former General Secretary, NUR 'C', Sri Maheswara Nayak, former CS NUR 'C' Orissa Circle, Sri Swapan Ghosh, former CS R IV W.B. Circle. Sri Karunakaran, former CM Kerala, Sri Naresh Kumar, Technical Supervisor, New Delhi.

#### Retirement

Many active office-bearers and members retired from service during the period. The list of names of retired members is very big. However we want to mention some colleagues. Sri Joginder Singh Chauhan, President Delhi Circle, Sri Vishnu Dutt, AGS, CHQ, Sri R. Narayanaswami, MMS Bangalore, Sri Rajeswari Prasad, Jharkhand, Sri Sushil Kumar, former Finance Secretary, NUR 'C', Sri Dayachand, New Delhi Stg., Sri Ram Adar Roy, SA RMS 'C' Dn. Gaya, Sri Satishchander, former CS, Haryana Circle, Sri Arunkumar Singh, RMS 'NB'

Dn., Samastipur, Sri D.K. Das, RMS 'WB' Dn. Howrah, Sri L.K. Lakshmana, RMS 'AG' Dn., Guntakkal, Sri Swopnes Warranty, SA BCR RMS 'K' Dn. Orissa, Sri D. Shankar Rao, RMS 'Y' Dn., Sri Jamuna Das Gupta, Supvr, New Delhi Stg. Dn., A. Athmanathan, Chennai Air Mail Stg. Dn., Madan Singh Bhatti, CS Rajasthan, M.D. Shinde, CS Maharashtra, N.D. Shinde, CS R IV, M.P. Gadekar, former AGS Jagadish Prasad, Sat Prakash, New Delhi Air Mail Stg. Dn., T.M. Bhoopathy, Divisional Secretary, Chennai Stg. Dn., Sri Balbir Singh, Divisional Secretary, New Delhi Stg. Dn.

We are unable to publish the names of all the retired officials.

We wish all our retired colleagues a happy, peaceful and useful retired life.

### All India Conference

The Seventeenth All India Conference was held at Salt Lake Stadium Kolkata from 22-12-2008 to 25-12-2008.

525 delegates and equal number of visitors attended the conference.

### New office-bearers for the CHQ

The following new office-bearers have been elected unanimously in the presence of the official observer :-

President : Subarata Choudhry, Kolkata, RMS Divn. WB Circle.  
 Vice President : Deepak Mukherjee, RMS 'WB' Dn. WB Circle.  
 Vice President : Kailas Prasad Singh, RMS 'NB' Dn. Bihar Circle.

Vice President : Satish Kumar, Delhi Stg. Dn. Delhi Circle.  
 General Secretary : D. Theagarajan, Chennai Stg. Dn. Tamilnadu Circle.  
 Deputy Gen. Secy.: Ramakant Prasad Ambast, RMS 'C' Dn. Bihar Circle.  
 Asst. Gen. Secy. : 1. Yogendra Yadav, RMS 'A' Dn. Allahabad U.P. Circle.  
 Asst. Gen. Secy. : 2. N.K. Tyagi, RMS 'SH' Dn. Shaharanpur, U.P. Circle.  
 Asst. Gen. Secy. : 3. S.N. Uniyal, Air Mail Stg. Dn. Delhi, Delhi Circle.  
 Asst. Gen. Secy. : 4. Primatava Ghosh, Kolkata APSO, WB Circle.  
 Asst. Gen. Secy. : 5. M.P. Gadekar, RMS 'B' Dn. Pune Maharashtra Circle.  
 Asst. Gen. Secy. : 6. K.B. Desai, RMS 'AM' Dn. Ahmedabad Gujarat Circle.  
 Asst. Gen. Secy. : 7. K. Venkataperumal, MMS Chennai, Tamilnadu Circle.  
 Asst. Gen. Secy. : 8. Kasturi Lal, RMS 'I' Dn. Jullundur Punjab Circle.  
 Financial Secy. : R.N. Sharma, New Delhi Stg. Dn. Delhi Circle.

### Members of Federal Congress

S/Sri

1.	B. Mohd. Ali	A.P. Circle
2.	P.N. Mahapatra	Orissa Circle
3.	P. Kumar	Tamilnadu Circle
4.	P.G. Dutta Banik	West Bengal Circle
5.	R.K. Tripathy	U.P. Circle
6.	S.P. Pandey	U.P. Circle
7.	S.N. Ingle	Maharashtra Circle

8. S.N. Ahwad            Maharashtra Circle
9. M.K. Hazarika        Assam Circle
10. Narayan Burman    Assam Circle
11. D. Christu Dhas     Kerala Circle
12. M. Srinivasalu      Karnataka Circle
13. Umakant Prasad    Bihar Circle
14. Rajeswari Prasad   Jharkhand

Sri Satis Chandra of Haryana Circle has been unanimously nominated as Secretary (Head quarters) NUR 'C' New Delhi for two years.

**Short Note on the Seventeenth All India Conference is furnished as Annexure I.**

**Federation**

Sri D. Theagarajan, the General Secretary, NUR 'C' is functioning as Secretary-General FNPO.

The Federation is functioning well with the co-operation of all affiliated union General Secretaries. Sri G.K. Padmanabhan is functioning as Secretary (Headquarters) and helping the Secretary-General.

**VIII Federal Congress**

The VIII Federal Congress was held in Ahmedabad from 23-5-2009 to 25-5-2009 at Dharti Vikas Mandal, Naranpura, Ahmedabad - 380 013.

141 delegates (P III-52, P IV - 52, R III 14, R IV - 9 Ex-officio 14) = 141 and equal number of visitors attended.

The Congress was presided over by Sri Shakeel Ahmed Burney, President.

**Open Session**

A colourful open session was well organized by Sri C.P. Nayi and his team. Sri Barkat Bhai one of the industrialists of Ahmedbad inaugurated the open session. Sri C.P. Nayi welcomed the gathering. The following addressed the session.

S/Sri. D. Theagarjan, T.N. Rahate, D. Kishen Rao, A.H. Siddique, G.K. Padmanabhan, B.M. Ghosh, Gurudev Singh, Dharia Singh, Kulkarni and P.S. Babu. Many officers and well-wishers sent greeting to the congress.

**Delegates session**

On 24-5-2009 the House approved the agenda. The report for the period 1-10-2005 to 30-4-2009 was placed by the Secretary-General at 11 a.m. After a long deliberation, the report was adopted at 2.45 p.m.

After the lunch, the Secretary (Finance) presented an audited report for the period 2005-2006, 2006-2007, 2007-2008 and 2008-2009. The accounts were passed by the House.

The agenda was taken up. Delegates participated in the debate with interest. The Secretary-General then replied on all the points raised by the delegates. The Second day proceedings were over by 8.30 p.m.

On 25-5-2009, some constitution amendments were proposed and approved by the congress. After this, a note on policy and programme was placed by the Secretary-General and it was unanimously approved.

## Election

In the presence of observer deputed by the Dept. Sri H.M. Malek, the election of office-bearers was conducted. The officer-bearers following were elected as office-bearerer unanimously.

	S/Sri
President	T.N. Rahate (Mah)
Working President	Rajat S Das (WB)
Vice President	1. Shakeel Ahmed Burney (UP)
	2. G.P. Muthukrishnan (T.N.)
	3. Subhash Chaudhry (Delhi)
	4. K. Gunasekaran (T.N.)
Secretary-General	D. Theagarajan (T.N.)
Deputy Secy. Gen.	B.S. Kashid (Mah)
Asst. Secy.Gen.	C.P. Nayi (Gujarat)
	B. Shivkumar (Karnataka)
	Sekhar Mukherjee (WB)
	G. Shankar Goud (Andhra)
	D. Rajendran (T.N.)
Secretary (Finance)	Brij Mohan (Delhi)
Asst. Secy.Finance	Sham Singh (Delhi)

The General Secretaries of NUPE 'C', NUPE PM & Gr. 'D' NUR 'C' and NUR IV were elected as Departmental Council members

Ms. Lall & Co was appointed as auditor.

## Central Working Committee

CWC met on 29-4-2009 at Chennai. CWC authorized the General Secretary to submit proposals on Cadre Re-structuring.

## Organisational Review

We have made significant and remarkable improvement everywhere in the country. Large members have joined us. New Circle Secretaries took charge in Rajasthan, Maharashtra and Haryana.

## CHQ

The CHQ continues to function at Delhi. The General Secretary visits Delhi every month invariably. Some times he is visiting Delhi two times also in a month.

During the period of 25 months, the GS was away from Chennai for 186 days for organizational purpose and in addition roughly he was in travel for 80 days. For the above period, his salary was not paid from CHQ as well as Federation.

## Details of visits made by General Secretary to Delhi during the period are mentioned at Annexure II.

The CHQ office-bearer, Sri Devendra Kumar, CS Delhi Circle, Sri Satish Chander HQ Secretary, Sri Narender Kumar, AGS NUR IV regularly assist the GS for day-to-day function at CHQ. The available CHQ office-bearers used to accompany the General Secretary for meeting in Directorate whenever the GS stays in Delhi.

1. Sri Deepak Mukherjee, Vice-President, CHQ visits various Circles on the direction of the CHQ in the absence of the General Secretary.

2. Sri V. Manickavelu former Circle office-bearer of Tamilnadu assists the General Secretary as and when required in Chennai.



3. Sri P. Mohan Secretary RC Memorial Trust Chennai Stg. Dn. took his own leave and came to CHQ to assist the Finance Secretary.

### **Conferences**

The General Secretary attended all the Circle Conferences invariably during the period. The General Secretary also visited a number of stations during his visits to various circles and he met Heads of Circles accompanied by the Circle Secretaries concerned for discussing local problems.

## **CIRCLE WISE REVIEW**

### **Andhra Pradesh Circle**

Sri B. Mohd. Ali is the Circle Secretary. He is functioning well. During the period, the General Secretary visited Hyderabad three times, Guntakal two times, Tirupathi two times and Vijayawada and Vizianagaram one time. The GS met the Chief PMG in all his visits to Hyderabad.

Total Membership	1043
Our Membership	162

### **Assam Circle**

Sri H.C. Dutta functions as Circle Secretary. He was promoted as HSG I and consequent to this promotion, he was transferred from Guwahati. During the period, the General Secretary could not visit Assam Circle.

Total Membership	397
Our Membership	107

### **Bihar Circle**

Sri S. Yedunandan Singh is the Circle Secretary. He is functioning extremely well. The Chief PMG, Bihar Circle does not co-operate with our organization. He is openly favouring NFPE. Despite this draw-back, we are able to secure number one position in the membership verification defeating the evil designs of NFPE/R3. Credit goes to Circle Secretary and Divisional Secretaries.

We have secured number one position in the following RMS Divisions

- i. RMS 'C' Dn. Gaya.
- ii. RMS 'NB' Dn., Samastipur
- iii. RMS 'PT' Dn. Patna

During the period, the GS visited Bihar thrice.

Total Membership	918
Our Membership	386

### **Chatishgarh Circle**

Sri P.K. Roy is the Circle Secretary. He is functioning well. No major problem is brought to the notice of the CHQ. Sri Deepak Mukherjee, Vice-President CHQ visited Raipur thrice on direction from the GS.

