



Federation of National Postal Organisations

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SIVAJI VASIREDDY

Secretary General

No. 1-1/PA Assistance to IP/2023-2024

dated 21.03.2024

To
The Secretary Posts,
Department of Posts,
Dak Bhawan,
New Delhi -110001.

Respected Madam,

Sub: - Attach/Deployment of PAs to IPs/ASPs for clerical assistance– Reg.

Ref:- 1. No. NAPE/22-23/PA dated at New Delhi the 14-11-2022

2. My federation letter No. 1-1/PA Assistance to IP/2023 dated 20.07.2023

A reference is invited to my union letter on the subject dated 20.7.2023

Many Circles are issuing order for attachment of PAs to Sub Divisional Offices even though the justification of the work load as per the norms is for an IP and Mail overseers. The responsibility and the day to day work based upon which the IP post stands justified is apportioned and allotted to a PA under the disguise of assistance to sub divisional heads. Some Circle are attaching LR PAs from the Operative Offices to the Sub Divisional Offices and in circle like Tamilnadu the surplus posts lying in RMS are redeployed in postal side. We have surrendered almost 15 percent of posts in ADR plan from the year 2000 to 2014. All our direct recruit quota to the extent of 5 percent of vacancies netting to 15 percent were surrendered in the said optimization of vacancies. Instead of surrendering the surplus posts in RMS to meet the target we have surrendered the active post thereby depleting the work force and adding up the work load to the residual working Cadre. But now the department is diverting the operative posts lying idle to render assistance to sub divisional heads with no scientific and logical combination in support of the process by mere taking a request from IP association.

The administration could have saved our effective work force by utilizing the idle surplus posts of RMS to meet ADR plan. A copy of the CPMG Tamilnadu in redeploying the SA posts to sub divisional offices is enclosed.

Added to the above injustice and far fetching discriminatory In this connection the field level realities and apprehensions of the Operative Cadre are opined below comprehensively.



Issue related to staff strengths of Operative Offices

1. 2 PA are spared exclusively for MMU Units in each division
2. On an average 2 to 3 PAs are spared for System Manger/Administrator in each division
3. 2 PAs as Marketing executives one per each HO
4. 4 PAs per division, 2 per each HO for PLI/RPLI CPCs are spared, consequent on Decentralization of PLI/RPLI work without any orders of increase in establishment of HO's
5. 3-5 PAs per Division on deputation at DO/RO/CO's. In this case almost all the Divisional Offices are running with excess working strength when compared to the Sanctioned/Allotted strength.
6. One or Two PAs spared for Legal Assistance in many divisions
7. Many Number of PA engaged in arrangements of Vacant LSG, HSG II and HSG1 Vacancies to run the offices smoothly
8. Many number of PA Posts are redeployed/abolished in ADR Plans

Hence on an average 15 to 20 PAs have been utilized beyond the MDWs stipulated in Volumes/Procedures at the cost of work load/preventive vigilance/contributory negligence charges in case of Frauds on the remaining operative staff. At this juncture further reduction in working strength of Operative Staff which is main working force of Postal Operations will certainly affect the entire functioning.

Workload Issues

1. On an average Each sub division is given with 80 to 100 BOs and 10 SOs. There by only about 100 to 110 days of inspection days may be derived
2. The work load of Sub Divisional Heads is drastically decreased due to the following.
 - a. Verifications work like Death Certificates/Claim Papers of Savings Bank/PLI RPLI Claims/PLI&RPLI Proposal Forms etc had become decimal after drastic changes in the orders and procedures on the subject.
 - b. Inspection work had become more easy consequent on implementation of Finacle, MC Mish and Technology like MS Office when compared to the olden days.
 - c. Inspection Questionnaires were simplified in favor of Sub Divisional Heads.
3. The additional pressure of Business Development has been managed by the Sub Divisional Head with Mobile and Data Reimbursement given by the Department itself. They are just acting as Monitoring and Compiling units-in this case also Dashboards and MIS Sites are available for that purpose. Monitoring is being done by Sub Divisional Heads by GOOGLE Meets, Whatsaap Groups of BPMs and SPMs even though a single pie is paid to the BPMs/SPMs/PMs for the mobile/data reimbursements.
4. Transportation difficulties and Travel time is drastically decreased compared to the olden days and were granted with Road Mileage Charges liberally instead of public transport charges at the Discretions by the Divisional Heads and Regional Heads.

