

U.N.I.

F.N.P.O.

I.N.T.U.C

ना पहाड़ों से डरते, ना तूफानों से डगमगाते हैं,
जो डाक कर्मचारियों के दुख से व्यथित होते हैं,
उसे FNPO/NUPE Postmen & Group D/MTS Union कहते हैं।



F. N. P. O.

नॅशनल यूनियन ऑफ पोस्टल एम्प्लॉईज

पोस्टमैन सॅण्ड ग्रुप 'डी' /सम.टी.एस.

अव्वारहवां

अखिल भारतीय अधिवेशन

दिनांक 29-30 अप्रैल और 01 मई, 2012

स्थल : चौधरी विश्रान्तिगृह, कोटेश्वर रोड,

अंबाजी, गुजरात-385110

द्विवार्षिक अव्वाल

(2010-2012)



सत्यमेव जयते

लोक प्रशासन में उत्कृष्टता के लिए प्रधानमंत्री पुरस्कार
वर्ष 2008-09 के लिए

डाक विभाग, भारत सरकार
को

उनकी उत्कृष्ट पहल
“प्रोजेक्ट ऐरो- भारतीय डाक की कायापलट”
के लिए प्रदान किया गया

PRIME MINISTER'S AWARD
for Excellence in Public Administration
for the year 2008-09

presented to

**DEPARTMENT OF POSTS,
GOVERNMENT OF INDIA**

for its outstanding initiative

“Project Arrow-Transforming India Post”

नई दिल्ली
दिनांक : 21 अप्रैल, 2010
New Delhi
Date : 21 April, 2010

प्रदेशमन्त्री
डॉ. मनमोहन सिंह
भारत के प्रधानमंत्री
DR. MANMOHAN SINGH
Prime Minister of India

CHQ Office Bearers
NUPE Postmen & Group D (MSC) (CHQ)
For the year 2010 to 2012

1. President	SHRI C.P. NAYI	Mail Overseer	Naurangpura HO, Ahmedabad-389009, (Gujarat)
2. Working President	Shri Lakhon Mujumdar	Stg. Postman	Hatkholo PO, Kolkatta-700005 (WB)
3. Vice President	i. Shri K.S. Mokul	Postman	Mumbai GPO, Mumbai-400001 (Maharashtra)
	ii. Shri Gulam Rabbani	Group D (MSC)	Hyderabad, GPO-500 001, (Andhra Pradesh)
4. General Secretary	SHRI T.N. RAHATE	Postman	Tank Road PO, Mumbai-400033, (Maharashtra)
5. Dy. General Sec.	Shri Subey Singh	Postman	Krishnanagar HO, New Delhi-110051 (Delhi)
6. Asst. General Sec.	i. Shri K. Gunasekharan	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri Mivas Achary	Postman	Bangalore-560 006 (Karnataka)
	iii. Shri A.K. Solanki	Postman	Ambawadi Vistar PO, Ahmedabad-380015 (Gujarat)
	iv. Shri C. Trivikraman Nair	Stg. Postman	Trivandrum GPO-695 001 (Kerala)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO-741201 (West Bengal)
	ii. Shri I.L. Yadav	Postman	Jabalpur HO, (Madhya Pradesh)
	iii. Shri Gautam Shukla	Group D (MSC)	Kanpur HO, Kanpur-208 001 (UP)
	iv. Shri P. Sugumaran	Postman	Pondicherry-605001, (Tamil Nadu)
8. Treasurer	Shri Jagdish Kumar Sharma	Group D (MSC)	I.P. HO, Delhi-110 002, (Delhi)

All India Conference

**29th April to 1st May, 2012
in Ambaji (Gujarat Circle)**

29th April, 2012

Message From the Pen of General Secretary

'Bravo My Colleagues!'

'I congratulate all my Divisional/Circle Secretaries and their associates for the successful campaign of re-verification of membership process.

You people have done a very good job under the guidelines of the Court of Laws and in preserving the Constitution of our Unions. I am very much sure that, you have taken lots of efforts and painful endeavour, despite the examination period of your children.

The re-verification of membership has converted into a grand success as the percentage of our membership has significantly gone up throughout India, this is a notable success of our Union and it was impossible without your incomparable efforts and workmanship.

The Union has got an impressive increase in the percentage of our membership.

I am sure that you will render your best services for the betterment of our Union in future.

18th All India Conference

Welcome Address by the General Secretary at Ambaji in Gujarat

I take this privilege to welcome all those present in the 18th All India Conference of the National Union of Postal Employees Postmen & Group D/MTS and offer my **heartfelt thanks to revered leaders, delegates and visitors** who have come from all parts of the Country.