Total Staff Strength	200
Our Membership	20

### **Delhi Circle**

Sri Devendra Kumar is functioning as Circle Secretary in an appreciable manner. Sri J.S. Chauhan, former President Delhi Circle retired from

service. Sri Balbir singh, former Circle President also retired from service. Both the retired officials helped a lot to the CHQ.

During the recent membership verification, we defeated the NFPE R3 and secured number one position in the membership. This is due to vital roles played by Circle Secretary and Divisional Secretaries of Delhi Circle.

During the period, the Chief PMG Delhi issued notice under FR 56J (compulsory retirement) to our members. It was got cancelled by the efforts of the General Secretary. However, one such case belonging to Delhi MMS could not be settled but now the matter is in court.

In New Delhi Stg. Dn. and Delhi Air Mail Stg. Dn., we secured number one position.

Total Staff strength 1220

Our Membership 580

### **Gujarat Circle**

Sri K.B. Desai is continuing as Circle Secretary. He is functioning well. During the period, the SSRM RMS 'AM' Dn. issued charge-sheet against some of our members for missending of articles. The issue was taken up with the Directorate by the CHQ vigorously and at last the punishment proposed was cancelled. The problems of RMS 'RJ' Dn. Rajkot were properly focused by CHQ. During the period, the GS visited Ahmedabad thrice.

Total Staff Strength 1114

Our Membership 278

### **Himachal Pradesh**

We have no branches in Himachal Pradesh. Efforts taken by the GS to form our union did not materialize.

### **Haryana Circle**

Sri Satish Chander who was the Circle Secretary for a long time has now retired from service. Sri Dinesh Yadav, young official has been elected as Circle Secretary. FNPO deputed him for foreign seminar held in Nepal.

Total Staff Strength 277

Our Membership 98

### **J & K Circle**

The Circle union has been revived after a long gap

Total Staff Strength 82

Our Membership 27

### **Jharkhand Circle**

Sri Ashok Kumar Singh is the Circle Secretary. He is functioning well. The GS visited Ranchi during the Circle Conference.

Total Staff Strength 238

Our Membership 93

### **Karnataka Circle**

Sri M. Sreenivasalu is continuing as Circle Secretary. No major problem was reported during the period. The GS visits Bangalore quite often.

Total Staff Strength 874

Our Membership 83

### **Kerala Circle**

Sri D. Christu Dhas is the Circle Secretary. He was deputed to Nepal by the Federation for participating in the seminar. GS visited Kerala thrice.

Total Staff Strength 850

Our Membership 117

### **M.P. Circle**

Sri P.L. Jawalkar is the Circle Secretary. No major problem has been reported during the period.

Total Staff Strength 375

Our Membership 43

### **Maharashtra Circle**

Sri V.R. Deshpande is new Circle Secretary. Recently Sri M.D. Shinde and M.P. Gadekar retired from service. During their period, they worked hard in team spirit and improved the membership in the Circle.

Total Staff Strength 2150

Our Membership 319

The GS visited Maharashtra Circle thrice.

In the recent verification, membership position in Maharashtra Circle has improved.

### **Orissa Circle**

Sri Mahapatra is the Circle Secretary. He is functioning well. He was nominated to Sri Lanka to attend a seminar. Sri Rabindranath Patnaik was also nominated for seminar in Sri Lanka. Due to non-availability of passport, he

could not make the trip. The GS visited Orissa twice during the period.

Total Staff Strength 369

Our Membership 94

### **Punjab Circle**

Sri Gobind Singh is the Circle Secretary and Sri Dharam Singh is the President. The Circle Secretary was charge-sheeted for contributory negligence under Rule 16 in a revengeful manner by the administration. The CHQ took up the issue with the Directorate. In turn, Directorate indicated the Circle office that the case should not be dealt in vindictive manner. Let us hope the DPS will pay heed to the order of the Directorate.

One lady official who recently joined FNPO has been harassed by NFPE members. The CHQ took up the issue in an effective manner with the Directorate. The Directorate ordered denovo enquiry. But Circle office did not take any action inspite of the letter from the Directorate. No action still seems to have been taken by the C.O. The GS visited Chandigarh.

Total Staff Strength 368

Our Membership 94

### **Rajasthan Circle**

Sri Madan Singh Bhatti who was the Circle Secretary retired from service. At the time of retirement, he was charge-sheeted. The CHQ took up the issue and the punishment was set aside before his retirement. GS made one visit to Ajmer (Circle Conference).

Now Sri Nandu Singh Jadav is new Circle Secretary.

Total Staff Strength 543

Our Membership 71

### **Tamil Nadu Circle**

Sri P. Kumar is continuing as Circle Secretary. He is functioning well. The SRM RMS 'M' Dn. is creating problems to our members. He was to organize a dharna against the SRM for anti FNPO attitude but due to intervention of the Chief PMG, his programme of Dharna was postponed.

We have secured number one position both in Chennai Stg. Dn. and Chennai Air Mail Stg. Dn.

Total Staff Strength 1841

Our Membership 639

### **U.P. Circle**

Sri R.K. Tripathi is continuing as Circle Secretary. He is doing well. He takes up the problems with the Circle level with effective letter writing. Many issues were brought to the notice of the CHQ and the same were dealt with by the CHQ properly. The GS visited various parts of U.P. during the period.

We have secured number one position in RMS 'SH' Dn. Shaharanpur.

Total Staff Strength 1430

Our Membership 465

### **West Bengal Circle**

Sri P.G. Dutta Banik is functioning as Circle Secretary extremely well. He is handling all the issues in effective

manner. The problems given by the Circle was addressed by the CHQ in a effective manner. The team comprising Subarato, Deepak Mukerjee, Pramita Ghosh, Debnath Paul and Amal Sarkar is working well.

In RMS 'H' Dn. Sealdah, we have secured No. 1 position.

Total Staff Strength 1934

Our Membership 783

Numerically membership-wise, the West Bengal Circle secured number one position in the country among NUR 'C' circle unions.

### **FINANCIAL REVIEW**

The audited accounts for 2008-2009 and 2009-2010 are appended.

Receipt of quota

1-4-2008 to 31-3-2009 Rs. 240584

Payment Rs. 253919

Receipt of quota

1-4-2009 to 31-3-2010 Rs. 191288

Payment Rs. 223406

It is seen that we have not received quota from the Divisions properly and regularly. According to our membership position, we have to receive quota monthly Rs. 21,980. But we have not received. More than 50% of quota are spent towards printing of RMS Sentinel and xerox copies of the orders.

We have deposited Rs. 1,50,000 in a nationalized Bank. Due to the present rules, we are unable to open Bank A/c in the name of the union in nationalized Bank. Therefore all the cash dealing are maintained by the

Finance Secretary in his name. Under the circumstances the AIC should take decision to open joint account in the Bank under the name of General Secretary and Finance Secretary (either or survivor basis).

For the austerity measures, the General Secretary stopped part-time clerk, part time Typist and full time attender for the last 8 years in the CHQ.

The AIC should take decision to appoint one clerk by paying Rs. 2000/- per month either in Headquarters or in staying place of General Secretary.

As of now, our Financial position does not permit to offer foreign service to the General Secretary.

## **RMS SENTINEL**

RMS Sentinel is published every month. Some of the colleagues desire that RMS sentinel should have more pages. We have materials for 16 pages every month. But our financial position does not permit printing of more pages.

## **MEMBERSHIP VERIFICATION**

Based on the judgment of Madras High Court, the Department conducted Membership verification. Last date for submission of declaration from Members to DDO was fixed as 15-5-2009. The Department issued orders of verification on 17-4-2009. The re-verification was necessitated due to filing of case by BPEF on the reason that verification should be conducted by the Head of the Division and not by the DDOs because DDOs are belonging to particular unions and as such there may be possibilities of malpractice.

Meanwhile the Rajasthan High Court stayed finalization of membership verification process based on the writ petition filed by BPEF at Jodhpur. The BPEF sought more time for submitting declarations – at least 8 weeks. This was accepted by the Department also and the Department granted more time.

Another writ petition was filed by BPEF at Patna High court saying that recognition already granted to NFPE and FNPO should be withdrawn. But no orders were passed by the court on their petition.

The Department ordered fresh verification and issued order thereof on 18-2-2010 fixing last date as 26-4-2010.

After issue of this order, one more writ petition was filed in Madras High Court demanding cancelling trade union facilities of AIPEU 'C', NAPE 'C' and IRM & ASRM Association. In the same petition, the BPEF challenged the provisional recognition granted to NFPE and FNPO. Based on the judgment of the Madras High Court in this regard, the Department issued orders cancelling the foreign service of GS, AIPEU 'C' and GS NAPE 'C'. Against this order, both NFPE and FNPO P III General Secretaries approached the court for retaining of foreign service and conduct of re-verification of membership. This was accepted by the court and in turn the Department restored the facilities.

The membership verification was over and results of the verification were announced by the Directorate on 22-9-2010 under No. 13/1/2010-SR.

The following FNPO affiliated unions were recognized:-

- i. NAPE 'C' secured 20.74 by increasing 1.66% compared to last verification.
- ii. NUPE PM & MTS secured 20.5% by increasing 2.68% compared to last verification.
- iii. NUR 'C' secured 27.12% by increasing 4.22% compared to last verification.
- iv. NUR IV Secured 27.22% by increasing 4.32% compared to last verification.
- v. Civil Wing (Non gazetted) Secured 38.6%. This is new union in our Federation.

Administrative union and GDS union have secured requisite percentage for recognition. But there are differences in the official figures. We have challenged this with documents. Deputationists, Casual Labour, Contingent staff etc. should not exercise option.

The responsibility should be fixed on the erring officers.

- iii. The Directorate should consider the above suggestions in broader perspectives. Let us hope that next verification process will be fool-proof one.

The Department has not so far announced results in respect of Administrative union (Circle office) and GDS union.

### **Defects in the verification**

There are many defects in the verification process. They are –

- i. Staff strength has not been compiled by Circles correctly. Vacancies have been wrongly included. Officials who are on adhoc appointment and on officiating basis were allowed to give declarations.
- ii. In the Group 'D' verification, declarations from Casual Labourers and contingent staff were included.
- iii. In administrative office, officials who are on deputation were allowed to give declarations for the administrative union.

Unless the defects pointed out above are rectified, the verification will be imperfect.

Therefore our Federation suggests a few proposals to the Department.

- i. There should be a cross-check of the figures furnished by the Circles/Divisions. A local officer should be deputed for this purpose.
- ii. Division/Circle Heads should give a certificate for the correction of the figures specially stating that vacant posts, adhoc posts have been excluded from the actual staff strength.

### **International Scene**

During the period under review, there was a rapid change in economic

conditions. According to the ILO report, nearly five crores workers could have lost the jobs due to global economic crisis.

With big hope Mr. Barrack Obama was elected as President of USA. But his glittering words have not shown any tangible results in his own country.

In regard to International Postal arena, Japan post was privatized, in spite of stiff opposition from the Japan Postal Workers.

- ii. Postal Services have been corporatised in Indonesia 15 years ago. They are now seriously thinking to privatize the Postal Services. However, the Indonesian Government is maintaining monopoly in respect of letters upto 500 grams.
- iii. Singapore : Here the Postal Service is privatized. But monopoly of 500 grams is still retained.

