



SIVAJI VASIREDDY

Secretary General

No. FNPO/Est-2 Review/2025

Dated: 21-03-2025

To
The Member (Personal),
Department of posts,
Dak Bhawan
New Delhi-110001

Respected Madam,

Subject: Est-2 review of HOs and SOs –regd.

This is to bring the following issues and concerns on the trends of Establishment Review happening in the name of rationalization of post offices.

It was informed that major portion of data will be fetched automatically. But only minor portion of data was fetched automatically. Thousands of rows of data for 6 days for delivery establishment and one month for MTS Establishment and Est-2 and Est-5 are to be compiled and entered manually.

The field level fact is the values to be entered in corresponding row are not sure or aware by the SPMs/HPMs and the description of the rows is also not clear. For Example, Counting of Cash is being understood as amount of cash or instances of cash.

Many works like maintenance of registers and work involved like ATM Register, Pass Book Register, AML, FRMU, INOP, SCWF are not taken into view. Generally Co-efficient of 10% is the factor used for the works like correspondence, interaction with customers and other works which are not fixed and could not be assessed with numbers, the works defined in different SOPs are not taken into account. Work related to BNPL, F-02, F-04, monitoring targets, submission of MMU reports, time spent due to slow working of software like SAP, Finacle and Mc Mish are also not included. Like this many works being carried out at Field level are not taken into consideration. Time factor given for a particular work is not mentioned in the website.

It has come to know that in respect of C Class Offices with Branch offices, work factor in respect of BOs(20 minutes per BO) is not given in SO work load. But the vouchers and transactions of BO are being verified at SO and the staff at SO are being held responsible for the irregularities happened at BOs in the name of Accounts Office. But this was completely ignored in the site.

Establishment Reviews have been done on periodically basis in every division manually. Review on establishment in time frame bounds without comprehensive data, norms and proceeding for Rationalization of Post Offices will not give positive results.

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Meanwhile Establishment Review of Administrative office has not been carried out consequent on implementation of Technologies like Microsoft Office, Finacle, Mc Mish, DPMS etc. In almost all administrative offices more staff are working than the sanctioned strength by deploying the staff from operative offices. This may be happening due to introduction of various schemes/products to monitor and process the same. These should be taken into account for assessment of working strength of a Divisional as whole.

With this compulsions and pressure on Est-2 review only on Operative Offices in time frames with top priority and taking to task, all the staff are with prejudice and nervous that the Sanctioned Strengths are going to be slashed.

It is known that Project 2.0 is going to be implemented soon and the work procedure in Project 2.0 is like Meghdoot Millinium with introduction of BO Summary, SO Summary, Cash Book etc. But continuing the Est-2 Review basing on the present SAP environment which will not continue further will not result to fetch actual work at field level particularly in respect of Head Post Offices and Sub Post Offices with Branch Offices.

Hence it is to request that the Est-2 review in respect of Head Post Offices and all other sub offices having Branch Offices may please be aborted till the implementation of Project 2.0 Necessary instructions may please be given in this regard.

Yours Sincerely,


(SIVAJI VASIREDDY)

Secretary General

Copy to: The DDG(Establishment), Dak Bhavan, New Delhi for information and n/a.