5. Work Related to maintenance of PFs of GDS and other staff of Sub Division are simplified with MS-Word and SAP/HRMS Portals.
6. On an average 1 or 2 Mail Overseers are already attached to the Sub Divisional Heads. The purpose of Nomenclature of Mail Overseer is completely defeated decades back as the Mail Overseers are no longer assigned with any duties related to Mail in changed Mail transmissions methods.
7. Mail Overseer have been utilized as assistance to the Sub Divisional Heads in their clerical, inspection work, monitoring work.
8. The individual Business Procurements in bulk by the Sub Divisional Offices is almost nil and performance of a Sub Division is an average of performance of the offices under it's jurisdiction only.
9. Now a days the Sub Divisional Heads are ordering the SPMs to monitor even for the review of Business/work performance of Bos under the jurisdiction of SOs.

In fact, in reality in view of the above there is no need of additional manpower to the Sub Divisional Offices as they were already provided with separate office, Laptop, Mobile/Data Charges, Daily DA, Road Milage, Honorarium in case of Enquiries. In addition the recent motivational incentives on PLI/RPLI Premiums granted by the PLI Directorate is a Bonanza to Sub Divisional Office.

Pay and Allowances.

1. As seen from work distribution of PA attached to the Sub Divisional Office it was very much surprised that all the activities of Sub Divisional Heads and some activities of Divisional Head were entrusted to the attached PA.
2. But showing all these duties, responsibilities and activities as duties of Sub Divisional Head before 6th Pay Commission only the grade Pay jump from 2800 to 4200 and then to 4600 of Sub Divisional Heads/Inspectors were claimed and approved by the department also ahead of the equal cadre of LSG in Operative Level then
3. Fixation is allowed to the promotion to the IP Cadre, In-Charge of Sub Divisional Office only. No fixation in cases of promotion from Postman to PA or PA to LSG etc was considered by the department and orders issued once were also withdrawn.
4. Pay of IP were increased from 4200 Gp to 4600 by comparing the direct recruits of SSC on par with graduate level recruits in CDBT in order to strike level field play. But despite the eligibility of Pas have been raised to graduate in the RR no such move to recruit the PA through graduate level examination is initiated and we are still relying HSC level SSC much in violation of the RR. In fact postal assistants are entitled to higher pay on par with other graduate recruits in SSC if we go by what has happened to IP from 1.1.06 for ensuring parity. Now the POSTAL ASST with the same qualification are to sub serve IPs much to the embarrassment to HEIRARCHIAL ethics and labour dignity.

Work Load and Justification: If the Work load is distributed as per the orders to the attached PA and the work load of Sub Divisional Head/Office will be almost nil and it become No Work and Full Pay concept.

In some Circles like Andhra Pradesh LR PAs which were completed intended to manage in work in Leave Vacancy of PAs are attached to Sub Divisional Office at the cost of inconvenience to the work and work force of operative staff.

Concisely the proposal and progress in attachment of PAs to Sub Divisional Offices is not an optimum Human Resource Management measure and is not sustainable in the income to cost concept also. Increase in of Staff at Administrative Level at the cost of decrease in Operative/working strength is a progressive move in any developing organization. All the Operative Staff are with the apprehension that they have discriminated in Pay, Provisions but pressure, penalties are given with as per the constitutional procedures despite of the lack in provision of sufficient strength.

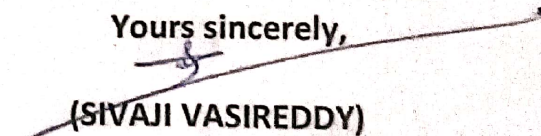
Some circles which designed duty chart for the PA who identified for assistance to subdivision heads is itself very irregular.

Hence it is to requested the Hon'ble Secretary Posts kindly instruct all circle heads to withdraw the PA assistance to Subdivisions immediately and also requested to withdraw such proposal issued by the Directorate on experimental basis and which extending by the circles.

An early action will be highly appreciated.

Thanking you Madam,

Yours sincerely,


(SIVAJI VASIREDDY)
Secretary General

Copy to:

The Member(Personal), Dak Bhavan, New Delhi for information and with a request to take immediate action.