**Philliphines** : Here the Government proposes to privatize the Postal Service, though it is already corporatised.

**Korea** : Korea post is still with the Government and is running profitably.

**Thailand** : Here Postal Service has already been corporatised. There is a talk of privatization. Thai Post is playing vital roles in logistics sector.

**Vietnam** : The Postal Service is corporatised 20 years ago.

**Nepal** : Still the Postal Service is with the Government.

**Srilanka** : Postal Services are run by the Government.

**Pakistan** : Postal Service has been corporatised 18 years ago.

Delegates from our Federation visited German Post and Royal Mail. Details of the visit are dealt with separately.

### **National Scene**

The General elections - 2009 have resulted in vast changes-gains and losses to parties. The Congress gained by 56 seats over 2004 elections. BJP lost 18, CPM lost 28 and Left Front as a whole last 35 seats.

201 seats for congress (from 145) is a tremendous improvement. Many reasons are adduced for the change.

- People wanted a stable Government.
- Third and Fourth fronts were rejected by the people.
- The stand of Left Front on nuclear deal and its withdrawal of support at the fag end of the term were not-approved by the people.
- Changing sides (from UPA to other fronts) were considered by the people as sheer opportunism and they rejected them.
- Left parties could not succeed in facing the challenge posed by Trinamool congress and congress in West Bengal.

We are not very much concerned about the causes for the result. We are concerned over the future of the employees.

India Government claims global economic crisis does not affect Indian economy. But in reality it is not true. At the same time, the present Finance Minister Sri Pranab kumar Mukherjee is managing the economy well compared to then Finance Minister, Sri P. Chidambaram. The activities of Finance Minister, Sri Pranab Kumar Mukherjee are normally favourable to labourers compared to then Finance Minister. However Govt. of India is unable to control the rise in prices especially essential items, Dhal, Vegetables, LPG and Petrol. This has badly affected the working class community. The INTUC joined with other trade unions AITUC, HMS, UTUC and CITU and conducted national level seminar on 14<sup>th</sup> September 2009 and subsequently they conducted all India protest Day on 28<sup>th</sup> October 2009. March to Parliament was carried out on 16<sup>th</sup> December 2009. The programme was ended with one day strike throughout the nation on 7<sup>th</sup> March 2010.

FNPO is of strong opinion that conducting one day token strike will not yield any result. Therefore FNPO refrained from participating on the one day token strike despite INTUC did participate in the strike. However some of our circle unions participated in the strike in order to fall in line with the local situation.

The corruption has become rampant in all fields. Where it will end?

We cannot predict now. In Indian parliament history this is the first time, the whole session did not function. This is not good for our developing country.

### **Study Tour**

#### **Visit to Germany from 23-3-2009 to 27-3-2009**

The Dept. deputed the following to visit Germany (Bonn) to participate in a study tour from 23-3-2009 to 27-3-2009:-

1. Sri Subhas Chander (Director SR), 2. S. Samuel, GS AIA ASPOs & IPOs 3. M. Mohana Rangam, GS AI AASRMS & IRMS 4. D. Theagarajan, GS NUR 'C' and 5. T.N. Rahate, GS NUPE PM & Gr. 'D'.

In the year 2007, the Dept. proposed the above programme and sought the names of General Secretaries from the following Associations:-

1. P3 2. P4 3. R3 4. ASRM/IRM 5. ASP/IPO

Subsequently NFPE Federation requested the Dept. to include the name of their Secretary-General for the tour. This was accepted by the Dept. After that, some Associations like R4 and DPA also requested for inclusion of the names of their General Secretaries. This was also accepted by the Dept. Due to various reasons, the study tour of Germany did not materialize in 2007 and 2008. All of a sudden, the Directorate intimated 17 office bearers for undertaking the above study tour vide DG Posts No.



10-10/2007-Trg. Dated 25-2-2009. The Directorate intimate the participants should be present in Delhi on 5-3-2009. I intimated the Dept. my inability to undertake the tour upto 10-3-2009. ON the morning of 10th March, the Directorate called me over phone and asked me to procure official passport. In the evening of 10th March, they discussed about the restriction from MOF in regard to reduction of members for visit to Germany. I volunteered myself to exclude my name.

Meanwhile one of the Federations objected to include my name in the list for tour. On hearing this unsavoury action by the other Federation, I have made up my mind to participate in the study tour despite my hectic domestic work. I procured official passport on 12-3-2009 at 5.30 p.m. and informed this to the Directorate on the same day.

Had the other Federation discussed the matter with us, we would have gladly joined with them and we would have insisted the administration to include the name of the Secretary-General in the study tour. Unfortunately the other Federation adopted unethical practice.

### **The report on the study tour to Germany is furnished at Annexure III.**

#### **Visit to Royal Mail (London)**

On 16th July 2010 we came to know that the Secretary desired to depute some union representatives to Royal Mail, London. The subordinate

officers were asked to process the file by the Secretary. One of the subordinate officers submitted a note that staff side may be represented by 5:3 (viz: five from NFPE and three FNPO). The same officer dealt this matter differently when staff were deputed to Germany in the year 2009. At that time, the Directorate sent reply to PM's office justifying their decision in respect of ratio. But what happened between 2009 and 2010 is not known. There is no change in the policy. Therefore we met Secretary Posts and demanded four representatives for FNPO. The Secretary was very kind enough and agreed to look into. But the subordinate officer again reiterated his earlier note in this regard. Finally it was informed to us orally. To avoid confrontation, the Secretary-General took a decision to exclude his name from the list of representatives to the Royal Mail. However this issue was not blown out of proportion by the FNPO.

In this regard a letter was sent to Secretary, Posts stating that the FNPO would be represented by Sri D. Kishen Rao, T.N. Rahate and A.H. Siddiqui.

The team went to Royal Mail (London) from 18-12-2010 to 22-12-2010.

### **IMPORTANT EVENTS – 2009/2010**

Many important events took place during the period under review. We are unable to narrate all the events in this report. However we bring out very important events in brief.

### **13/01/2009 MEETING WITH CHAIR PERSON POSTAL BOARD**

NFPE wanted to go on indefinite strike from 20<sup>th</sup> January 2009 under the banner of JCA. But FNPO decided not to participate in the strike based on the consensus. However, FNPO issued notice to the department pointing out important demands to be settled. The Chairperson, Postal Services Board conducted a meeting with our Federation on 13-1-2009 and discussed the pending issues of Postal employees. 16 common issues were discussed in the meeting. The minutes thereof was got issued. Details of the minutes on common items are furnished as **Annexure IV**.

Action taken report was issued by the Department in 28 pages. We are unable to print all 28 pages. But we enclose RMS III and RMS IV items and action taken report as **Annexure V**.

### **Demonstration at Division/Branch Level**

The Postal JCA conducted demonstration on 29-6-2009 at all Division/Branch levels demanding Ten point Charter of Demands such as i) early implementation of recommendation of GDS committee incorporating staff side suggestions.

- ii) Bonus to GDS on par with regular employee.
- iii) Removal of cap – 60 days for bonus.
- iv) Filling of ADR vacancies from 2005 to 2007 in all cadres including MTS.

- v) Expedite cadre Re-structuring.
- vi) Stop abolition of Postman Posts and beats and harassment on Postmen staff in Project Arrow offices.
- vii) Cancel the order for compulsory pay Disbursement through Bank cheques and direct Credit system.
- viii) Refix OTA eligibility and clear all pending OTA bills.
- ix) Refix the wages for Casual Labourers/RRR Candidates/Part Time Contingent staff on the basis of the recommendations of the VI CPC.
- x) Grant child care leave to all eligible women employees.

**Action Taken Report on the above issues is furnished as Annexure VI.**

Again on 21-2-2009 the JCA met and decided to serve the strike notice to the Department based on the two points-

1. Approve implementation of the GDS Pay commission with the modifications sought by the staff side.
2. Remove the discrimination against GDS on the issue of ceiling on bonus.

The strike notice was served on 22-9-2009 stating that there would be indefinite strike by Postal employees from 7-10-2009. However the strike did not materialize.

The Postal JCA met again on 28-10-2009 and decided to go on strike exclusively for RMS & MMS issues.

RMS and MMS strike matter has been dealt with in separate para. Written-agreement was made and the strike was postponed.

Even after the written agreement on 30-11-2009, the Department has not kept up their words. Postal JCA met and decided to launch dharna including some other demands.

1. Down-gradation of GDS SOs into GDS BOs. Unilateral introduction of cash handling work norms for BPMs. Denial of pro rata wages. Disparity in PLB to GDS, non-revival of GDS committee.
2. Non-revision of wages of full time and part time contingent employees and GDS substitutes.
3. Violation of status quo agreement on RMS & MMS and transferring HSG I posts to ASRMS in RMS.
4. Unilateral implementation of Postmaster cadre without considering cadre review proposals.
5. General attitude in ignoring the staff side before taking any important decision affecting the interest of Postal Staff.

A programme was conducted in front of Parliament House under the Presidentship of Sri T.N. Rahate, President FNPO on 2-3-2010. All General Secretaries attended. The programme was not enthusiastic.

## **Indefinite Strike**

Postal JCA decided to go on indefinite strike from 13-7-2010 based on the 17 charter of Demands. In this connection a meeting was conducted on 14-5-2010. The demands were finalized.

**The charter of Demands is furnished as Annexure VII.**

The Chair Person, Postal Services Board called a meeting on 12-7-2010. A detailed discussion took place. The ice was broken and the Secretary, Posts agreed to break many stalemate issues and she has invariably done this.

**The minutes of the meeting is furnished as Annexure VIII.**

The CHQ appreciates all Circle Secretaries, Divisional Secretaries and Branch Secretaries for their active participation in the above programmes called by the Postal JCA.

## **NATIONAL ANOMALY COMMITTEE**

Consequent on the implementation of the recommendations of the VI CPC, National Anomaly Committee was constituted by the Government.

1. Major national anomalies are stepping up of pay of the promotee senior with direct recruited junior on or after 1-1-2006. This was agreed to and Finance Ministry issued orders on 29-2-2010 and in turn our Department issued orders vide No. 1-9/2010-PCC dt. 5-1-2011.

2. Uniform date of increment for all officials created another anomaly. Officials who were appointed between July and December are placed better due to advancement of their increment date than those who were entered the Department between 2<sup>nd</sup> January and 30<sup>th</sup> June. This issue was discussed and the committee has agreed in principle but favourable orders were not yet issued till the date of this report.

**Details of the National Anomaly Committee meeting and decision thereof furnished as Annexure IX.**

#### **Departmental Anomaly Committee**

The Departmental Anomaly committee was constituted. The FNPO was represented by Sri D. Theagarajan and Sri D. Kishen Rao. We have notified the subjects through staff side leader. Departmental Anomaly committee meeting was held on 5-2-2010.

**The minutes of the meeting is furnished as Annexure X.**

#### **Departmental Council**

Departmental Council meeting was held on on 27-8-2010 after a long gap of 4 years.