The 18th All India Conference of our mighty organization National Union of Postal Employees Postmen & Group D/MTS has been scheduled to be held at **Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110**, Gujarat Circle on 28th to 30th April, 2012 and 1st May, 2012. Circle is fully prepared to give a heroic welcome to the **veteran leaders and delegates** of this militant organization.

In this Conference leaders of Postmen & Group D/MTS viz Central Union Office Bearers, Circle Secretaries, delegates and visitors from all corners of the country will join together to discuss, deliberate, debate and decide on issues that are now posing threats to the postal workers as also the existence of the postal services in its own shape.

According to department following Challenges to be addressed in 11th and 12th Five Year Plan of Department of Posts:

- Decline in Mail Traffic Highly unregulated Commercial Market in transmission of mail.
- Unorganized and ad-hoc courier services operate only in profitable areas.
- Commitments to USO and meet rising expectations of the customers.
- Adapting to a rapidly evolving and increasingly technology - driven market.
- Keeping pace with Economic Developments.
- Become self sufficient despite subsidy provided on various products meet social obligation.

Now the department of posts is doing business and all postal activities have been converted from public utility services to commercial oriented activities. In the present scenario and survival of the department, it is necessary that department should enter in new area of business including traditional services of the department and launch new services and products with its own postal bank. But without manpower it is not possible. It is our experience after introduction of new schemes and products that the whole burden is coming on the shoulders of postmen and MTS who is already over-burdened. At the local level authorities like SPMs, Sr. PMs, IP/SDIs, ASPs, SSPO's/DPS PMGs and CPMGs also, they are not implementing the orders issued by the directorate in the correct direction they are implementing the same at their own interpretation and discretion. They are not bothering about the genuine grievances of the staff because they are directly recruited Officers. Their duties are only **how** to harass staff in the name of **Project Arrow** and 100% delivery of articles, **Rule 37, transfers, chargesheet suspended, Rule 56 J(i), Rule 48 J(i) compulsory retirement** etc. All Group D/MTS, Postmen, Mailguards, PAs/SAs staff are under **pressure and tension** of heavy work load including **100% delivery of Aadhar Cards, UIT Cards** etc. with the eyewash of showing less work.

In this background the 18th All India Conference is meeting at very crucial point of the time when the Postal Workers and the Postal Services as a whole are facing the threats of being made an extinct category. The task is to discuss the issues, deliberate, debate the appreciation to each other and decide our ways and means by which we can fight out the **anti workers and anti people policies of the Postal Department and Government**. The Postal Workers must not allow the powers that send them to oblivion.

- T.N. Rahate, General Secretary

Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 13/01/2010-SR

Dated the 22nd September, 2010

To

1. All Heads of Postal Circle,
2. All Postmasters General,
3. Director of Postal Staff College, Ghaziabad (UP)
4. CGM, PLI Directorate, Chankyapuri PO, New Delhi
5. CGM, BD & M Directorate, Dak Bhawan, New Delhi
6. CGM (MB&O), Dak Bhawan, New Delhi
7. DDG (PAF)/Chief Engineer (Civil)/ADG (Admn), Department of Posts.
8. Postmaster General, Foreign Mails, Mumbai.
9. All Directors, Postal Training Centres.
10. All Directors Foreign Mails, Chennai, Kolkatta and Delhi
11. All Directors/Dy. Directors of Accounts (Postal).
12. DOP&T, JCA Section, North Block, New Delhi

**Subject : Recognition of Service Associations under CCS (RSA) Rules, 1993 -
Declaration of results of the verifications process 2010.**

Sir/Madam,

I am directed to refer to the Department's letter of even number dated 18.02.2010 regarding reverification of membership of Service Associations for the purpose of grant of recognition and to say that on the basis of results of reverification through check off system, it has been decided to recognize the following Service Associations in the Department of Posts for a period of five years.