Staff side has notified 135 items. Only 70 items were discussed. Most of them are general and Postal issues. RMS and MMS issues would come up for discussion in the next meeting.

The Secretary assured that next Meeting would be conducted in January

2011. But it was not conducted till report is finalized.

**Minutes of the meeting dated 27-8-2010 is printed as Annexure XI.**

#### **MACP**

On the recommendation of the VI CPC, the Government introduced MACP Scheme from 1-9-2008.

It replaced the ACP in the Central Government civilian employees.

We are aware that senior leaders Sri G.K. Padmanabhan and Sri Adinarayana did not agree for the ACP Scheme when it was offered to Central Govt. employees at the time of V CPC. They took decision to continue the promotion under TBOP and BCR scheme.

After introduction of MACP Scheme, our Federation elicited opinion from all the Circle Secretaries. Almost all the Circle Secretaries welcomed the MACP Scheme. The CHQ pointed out the some discrepancies in MACP Scheme and it was circulated to all. After a long debate within our Federation, MACP Scheme was accepted. Subsequently both Federations gave latter to the Department accepting the MACP Scheme. Based on this, the promotion schemes under TBOP/BCR were withdrawn w.e.f. 31-8-2008. However, our CHQ has given a letter to the Department stating that MACP Scheme and usual promotion should run concurrently in respect of MMS Drivers. To this, the Department did not agree. Then, Driver categories were left out

initially. Afterwards Department of Personnel issued orders stating that staff car drivers are entitled to MACP Scheme along with usual promotion. After this, the Department extended this promotion to MMS drivers also. Our Department issued orders for grant of MACP vide O.M. No. 4-7/(MACPS) 2009/PCC dated 18-9-2009.

### **Salient features of MACP**

1. 3 financial upgradation will be granted to all Central Govt. employees with 10 years interval. (viz 10-20-30). This takes effect from 1-9-2008.
2. No change in the designation. The promotion means financial upgradation with the benefit of fixation of pay under FR.
3. Screening Committee should meet twice in a financial year viz., first week of January and first week of July for processing the cases for grant of promotion under MACP Scheme.
4. No stepping up of pay.
5. No fixation of pay on regular promotion will be allowed if it is in the same grade pay as granted under MACP. If higher grade pay only difference of grade pay is admissible on regular promotion.
6. Financial upgradation would be on non-functional basis subject to fitness. There is no bench mark application upto Rs. 2800/- grade pay. Thereafter application of bench mark, "good" will be required upto Rs. 6600/- (GP).

7. No reservation.
8. If regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation no financial upgradation shall be allowed. He will not be eligible for further financial upgradation till he agrees to be considered for promotion again and the second and the next financial upgradation shall also be deferred to the extent period of debarment due to the refusal.

### **MACP Anomalies**

1. As regards TBOP/BCR, financial upgradation was granted based on the completion of 16 years/26 years of service in a cadre, whereas in MACP personal promotion such as competitive examination is also taken into account and MACP is denied to such officials. This should be changed.
2. Bench mark should be removed upto PB 2.
3. Stepping up of pay should be allowed.
4. MACP Scheme should be made effective from 1-1-2006 instead of 1-9-2008. These are the anomalies pointed by us to Sri M. Raghaviah, Leader Staff Side. (JCM)

The Govt. of India constituted a committee to exclusively deal with anomalies arising out of MACP Scheme. First meeting was held on

25-2-2010 and second meeting on 15-9-2010.

**Minutes of the meeting are furnished in Annexure XII.**

### **Project Arrow**

Project Arrow was introduced by then communication Minister Sri Jyotir Aditya Scindia in April 2008. The concept of Project Arrow is good. While implementing, so many irregularities take place. However we do not want to expose those irregularities in this report.

Project Arrow is not extended to RMS as on date.

### **Core Banking**

The Department proposes to introduce anywhere/any time/any branch banking through core Banking solution. As a first step, the Department is going to issue prepaid card scheme very shortly. Anyhow, it is too early to discuss the system. Let us wait.

### **Business Activities**

The Department has set up Business Development Directorate in the year 1996. This Directorate was later on reorganized as Business development and Marketing Directorate. Mail Business Development and operations part was separated from this Directorate to become an independent Division in 2007-2008.

Business Development and Marketing Directorate manage and market Speed Post, direct post, Express parcel post, Media post, Logistic post, E-Payment, E-post, Retail post and Bill Mail Service.

We have pointed out many lapses in the system to the Secretary Dept. of posts for rectification.

### **Amendment to IPOAct**

The Somnath Chatterjee committee suggested amendments to the IPO Act. The courier lobby described the report of the committee as death-knell to the courier business. Later on many dilutions were made to the recommendation of the committee. However the amendment is not tabled in the parliament and finally Dept. has withdrawn.

The Bill is going to be redrafted and it may be tabled in the parliament.

**Details are published Annexure XIII.**

### **Technological Development in the Dept. of Posts**

The Department signed a contract with M/s. Accenture Services Pvt. Ltd. for modernizing functions of the post offices. In the meeting conducted on 23-11-2010, the Member (Technology) explained future functioning of post offices in India.

### **Corporate Plan**

In order to attain self sufficiency, the Department announced corporate plan.

Based on this, Dept. is aiming that it should become self sustaining organization by the year 2013-2014.

This step indirectly indicates that the Department is going to be corporatised like Japan, Thailand and

Pakistan. The AIC may discuss this issue in depth.

### **Committee of Experts on Disciplinary and Vigilance enquiries**

Department of Personnel has appointed a committee on 12-5-2010 to review the procedure of Disciplinary vigilance inquiries. The committee headed by Sri P.C. Hota submitted its report on 14-7-2010. Details have been uploaded in our website.

### **Filling of the LSG/HSG II/HSG I Vacancies**

Due to the pressures of our Federation, the Department is continuing the adhoc arrangements in HSG I / HSG II cadres.

### **PO & RMS Accountant**

We have discussed the issue in depth in the last Biennial Report. Thereafter there is no improvement.

### **Postmaster Cadre**

The Department has introduced Postmaster-Cadre exclusively for P.As. Both Postal Unions supported the scheme on the reason that this is a promotional avenue for youngsters. However, our CHQ is of strong opinion that it is not boon to youngsters and it requires some modification.

### **Counting of RTP Service**

Our CHQ has already taken up the issue since the year 2002. The issue was also notified as one of the charter of demands in the year 2005. When Sri R. Ganesan was DG Posts, he referred the matter to the Department of Personnel.

Our request for taking RTP Service into account for promotion and pension benefits was not accepted by the DOP & T. However, we continue to pursue the issue with the Department. The issue was notified in the Departmental Council also. Our Federation submitted a lengthy note on this to the Secretary, Posts and the Member (P). The CHQ will pursue the matter vigorously till our demand is met.

### **RRR candidates**

At last justice was done, though belated. The Supreme Court pronounced judgment on 30-7-2007 directing the Department to absorb as many as 204 RRR candidates immediately. Service rendered by RRR candidates will count for all purpose except arrears. This is a magnificent victory. Efforts of RRR candidates of Tamilnadu Circle and sincere support extended to them by our FNPO will be cherished for ever.

However about 120 RRR Candidates who have not approached the court are not yet considered for absorption by the Department.

In regard to absorption of IA candidates, the Department of Posts has issued orders to absorb them. But Tamilnadu Circle is seeking unnecessary clarification from the Directorate. Therefore the matter has now been referred to Law Ministry.

### **Apex Court judgment furnished as Annexure XIV.**

**Bonus :**

The Cap of 60 days has not been removed Ministry of Finance directed the Department of Posts to formulate a new formula for productivity linked bonus. But the Department of Posts has not taken any action in this regard saying if the new bonus formula is arrived at, it will be problem to the regular employees.

The AIC may discuss the issue.

**DA :**

Percentage of DA granted to Central Government employees is furnished during the period.

1-1-2009	22%
1-7-2009	27%
1-1-2010	35%
1-7-2010	45%
1-1-2011	?

As on date, we are getting DA at the rate of 45%

When DA is increased to 50%, the following allowances will be increased by 25%.

1. Child Education Assistance and Reimbursement of Tuition fee.
2. Special Compensatory Hill Area Allowance.
3. Special Compensatory Scheduled / Tribal Area Allowance.
4. Special Compensatory (Remote locality) Allowance
5. Advances – Bicycle Advance, Festival Advance, Warm clothing

Advance, Natural calamity Advance.

6. Project Allowance
7. Cycle Maintenance Allowance
8. Washing Allowance
9. Split-duty Allowance
10. Cash handling allowance
11. Bad Climate allowance
12. Desk allowance
13. Risk allowance
14. Post-graduate allowance
15. Special Allowance for child care for women with Disabilities and Education Allowance for disabled children
16. Mileage for Road journey all components of Daily Allowance on tour, rate of transportation of personal effects

**Compassionate appointment**

Based on the Apex Court judgment, the Government earmarked 5% of vacancies for relaxation appointment. But the Department does not till up even this 5%. We have taken up the matter to the National Council but it has not yielded positive result till date.

**Cadre Re-structuring**

The Department of Posts has constituted a committee for Cadre Re-structuring. From our Federation, Sri D. Kishan Rao, GS NAPE 'C' is a member and Sri T.N. Rahate, GS NUPE PM & Gr. 'D' is observer of the committee.



However, the Chairman of the committee has extended an invitation to all recognized General Secretaries. Two formal meetings were conducted so far. No tangible decisions were taken.

**Details of our proposals on Cadre Re-structuring for RMS and MMS are furnished at Annexure XV.**

### **OTA**

OTA rate has not been revised despite implementation of new pay scales of 6<sup>th</sup> pay commission. The present rate was fixed two decades ago.

We have notified the subject as one of the strike demands in the charter of demands thrice.

The Department has taken up the issue with Ministry of Finance. But no fruitful result emanates from the Finance Ministry.

### **OSA**

OSA rate has not yet been revised after implementation of new pay scales of 6<sup>th</sup> Pay Commission.

We have taken up the issue as one of the strike demands.

The Department agreed to revise OSA. Revised rate was agreed to by Internal Finance and the file was forwarded to Finance Ministry for approval. While forwarding the file, the Department of Posts has not followed the administrative procedures and hence the Finance Ministry returned the file to re-submit the same through Est Branch of the Postal Directorate.

### **Web-site**

FNPO is the first Postal Union in India to open a web-site for the benefit of our members in particular and employees in general. We are updating the news as quickly as possible. Sometime when the GS is on tour, we are unable to upload the latest news in the web-site. This is because we do not engage any person for this purpose exclusively. However I desire to mention here that our member Sri S. Narayanan of Chennai Air Mail Stg. Dn. was instrumental in opening this web-site.

The CHQ conveys its thanks to him. Further our another member Sri R. Ravichandran of Chennai Air Mail Stg. Dn. has helped the General Secretary in preparing power-point presentation whenever required. CHQ conveys its thanks to him.

### **UNI**

Third union Net-work International World Congress held at Nakasaki (Japan) from 9-11-2010 to 12-11-2010. More than 2000 delegates from across the world and representatives of various union affiliated to UNI attended the congress. More than 20 resolutions were passed. Important among them are G-20, protection from Aids and reservation to women in the UNI Executive body to the extent of minimum 40%.

Sri Joe-De-Bruyn, a leader of Australian Commerce Union has been elected as new President. Sri Philip Jennings has been re-elected as General Secretary.

FNPO was represented by Sri D. Theagarajan, Sri D. Kishan Rao and Sri P.U. Muralidharan.

SG FNPO was elected as Executive Committee Member of World body.

### **UNI APRO**

Bro N.G. CHRISTOPHER is continuing as Asian Pacific Regional Secretary.

The UNI APRO conducted a seminar in Jakarta on 28<sup>th</sup> & 29<sup>th</sup> July 2009. The representatives of the following countries participated.

Japan, Korea, Switzerland, New Zealand, Hongkong, Indonesia, Malaysia, Singapore, Nepal, Srilanka, Thailand and Bangladesh. The workshop discussed the condition of the workers in courier and logistic industries.

Except the countries like Zew Zealand and Switzerland, no trade union was formed in this area.

The seminar seriously viewed the workers condition in courier industry and decided to form union. Country report was presented.

India was represented by SG FNPO and SG NFPE.

### **Non-settlement of Medical and TA Bill**

Federations have taken up the issue very seriously with the Directorate. The Directorate had allotted sufficient funds to all Circles. But some circles do not furnish their requirement of funds properly. Therefore medical/TA Bills are pending in such Circles.

### **CGHS & P & T Dispensary**

Standard of service in CGHS became down. The life-saving drugs are not stocked. The patients are asked to purchase medicine from the private medical shop and the amount is reimbursed belatedly. The issue was taken up by us through our National Council. No tangible result is forthcoming from the Ministry of Health.

As regards P & T Dispensary doctors are not newly appointed in the retirement vacancies. There is acute shortage of para medical staff also. We have received numerous complaints against P & T Dispensary, Pune. We have taken up the issue with our Postal Directorate for redressal.

### **Screening Committee**

Postal Department is exempted from the Screening committee due to the efforts of the present Secretary, Department of Posts. After 25 years, 16000 PAs/SAs were recruited. The Department also issued orders for recruitment of Postmen and MTS. The AIC conveys its thanks to the Secretary, Dept. of Posts in her endeavour.

### **RTI Act**

Under the RTI Act, we have obtained many useful and valuable information from the Department All Circle Secretaries and Divisional Secretaries are requested to avail themselves of the provisions of the RTI Act.

### **CAG Report**

Summary of audit observations on the working of Department of Posts provided by C & AG is as follows:

Audit report No. CA 14 of 2008-2009, Civil (Compliance Audit observations)

Ministry of Communications and information Technology

### **Department of Posts**

Irregularities in issue, discharge and accounting of Post office savings Certificates

Department of Posts allowed ineligible investment in Post Office Savings Certificates that led to irregular payment of interest of Rs. 21.32 crore. This also resulted in unauthorized payment of Commission of Rs. 98.09 lakh to the agents. (Paragraph 2.2)

Short recovery of commission from the Department of Telecommunications & Railways

Postal Account offices failed to recover commission at revised rates for the disbursement of pension, resulting in short recovery of Commission of Rs. 8.62 crore from Railways and Dept. of Telecommunications. (Paragraph 2.3)

Failure to realize dues and penal interest thereon

Postal dues and penal interest totaling Rs. 110.79 lakh remained unrecovered under the "Book Now pay later Scheme" (Paragraph 2.5)

### **Excess Payment of Service Tax**

Failure to avail Cenvat credit resulted in excess payment of Service tax amounting to Rs. 92.18 lakh. (paragraph 2.6)

### **RMS Problems**

During the period under review, the RMS faced many onslaughts from the hands of the administration.

The administration wants to re-structure the RMS offices by closing down 215 RMS offices throughout India. The intention of the Department is that there should be only 100 to 120 RMS offices. We do not know on what basis the Department took the unhealthy decision.

Our CHQ is proud of taking proper steps to protect the RMS offices from being closed down. We can also take pride that no RMS offices were closed during the period under review because of our vigilant and timely action. However Circle administration is acting in an arbitrary manner in closing/merging the RMS offices. Circle Secretaries are asked to be vigilant in respect of their circles and they should intervene and stop the such move of the Circle administration simultaneously informing the same to CHQ.

Let us review the steps taken by the Department in closing down the RMS offices and steps taken by the CHQ in preventing such closure.

### **Introduction of Foreighter Air-craft**

The Department introduced two new Freighter Air-Crafts. It operated from 27-7-2009. After seeing the mail arrangement, our CHQ sent a telegram to the Secretary, Posts to drop the proposal on the reason that earlier transmission cost per day was Rs. 60 lakhs while the present transmission

cost is Rs. 1 crore. That is, the Department is paying Rs. 40 lakhs per day more. But mails were delayed compared to earlier. The Postal Services Board did not agree with us. They argued that the system was going well. We submitted enough records to prove our argument. After a long debate, the Department at last relented and cancelled the Freighter Air Services.

**Details of Freighter Air Service and debates thereon are furnished at Annexure XVI.**

The Department has taken decision in September 2009 on the following:

1. Abolition of record offices.
2. Abolition of Sub Record offices
3. Closure of HRO (Accts)
4. Reducing the number of sets
5. Installing AMPCs in Metro cities.

D.O. Letter was addressed to all Heads of Circles by the Secretary, Dept. of Posts to take necessary action on the above subjects. In this connection, we wrote a strong letter to the Secretary, Posts opposing the moves on the part of the administration.

**Details of our letter are furnished at Annexure XVII.**

Our letter did not yield any result. The Postal JCA therefore met on 28-10-2009 and decided to go on strike from 15<sup>th</sup> December 2009. In this regard, our CHQ drafted a Memorandum and placed before the JCA. Postal JCA

approved our Memorandum with slight modification.

**Copy of the Memorandum is furnished at Annexure XVIII.**

The Postal JCA decided to go on strike exclusively for RMS issues. Our General Secretary underwent tours for the strike purpose. On seeing the hectic preparation of strike, the Dept. called a meeting.

**Negotiation started**

On 27-11-2009, the Negotiation meeting was chaired by Smt. Manjula Parasher, Member (O). The staff side argued effectively with the officers. We questioned the Department if the reorganization takes place as planned, whether public will get their letter delivered within 24 hours. The officers were unable to reply. We strongly protested the D.O. letter of the Secretary, Posts addressed to the Heads of Circles. The meeting ended without any lasting solution after 3 ½ hours and decided to meet next day.

On 28-11-2009, the meeting was chaired by Member (O). She agreed in principle that the RMS offices which deal with more than 10000 articles would not be closed. But she was not ready to give any commitment on the following issues:

- i) merger/closure of night sets
- ii) merger of RMS Divisions
- iii) abolishing sections within circles
- iv) closure of R.Os
- v) merger of SROs with Post Offices

The Staff side demanded that no re-organisation as planned by the

Department should take place from that date (28-11-2009).

The chairperson was not in a position to give reply on behalf of the Department. The meeting ended without any solution after 3 ½ hours.

### **Meeting with the Chairman, Postal Board**

On 30th November 2009, the Secretary, Department of Posts, Ms. Radhika Doraiswamy chaired the meeting. The staff side demanded that no reorganization should take place from 30th Nov. 2009 onwards. After detailed discussion, the Secretary agreed to stop the re-organisation for the time-being. She assured that one committee will be formed to study the proposed re-organisation with experts (probably from German Post).

Agreement was reached to defer the strike.

RMS Union and Federation advocated vehemently against the re-organisation. We know that the settlement is not a permanent one. Real attack may start from the Department within a few months. In order to avoid confrontation, strike was postponed. CHQ congratulates all the Circle Secretaries and CHQ office-bearers for their best co-operation during this turmoil.

**The minutes of the meeting are furnished at Annexure XIX.**

### **Department breached the agreement**

The agreement between staff side and official side was signed on 30-11-2009.

Before drying of ink, Department called workshop on mails at Bangalore and took decision to re-organise mail offices and speed post concentration centres.

**Details of the meeting are furnished as annexure XX.**

Our union uploaded this minutes in our web-site immediately and we replied point to point on the subject discussed in the workshop.

**Details are furnished as Annexure XXI.**

### **Note on Strike Demand**

During 27<sup>th</sup>, 28<sup>th</sup> and 30<sup>th</sup> November 2009 meeting, we discussed only three points with the Department. Remaining items were not discussed due to shortage of time. Therefore our CHQ submitted a brief note to the Department on 1-2-2010.

**Details are available at Annexure XXII.**

### **Training to Stg. Assts**

In the workshop held in Bengaluru on 29<sup>th</sup> and 30<sup>th</sup> Decembet 2009, the DG Posts has decided to impart training to Stg. Assts based on the model developed by the Training Division of the Postal Directorate. We did not object the training but we objected to the model of the training. We addressed a strong letter to the DG Posts on this.

### **Mckinsey & Co (Consultancy Service)**

The Department had invited expression of interest (EOI) and later

request for proposal (RFP) in 2009 for selection of consultant for mail network optimization project of Department of posts.

On the basis of evaluation of Technical and Financial proposals, M/s. Mckinsey & Co has been appointed as the consultant for the project. Since Mckinsey & Co obtained the highest score based on the evaluation process, the firm has been appointed as the project consultant.

The Department is required to pay the consultant fee, Rs. 12.66 crores to Mckinsey & Co for the project.

The CHQ is proud to inform the members that the above information was got by the CHQ through the RTI Act, when other union/Federation were silent on the subject.

The Department also supplied terms of reference to us under RTI Act.

**Terms of Reference is enclosed as Annexure XXIII.**

We pointed out irregularities found in the terms of reference and conveyed our views to the Department. Once again we are proud that our union alone pointed out the lapses found in the terms of reference.

**Our View**

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 expect from 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 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 locating 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 consultant is not the ideal one to do this. We are open for discussions and not for omni-bus 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, retailing 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.

- 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 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. After receipt of our above letter. The Department wanted to discuss the following subjects with the Unions/ Federations and sent a letter to the union.

1. Issue of individual productivity and combined throughpart.
2. Need for revised working hours for sets and collective responsibility.
3. Process changes at SPCs and international EMS Branch.
4. Introduction to mail net-work optimization project.
5. Seeing the letter from the Department, the CHQ sent a reply which is furnished below.

**Ref : Your letter No. 2/2/2/2010-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 throughput** : 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.

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.

For this, the Department sent reply to us.

No.28-10/2010-D Date : 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

#### **Meeting with Mckinsey & Co**

Mckinsey & Co arranged a meeting on 15-7-2010. The meeting was chaired by the Secretary, Dept. of Posts. From the official side, Member (O), CGM (Mail Business), GM (PLI), DDG (Tech), Director (SR) and Director Mail attended. From the Union side, both the Secretary-General, P III General Secretaries and RMS General Secretaries (R III & R IV) attended the meeting.

From our side, the SG FNPO, Sri T.N. Rahate, President FNPO, Sri D. Kishan Rao, GS NAPE 'C', Sri A.H. Siddiqui, GS NUR IV and Sri R.K. Tripathy CS UP Circle participated. In the meeting, the FNPO strongly opposed the appointment of Mckinsey &

Co as consultant for the Department. The Minutes of the meeting are furnished hereunder. This will be the self explanatory as to how our CHQ/ Federation advocate and argue the issue which is detrimental to our employees

The meeting was chaired by Ms. Radhika Doraiswamy, Secretary, Department of Posts and by the following officers of the management side:

Ms. Manjula Prasher, Member (O)

Ms. Kalpana Tiwari, CGM (MB)

Ms. S Trivedi, CGM (BD)

Ms. Aruna Jain, DDG (Training)

Mr. Alok Sharma, GM (Speed Post)

Mr. TS Sinha, AGM (Speed Post)

Mr. Subhash Chander, Director (SR)

Mr. Rishikesh, Director (MM)

Mr. Aman Sharma, ADG (MO)

The following officials were present from McKinsey.

Mr. Thomas Netzer Mr. Sascha A Hower

The Staff side was represented by the following office bearers:

Mr. D. Theagarajan, Secretary General, FNPO

Mr. R.N. Parashar, Asstt. Secretary General, NFPE

Mr. K.V. Sridharan, General Secretary, AIPE Union Class. III

Mr. D. Kishan Rao, General Secretary, NAPE Group 'C'.

Mr. Giri Raj Singh, General Secretary, All RMS&MMS EU Group 'C'.

Mr. T.N. Rahate, General Secretary, NUPE Postmen & Gr'D'

Mr. P Suresh, General Secretary, AIRMS & MMS Employees Union, Mailguard and Multi Skilled employees

Mr. A. H. Siddique, General Secretary, NU RMS & MMS Employees, Mail Guards and Multi-skilled Employees.

Ms Manjula Prasher, Member (O) in her welcome address highlighted that the aim of the meeting was to develop a common understanding on the Mail Network Optimization Project so that the management and staff could move together. Member (O) pointed that the Project was currently focusing on Speed Post network and the standardization of process and development of Key Performance Indicators (KPIs) have resulted in a reduction in transit time across 6 metros. Member (O) expressed hope that the management and staff side shall work together towards achieving a common goal of making India Post a preferred choice of customers.

Ms Radhika Doraiswamy, Secretary, Department of Posts, in her address explaining that all the Plan projects currently being undertaken by the Department were aimed at transforming the Department and Mail Network Optimization Project was one such initiative. Secretary pointed out

that in the last decade a lot of things had been tried by the Department without much success. Hence, the present efforts were being undertaken with the help of experts who have a lot of international experience of working in the Postal sector. The aim of the current project was to introduce the best global technology and practices in our mail offices. As compared to the earlier consultancy exercise done by the Department, the mandate of Mckinsey was to not only study our system and suggest ways of improving it but also to do the hand holding in implementing the recommendations accepted by the Department. The Secretary added that there was no question of moving ahead without taking the staff along and all the proposed changes shall be made by taking the staff into confidence.

Secretary's address was followed by a detailed presentation on the background, strategy, work plan, process redesign and the expected outcome of the Mail Network Optimization Project by Mr. Rishikesh, Director (Mails Management).

The presentation was followed by discussion with the staff side. The following points were discussed:

1. Mr. D. Theagarajan, Secretary General, FNPO, pointed out that the staff were happy that the Department was focusing on its core business of mails and he was also aware about the significant improvements in the transit time and quality of service across metros that has been achieved

as a result of the implementation of the Mail Network Optimization Project. It was also pointed that the focus on the metros shall be the Department increase its market share vis a vis couriers but the Department should not lose on the rural areas even though they may not be important from the business point of view and no mail office in rural areas should be closed. Mr. Theagarajan expressed that all the concept being recommended by Mckinsey were already there in the Postal manuals and there was nothing new in them. However, before implementing the recommendations given by Mckinsey there should be a thorough debate within the Department about their pros and cons. The cost component and the overall benefit should be assessed before giving a go-ahead to Mckinsey to implement the recommendations. Mr. Theagarajan also wanted to know the fate of the KPMG report and if any action was taken on that report.

In response to the comments made by Mr. Theagarajan, Secretary (P) replied that the Department remains a socially committed organisation and there was no pressure on the Department from the Finance Ministry to earn profit. However, there was a need to make products such as Speed Post profitable and the Department was committed to improve the quality of its services and this Project was a step in this direction. There was no agenda to cause serious dislocation of offices or staff and the Union shall be taken into

confidence before moving ahead. Secretary pointed out that the aim of bringing in McKinsey was to utilise their expertise and global experience to introduce the state of the art technology and global best practices in the mail offices and give the best facilities and tools to the staff. As regards the KPMG consultancy report was concerned, Secretary mentioned that the recommendations given by KPMG were discussed by the Department internally and some of the recommendations were implemented.

2. Mr. KV Sridharan, General Secretary, AIPE Union Class III wanted to know whether the Plan project to create 230 MBCs would entail closure or merger of the Department the existing mail offices.

The Secretary responded that no categorical reply can be given at this nascent stage of the project implementation.

3. Mr. Giri Raj Singh General Secretary AIRMS & MMS Group 'C' lamented the abolition of Sorting Mail Sections and concluded that the fall in mail volumes coincide with this decision of the Department and that the Department should re-introduce Sorting Mail sections.

In response the Secretary emphasized that as the Railways are regularly revising the tariff upwards and reducing the capacity in the trains significantly, hence it was not possible to restart the Sorting Sections and the Department was exploring alternative

modes for mail transmission in order to improve quality and reduce cost.

**The meeting ended with a vote of thanks by the CGM (MB)**

**Re-structuring of Existing operational Net-work and processing arrangements for Speed post operation**

The Department issued orders on the subject on 25-10-2010. On seeing the order, we sent a protest letter to the Department which is produced below:

**Re-structuring of existing operational Net Work and processing arrangements for Speed Post Operation- OUR Views**

Our union strongly objects the restructuring of the existing operational net work and processing arrangement for Speed Post operation.

In accordance with the Directorate's order the Department desires to reduce the number of Speed post Centres from 315 to 89. In other words, the Department proposes to close down 227 Speed Post Centres and the remaining 89 will be designated as Speed Post Sorting Hubs.

Our union has no objection in changing the nomenclature of Speed Post Centre and we are only opposing reduction of number of Speed Post Centres.

Why the Speed Post was introduced in 1986?

In the 1980s a letter posted in Jammu was delivered in Kanyakumari



within 24 hours. Through an administrative order, the Department abolished the sorting sections in the year 1984 saying that only six to eight percent of mails were dealt with by sorting sections. But this caused delay to public mails by 48 hours to 72 hours.

In order to avoid criticisms from the public, the Department introduced Speed post in 1986 assuring the customers that the articles booked under Speed Post would be delivered within 24 hours to the destinations, or else the money will be returned to customer in case of delay in delivery. This has attracted the customers in Metro cities. Initially the Speed Post was started in the selected places and later on it extended to all important cities/towns. As on date, we have 315 Speed Post Centres.

Why there are 315 Speed Post Centres?

80% of the total volume of mails are emanating from these 315 Speed Post Centres and 20% from the rest of the place.

In order to satisfy the customers, 315 Centres were opened. Now the Department proposes to reduce the number of Speed Post Centres from 315 to 89.

Why our union is opposing the proposal?

In 1990s an administrative order was issued for establishing District Sorting pattern and establishing mail

offices in District Headquarters instead of processing at the junction point. Only after this, the private couriers entered into scene of accepting and delivering the mails in India. It means the inefficiency of an administrative order paved way for private couriers. Now the Department wants to introduce the same District pattern of Sorting in Speed Post in the name of Speed Post Hub. It will definitely deteriorate our Speed Post business in future.

### **Present Position**

According to the annual reports of the Department, the Speed Post revenue is increasing every year. But in the last eight months there is ups and downs in the revenue on account of change in policy such as

- a) introduction of Nodal office.
- b) introduction of freighter Air Craft in regard to freighter air craft, the Department withdrew this system after losing a substantial money and business.

In regard to Nodal office, the Department is not ready to withdraw.

Adding insult to injury, the department desires to introduce Speed Post Hubs.

What is the defect in the Speed Post Hub?

As per the version of the Department, these Hubs have been identified based on the mail flow. If the order of the Department is implemented in true spirits, there will

be no mail flow in future. Because, the Mail Hubs are created based on the pincode digit (first three digit) and District pattern and not based on the geographical line. These Hubs will create back-routeing of mails and ultimately it will lead to delay to Speed Post mails. Further the number of closing bags and opening bags will be more in each Hub. This may consume more time for opening and closing of bags in Hubs.

### **Few examples**

1. In the case of Bihar Circle, out of 12 National Speed Post Centres, the Department proposes to close 9 Speed Post Centres. The remaining 3 Speed Post Centres are named as Hubs. That is, Bhagalpur, Muzafarpur and Patna. The important Centre, Gaya has been omitted.

Now in Tamilnadu Circle ten National Speed Post Hubs and six intra-circle sorting Hubs are introduced.

2. In regard to SPC, Tiruchi Hub, mails from 13 Speed Post Centres are pooled into one centre from Myladuthurai to Karaikudi. That is, 609 to 614, 620 to 622, 630 to 639. This will result in back-routeing of mails and it will further cause inordinate delay minimum delay of 24 hours. This is the case of Tamilnadu.

3. In regard to A.P. Circle, 6 National Hubs were identified. The junction office of Guntakal has been omitted.

4. In West Bengal Circle, Burdwan has been identified instead of Asansol. In fact, Bundwan is the District Headquarters which consists of three Big RMS offices, Asansol RMS, Durgapur RMS and Bundwan RMS. All these RMS offices represent pincode-713. Here Bundwan has been made as Hub instead of Asansol. Because Bundwan happens to be District Headquarters, but not based on mail flow.

If the Speed Post Hub is started functioning, minimum delivery time for Speed Post articles will be D+2 for the metro cities. The Department can imagine as to how long it will take in other towns/Districts.

In short, even intra-city mails will not be delivered within 24 hours. Because of back-routeing of Speed Post mails. Such being the condition, what will be the fate of inter-city mails? It may be D+3 or D+4.

Therefore our my union suggest that the existing system may be allowed to continue for the interest of the timely delivery of Speed Post mails and for retaining the Speed Post revenue.

The Department did not pay heed to our suggestion and however they convened a meeting on 23-12-2010 and they explained their projects.

We openly opposed the views of the Department with data, while NFPE welcomed the project with slight modification.

Again we worked out in depth on the above project and presented a note to the department as to how the restructuring will result in incurring additional and unnecessary expenditure to the Department.

**This detail is available at Annexure XXIV.**

### **Our opinion on re-structuring**

Our fore-fathers formulated following key factors for speedy transmission of mails.

1. Mails should not be stagnated at any point.
2. Mails should not be back-routed.
3. There should be minimum handling and multiple handling should be avoided.
4. Operational cost should be reduced.

These are the basic principles for effective mail arrangement. But all the above principles are thrown into wind and impracticable measures are adopted by the officers of the Department.

The AIC may discuss in depth about RMS functioning.

### **Mail Traffic Unregistered**

During 2007 and 2008 – 6191.3 million. In 2008 and 2009 – 6342.7 million. There is increase about 2.44 million. How the traffic has increased, we will discuss in separate paras.

### **Registered**

2007 and 2008 199.8 million

2008 and 2009 198.2 million

There is a decrease of 0.82 million.

Money order

2007 – 2008 91.05 million

2008 – 2009 86.69 million

Decrease of 8.80 million.

Value of MOs transmitted

2007 – 2008 83630.58 million

2008 – 2009 79547.69 million

Decrease of 4.88 million

### **Letter Mail**

Every one is aware that personal communication is almost nil in urban areas. In rural areas it is drastically reduced but it is not to that level in urban areas. Statistics show that inflow of mail in rural area is reduced to 25 to 30%. But in urban areas the inflow is reduced to the extent of 75%. At the same time it is very painful to point out that this 75% mail flow has gone to couriers. According to the business statistics, the recognized couriers are doing business worth of Rs. 4000 crores. Unrecognised couriers are doing business worth more than 10000 crores of Rupees. The Department is not taking any steps to bring the courier mails to its fold. The officers of the Department are simply blaming the employees saying that mails are in deposit in all RMS offices. The AIC may discuss this issue.

## **BPCs**

The Department introduced BPCs in all metropolitan Centres saying that business mail should not be mixed with public mails. For running the BPCs, the Department engaged workers on low wages. Only incharge of the BPC as well as marketing official are the department employees. Initially, we did not oppose the outsourcing in BPCs. The reason for this is known to all. Of course there is increase in mail flow. If we properly calculate operational cost in BPC, it will certainly show that we are incurring only loss. In this connection, we have written many letter to the Department in the last two years.

## **Parcel/EPP**

The Department has not taken effective steps in procuring more parcel mails. Unorganised couriers are dominating in this area. They snatch our parcel mails.

## **Registration (CRC)**

Centralised Registration Channels are functioning now. We do not know what changes will be suggested by Mckinsey & Co in future?

## **Speed Post?**

Speed post re-structuring has already been discussed in pre-paras.

## **SRO/RO**

The Department has decided in principle to close ROs and then SROs. However, it was stopped for the time being due to November strike agreement.

## **HRO**

The Department is of strong opinion that there is no need of separate accounts Branch for RMS wing. They want to merge with this work with nearby Head Posts Offices. But so far the Department has not supplied approach paper to the staff side.

## **Divisional Office**

The Department wants to merge the RMS Divisional Office with nearby Postal Division. However, it is only on the paper.

## **AMPCs**

AMPCs are functioning in Mumbai and Chennai. AMPC will be going to be installed in Delhi and Kolkata.

If we go through the terms of reference, the Department wants to set up 14 AMPCs throughout India.

We oppose the move of the Department.

The Department agreed with us. They will discuss this issue with us in due course.

## **TMO**

The Department computerized the TMO work in paper. The CAG pointed out in their report that Hardwares worth Rs. 6.07 crores remain idle due to inadequate infrastructure, non-preparation of site etc.

## RMS Sections

Railways is increasing haulage charges every now and then. Further they are not allotting proper and sufficient accommodation to transport mails. Mails are unnecessarily lying on the Railways platform due to insufficient accommodation provided by the Railways. Our Departmental officers should liaise with Railway officers and put an end to this problem.

## Bag Numbering System

Everyone is aware that in all Divisional Conferences and Circle Conferences of RMS, our colleagues are criticizing the bag numbering system and insisted the All India union to take up steps to cancel the system.

Some of the Chief PMGs informed our Circle Secretaries as to why the All India Union has not taken up the issue to cancel the system. Our CHQ was continuously opposing this system since its inception. Reply given by the Department is reproduced below. This will reveal that how the Chief PMGs are giving false statements to the Directorate on the system.

Letter No. 31/NBO/48/2010

Dated 25-5-2010

Government of India,  
Ministry of Communications & IT,  
Department of Posts

Mail Business (Development &  
Operation) Division, Dak Bhawan,  
Sansad Marg, New Delhi - 110 001.

No. 25-7/2006-D Dated :18-05-2010

To  
Shri D. Theagarajan, General  
Secretary,  
National Union of RMS & MMS  
Employees Group 'C',  
Chamber No. CH 17-1-18, Atul Grove  
Road, New Delhi-110 001.

### **Subject : Introduction of New System of bag number in mail system.**

This has reference to your office letter No. NB. No.35/2010 dated 19.04.2010 on the subject noted above. In this connection you want know the names of the Circle which have reported that the bag numbering system has led to benefits to the system. The name of the Circles and details are as under:

<b>Sl. Circle No.</b>	<b>Advantages of the bag numbering system</b>
<b>1. PUNJAB</b>	<ol style="list-style-type: none"><li>1. Easy method to track the bag.</li><li>2. Easy to maintain the bag balance report.</li><li>3. No need to prepare mail list for due bag.</li><li>4. Advantage in HOs / SOs to check receipt / dispatch of bags and identification thereof.</li></ol>
<b>2. KARNATAKA</b>	<ol style="list-style-type: none"><li>1. Easy tracking and tracing of mail bag. Under the system of bag numbering and short or excess receipt of bags from a particular Post Office can easily be traced on account of its number.</li></ol>

2. Easy accountability of bags. The statement of bags exchanged between other Circles prescribed of DBOs for which consolidation is being made at CBO gives a clear picture on movement of bags and this provides the nearest accuracy in bags statistics.
3. The concept of "No Contents - No bag" has helped in reduction in unnecessary transmission of empty bags.
- 3. DELHI**
1. This system is beneficial for pointing out the detail of missing bag.
  2. This system helps in data collection of average number of bags dealt by the Mail Offices.
  3. The present system, the bags are received and dispatched in sequence & it is very easy to locate the missing bag.
- 4. RAJASTHAN**
1. There is also saving of stationary, empty bags and operational time due to non-closing of bags without contents.
  2. It is assumed that the system has resulted into reduced closing of bags of 5% on alc of which the no. of bags in circulation have also reduced.
- 5. M.P.** New system of bag number is quite good and allow to close less number of bags.
- 6. H.P.** Reduction in the number bags and easy availability of bags statistic etc.
- 7. A.P.**
1. The total No. of bags closed by : heMail Office/ Post office per day can be known and it eases in the bag accounting system.
  2. Bag can be traced along with bag number and connection in which it is closed, in investigation cases.
  3. It facilitates in indenting of empty bags as per requirement worked out monthly and specific number of empty bags can be allotted to TMOs / Section / Mail offices.
- 8. ORISSA**
1. This has minimized the closing of bags because no bag is to be closed where there are no contents for any destination.
  2. It is easier to trace the receipt of particular bag to be opened by an office from the number. Non-receipt of bag if any from the mail office can also be detected easily from this numbering system.
- 9. KERALA**
1. No bag to be closed when there are no contents.
  2. The movement of all types of bags can be easily detected.
  3. A missing bag, if any, can be easily detected and following up action can be initiated
- 10. UTTARA KHAND**
1. In new bag number system, due mail lists remain continue but due bags are closed only for those offices which are some

contents. Due to this number of bags in transit / processing get reduced which results as saving in time & manpower.

2. In new system bag number register has to be maintained and separate page is to be allotted to each office & continuous serial number is used. Every bag has a bag number in ascending order for each office, so the missing bag comes into notice immediately i.e. on receipt of next bag.

The general perception is that the work load has increased due to maintenance of separate bag number records which is not correct as the record of all bags received is being maintained at present, but it is in haphazard manner. At present, officers maintain record for each & every bag received from any office but loss of a bag cannot be traced easily, while in new bag system, any bag missed/loss can easily be detected. In addition to this the record is maintained scientifically and logically.

#### **11. BIHAR**

Bihar Circle has intimated that the only advantage of New System is that in case there is no content for any destination on any particular day, bag will not be closed on that day.

#### **12. TAMILNADU**

1. In the new system bag numbering details of bags received and dispatched during a month can be easily arrived at without any

difficulty. These figures will be available with the HRO/SRO concerned.

2. The other advantage is information on non-closure / short receipt of bags from / for a particular mail office can be easily located.

#### **13. U.P.**

1. The system is advantageous for having a running record of receipt & dispatch of various types of bags in consecutive series and to pin point the discrepancies on the spot. So the system provides easy way for tracking the bags and thus to reconcile the discrepancies promptly.

2. Due to non closing of bags with nil contents, there is reduction in number of bags.

#### **14. JHARKHAND**

The new System of bag Numbering is having advantages like discontinuance of sending empty bags resulting in cost cutting. It will also curtail unnecessary closing/opening/handling/rehandling of empty bags saving more man power and time too.

#### **15. ASSAM**

1. New bag numbering system though slightly increased the work load, yet it is manageable, as the increase of work load will be adjusted against the liquidation of unjustified closing / movement of bags.

2. New bag numbering system is more convenient and advantageous.

3. Receipt & dispatch of bags can easily be identified and also, loss of bag can be easily identified.
4. System is more scientific. Bags can be identified easily and is convenient for track and trace system.
5. The system has rationalized the number of hags closed by POs & has helped in discontinuing the closing of unjustified bags.
6. Introduction of new bag numbering system has minimized the closing of bags with "Nil" contents and preparation of "Blank" Regd. List, parcel list etc. which has reduced wastage of man power, time and stationeries to some extent.

**16. CHHATTISH  
GARH**

1. Sufficient manpower is necessary to improve the system.
2. On availability of sufficient staff system can be run smoothly.

**17. WEST  
BENGAL**

1. Prevents unnecessary multiple closing of mail bags.
2. Prevents misuse of bags as well as loss of bags.
3. Helps to assess actual requirement of bags & place indent accordingly.
4. Proper disposal/accounting of bags.
5. Less effect involved in tracking of bags in the recipient office, if there is

any loss of bags in transit, by checking the continuity of the dispatch no. of the bag.

6. Facilitates linking arrangement of bags.

**18. NORTH  
EASTERN**

It has been intimated by the CPMG, N.E. Circle, that there is no mail office / RMS in North East Circle. The bag numbering system could help in streamlining bag flow and documentation however it requires additional work to the staff of POs.

**(AMAN SHARMA),**  
ASSISTANT DIRECTOR GENERAL (MO)

Our Reply to the Department on the above.

**Sub : Introduction of New system of bag number in Mail system.**

**Ref : Your office letter No. 25-7/  
2006-D Dt. 18-5-2010.**

You have informed us through the letter cited above the names of the Circles and details in regard to advantage of bag numbering system.

My union desires to know atleast the names of ten sorting offices which are maintaining inward/outward bag numbering system out of 412 sorting offices in India. Besides, the names of ten post offices out of 1,46,483 Post offices which are maintaining inward/outward bag numbering system may be intimated.



My union is of firm view that the bag numbering system is not followed either in sorting office or in Post office in the both way (outward/inward) anywhere in the country.

All the 18 Circles have intimated only advantages of bag numbering system. No circle has intimated to the Directorate that they are following bag numbering system actually in practice either in sorting office or in Post office.

My union informs the Department that the order was introduced by Sri Faiz-Ur-Rehman when he was DDG (M & TS). Now he is the Chief PMG of the Maharashtra Circle. Kindly issue suitable instructions to him to follow the bag numbering system which was introduced by him in his Circle in true spirit. Had he implemented the bag numbering system practically in his Circle, it would require at least 500 PAs/SAs additionally to follow the system in actual practice.

In fine, my union is of firm opinion that bag numbering system is not followed in any circle and moreover if it is implemented in true spirit, it requires additional manpower to the extent of 4000 PAs/SAs.

Whether the Department is going to pay heed to our view or not, it is the duty of the union to bring the shortcomings of the system to the Department.

## **MMS**

Mail Motor Service came into existence in 1948. As on date, we

have 243 Mail Motor vehicles which include 145 CNG propelled environment friendly mail vans in Mumbai, Delhi and Ahmedabad and 486 staff cars/Inspection vehicles of the Department. There are 98 MMS units throughout the country. Full-fledged workshop facilities for major repairs and maintenance are available at 17 of these units.

The utilization of vehicles increased by 0.83 million Kms. Over the previous year. The average cost per km was Rs. 26.53. Total expenditure of Rs. 778.26 million was incurred on MMS during this period.

Seventy three (73) condemned vehicles were replaced during the year 2008-2009.

Apart from the above, 70 Motor cycles for North Eastern Circle and 10 Motor cycles for Andaman were supplied.

## **Common Problems in MMS**

Drivers : Roughly we have 1200 drivers. There is 30% shortage. We have taken up the issue with the Directorate. Ministry of Finance ordered that Drivers Posts should be outsourced. But our Department argued well and got approval of to fill up the vacant posts of Drivers. Orders are expected at any time.

## **MMS - Our Stand**

In the 17th All India Conference of our Union which was held in Kolkata in December 2008, we have

passed resolutions on M.M.S. and we have decided to move the court of Law, if the Anomaly Committee decision is not in our favour. The Department conducted Anomaly Committee meeting. Our demand for enhanced scales of pay for Drivers and Artisans was not accepted saying that there are no anomalies in the pay structure of Drivers and Artisans.

The scale of pay of Drivers and Artisans is

3rd CPC	4th CPC	5th CPC	6th CPC
Rs. 260- 400	950- 1500	3050- 4590	5200-20200 with GP Rs. 1900

It is seen that in the 3rd CPC and 4th CPC, the Drivers and Artisans were treated as LDCs. In 5th CPC, the scale of pay of Drivers and Artisans was fixed on par with Postmen i.e. 3050-4590, while that of LDC is fixed as 3200-85-4900.

The discrimination started from the 5th CPC. The 5th CPC granted scale of pay of Rs. 4000/- to PAs/SAs.

But the higher scales of pay for TBOP PA/SA and BCR PA/SA were not granted. Only some hundreds of new recruits were benefited in Rs. 4000 scales. In short, roughly 25000 Time-scale, Stg. Assts were there at the time of 5th CPC. Out of 25000, only 4500 officials belong to Time-scale, while remaining officials belong to TBOP/BCR. Actually the benefit of higher pay went to small numbers. But it spoiled the relationship between Stg.

Assts and the Drivers. Some of the bad elements in M.M.S. created unnecessary rift between RMS and MMS, though our unions fight relentlessly for getting enhanced scales of pay for Drivers and Artisans.

The crux of the issue is that the Department, did not process Anomaly committee subjects after 5th CPC recommendations. Only one committee meeting was conducted by the then Member (P), Sri Mohan Kumar that too only on the direction of the Orissa CAT. Anomaly committee of 5th CPC did not consider the enhanced scales of pay for Drivers and Artisans and also higher scales for TBOP/BCR of RMS & Postal employees.

Till the last, our unions fought vigorously for the enhanced scales of pay for Drivers and Artisans. At one point of time, grant of two increments was considered for Artisans and it went to the approval of the Finance Ministry. But the Finance Ministry turned down the proposal and asked to refer the issue to 6th CPC.

In the 6th CPC, both Federations/ Unions demanded higher scales of pay for Drivers/Artisans of MMS and for TBOP/BCR of Postal / RMS. But this time too, it was not considered by the 6th CPC.

The 6th CPC recommended 5200-20200 with GP Rs. 1900 for Drivers and Artisans, while Postmen were granted GP Rs. 2000/-. The equivalent between Drivers and Postmen maintained by 5th CPC has been erased by 6th CPC.

Drivers / Artisans were made equal to LDC in 3rd CPC and 4th CPC.

They were made equal to Postmen in 5th CPC.

But alas, Drivers and Artisans were reduced Gr. 'D' (BCR) by the 6<sup>th</sup> CPC. Naturally, this has created more bitter feelings among Drivers and Artisans. We have focused the angers and feelings of Drivers/Artisans to the Department in the Anomaly Committee meeting. Which held on 5-2-2010.

Initially the Department did not agree for the higher scales for Drivers. After the strong and valid arguments of the staff side, the Department agreed to grant higher scale on par with Postmen that too only for Drivers.

We simultaneously made demand that whatever scale of pay is going to be fixed for drivers, it should be extended to Artisans also. Because the scale of pay of Drivers and Artisans are made equal right from the inception of the pay commission. For this also, the Department did not agree. The Department recommended Postmen scale of pay for Drivers only.

On the discrimination to the Artisans, we cannot remain silent.

After the Anomaly Committee meeting, some drivers Association of MMS approached Madras High Court for redressal. The court has ordered to refer the matter to the National Anomaly. Consequent of this, Dept. of

Posts did not allow us to discuss driver's cadre-Restructuring as matter has become sub-judice.

### **Artisans**

We demanded Artisan's Cadre Re-structuring on par with Defence model.

- |  |       |
|--|-------|
| i. Skilled PB 1 GP Rs. 1900                  | 45%   |
| ii. Highly Skilled Grade II PB 1 GP Rs. 2400 | 20.5% |
| iii. Highly Skilled Grade I PB 1 GP Rs. 2800 | 20.5% |
| iv. Master craftsman PB 2 GP Rs. 4200        | 14%   |

Let us wait.

### **Charge-Hand**

Old scale of charge-hand and Technical Supervisor is Rs. 4500-7000. Now Technical Supervisor is placed in PB-2, while charge-hand is placed in PB1. We discussed the issue in the Anomaly Committee meeting. The Chairman agreed with us to refer the matter to the Ministry of Finance and sent to Ministry of Finance, the Finance Ministry raised some queries and it was clarified by our Department stating that charge-hand should be placed in PB2 not in PB1.

Let us hope for the best.

The subject was discussed in the Departmental Anomaly Committee vide item No. 5.

### **TPA/PMA**

Now only less than 50 PMAs are working throughout country. We

discussed PMA issue in departmental anomaly committee vide Item No. 3. The Department agreed to examine the issue afresh with a view to find out the justification for PB2 outside the purview of the Anomaly Committee.

### **Despatch Riders**

Despatch Riders are available in Delhi and Nagpur.

We have taken up this issue with the Department to abolish this post. But it was not agreed to.

### **Asst. Manager, MMS**

Department has merged IMM Cadre with Asst. Manager cadre long back.

Posts of Asst. Manager were not yet filled up through out the nation due to non-finalisation new recruitment rules. We have taken up the matter time and again. The process has started now. We are told that new recruitment rules for recruitment of Asst. Manager will be released before the end of March 2011.

### **Managers**

No DPC was held to fill up the posts of Managers throughout the country from among the eligible Asst. Managers. Est Branch and Staff Branch of the Directorate are indulging in criticizing each other in respect of finalizing the gradation list and new recruitment rules for Manager's post.

### **Senior Manager**

No DPC has been conducted to fill up the posts of Senior Manager. On

account of this, juniors are holding this post in Metro city like Delhi. We have taken up the matter with Chairman, Postal Services Board and Member (P). Though the issue of Manager and Asst. Manager is not connected to our union directly, we have to take up the case for better administration of MMS. The Member (P) assured that appropriate action will be taken to fill up the Senior Manager post.

### **LOCAL PROBLEM**

#### **Delhi :**

The present Senior Manger, Delhi MMS is against to our national union. He is creating problems to our members. We have taken up the matter with the Directorate now and then. Due to non-convening of DPC, he is continuing as Senior Manager in Delhi.

#### **Mumbai :**

Shortage of the drivers is the prime issue. We have taken up the matter with the Directorate. The Department has accepted to fill up the vacant posts of drivers.

#### **Kolkata :**

No major problems were reported. They demand only revision of scale of pay for drivers and Artisans.

#### **Chennai :**

80% of the Staff of MMS Chennai do not belong to any union. Some local problems were reported to the CHQ. That was settled.

**Bengaluru :**

The present Manager is creating problems to our members. We have taken up the issue for redressal.

**Nagpur :**

Rule 14 Charge-sheet was issued to our Circle President. The CHQ intervened and helped him.

**Bhopal :**

No major local problem was reported.

**Madurai / Coimbatore :**

No major problem is reported.

**O.As MMS :**

There is no HSG II and HSG I in Clerical cadre of MMS. We have taken up the subject with the Directorate. The Directorate agreed to settle the issue when Cadre-Restructuring is finalized.

**Outsourcing**

Outsourcing is the biggest challenge to the RMS & MMS Employees. As on date nearly 25% to 30% work is outsourced. In RMS, Speed Post work in Mumbai, Chennai and Bengaluru is almost outsourced. Besides, all BPCs in Metro cities are run by the low-paid workers.

In all MMS, the work of drivers is outsourced to the extent of 15%. If this trend is allowed, existence of regular employees in RMS & MMS will become a question mark. Unfortunately, it is universal problem

for the Postal Employees. Many foreign countries administrators have suggested outsourcing for the Postal operation.

The AIC may discuss this issue very seriously and a lasting solution may be arrived at to stop the outsourcing.

**Conclusion**

The period under review was hectic, crucial and challenging. But our CHQ played vital role in all RMS & MMS issues during the period. The biggest achievement during the period is mass recruitment of PAs/SAs/MTS in the Department after a long gap of 25 years.

We have stopped abolition of RMS as on date. We also stopped outsourcing in MMS in big way. These are all the gains during period.

The present Secretary, Dept. of Posts is very honest and courageous. All of us are aware that honesty and boldness is the rarest combination to be possessed by a person.

The present Members of the Postal Services Board are also interested in improving services of the Department.

Let us take this advantage of the situation and complete our unfinished tasks.

Let us proceed further with determination to work hard and serve the members still better.

## Thanks

We conclude this report with hearty vote of thanks.

- i. To our Members for their continued support.
- ii. To Branch / Division / Circle Secretaries for their dedication and selfless work particularly during re-verification.
- iii. To Heads of Circles, Heads of Regions and Heads of Divisions for their co-operation with our union office bearers.
- iv. To FNPO and affiliated unions for their co-operation and co-ordination.
- v. To UNI for their deep concern in the development of FNPO, Support and Assistance.

vi. To all those who guided and assisted in the functioning of the union.

vii. Our special thanks to Sri G.K. Padmanabhan, Secretary (Head quarters) for helping and extending his co-operation to CHQ.

The AIC conveys heartfelt thanks to Sri G.K. Padmnabhan.

By Order  
Central Working Committee  
**D. Theagarajan**  
General Secretary

New Delhi  
10-3-2011

NUR 'C' Zindabad  
FNPO Zindabad  
INTUC Zindabad  
UNI Zindabad