S.No.	Category	Name of Service Association
1.	Group 'C' (POSTAL)	i) All India Postal Employees Union Group 'C' ii) National Association of Postal Employees Group 'C'
2.	Group 'C' RMS including MMS	i) All India RMS & MMS Employees Union Group 'C'. ii) National Union of RMS & MMS Employees Group 'C'
3.	Group 'D' Postal including Postman	i) All India Postal Employees Union Postmen & Multi Tasking Staff/Group 'D' ii) National Union of Postal Employees Postmen & Group 'D'/Multi Tasking Staff (MTS)
4.	Group 'D' (RMS & MMS) including Mail Guards	i) All India RMS & MMS Employees Union Mail-Guards & MTS ii) National Union of RMS & MMS Employees Mail-Guards & MTS
5.	Postal Civil Wing (Group 'C' & 'D') including JE	i) National Union of Postal Civil Wing Non-gazetted Employees ii) All India Postal Civil Wing Employees Association

6.	Postal Accounts Employees Group 'C' & 'D' including JAO	i) All India Postal Accounts Employees Association ii) Bharatiya Postal Accounts Offices Employees Associations Group 'C' & 'D'.
7.	SBCO	i) All India Savings Bank Control Employees Union. ii) All India Postal SBCO Employees Association.
8.	PSS Group 'B' Officers	i) Postal Officers' Association (India)
9.	AAO/AO/Sr.AO	i) All India Postal Officer's (Accounts) Association.
10.	IPO/IRM Association	i) All India Association of Inspectors and Assistant Superintendents Posts.
11.	Mail Motor Service	i) All India Mail Motor Service Officers Association.
12.	Stenographers	i) All India Postal Stenographers Association.

2. The above Associations have obtained requisite percentage of membership in their respective categories. Due to number of representations received from staff side, the result in respect of service associations related to category of 'Circle Office Administrative Staff (Group 'C' & 'D')', is under review of the Department and will be declared separately.

3. As a follow up of the order passed by Hon'ble Delhi High Court on 06.05.1997 in CWP No. 1827/97, All India Association of Postal Supervisors (General Line) is deemed to be a recognised association as it was, on the date of passing of the order, notwithstanding the fact that it has not been participating in the verification process, in view of the High Court order.

4. With the issue of this communication, the trade union facilities being availed by other Service Associations/Unions in respect of these categories of staff stand withdrawn.

5. As regards GDS, order will issue separately.

Yours faithfully,


(Subhash Chander)
Director (SR & Legal)

Copy to :-

1. All Service Associations/Unions referred above and other applicant Associations.
2. All Officers and Sections of the Department of Posts.
3. Secretary General, NFPE/FNPO.

Government of India
Ministry of Communications & IT
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi-110001.

No. 6/2/2002-SR (Vol.-II)

Dated the 1st March, 2012

OFFICE ORDER

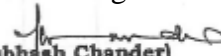
**Subject : Recognition of National Federation of Postal Employees and
Federation of National Postal Organizations in the Department of Posts.**

The undersigned is directed to convey the approval of the Competent Authority to the recognition of Federations namely, (i) National Federation of Postal Employees; and (ii) Federation of National Postal Organisations, in the Department of Posts, in terms of instructions contained in O.M. No. 2/14/98-JCA dated 3rd July 2002 of the Ministry of Personnel, Public Grievances and Pension, Department of Personnel and Training.

2. The recognition so granted to the Federations is on the basis of membership of their affiliated but recognized associations of regular employees, secured during the reverification of membership carried out by the Department, in the wake of the judgement dated 06.01.2009 of Madras High Court given in WP No. 4704-4707/1999. The Department's Office Order No. 17/9/2007-SR dated 27.03.2008, vide which the Federations were recognized on provisional basis, stands withdrawn.

3. The Federations granted recognition vide this Office Order will please note that it is subject to fulfillment of all terms and conditions contained in O.M. dated 3.7.2002 ibid and the observations of the Department of Personnel & Training conveyed vide Department's letter No. 6-2/2002-SR (Vol-II) dated 24.04.2007, and is liable to be withdrawn any time if the above guidelines are not satisfied. Further the recognition of NFPE will be subject to the final outcome of the W.P. No. 3299/2007 pending before High Court of Judicature of Jodhpur.

To


(Subhash Chander)
Director (SR & Legal)

1. The Secretary General, National Federation of Postal Employees.
2. The Secretary General, Federation of National Postal Organizations.

Copy to - 1. All recognized Service Associations and affiliates of NFPE & FNPO.
2. All Heads of Circles, Department of Posts.
3. Director (JCA), DOPT, with reference to their O.M. No. 2/5/2008-JCA dated 19.04.2007

Membership Circle Verification Process 2010

Group 'D' (Postal) including Postmen Category No. 3

Results

S.N.	Name of the Circles	Total Strength of the Employees in the category	AIPEU Postmen & MS Empl./ Gr. D	NUPE Postmen & Gr. D	BPEU Postmen & Gr. D	AIP Gr. 'D' Empl. Union
1.	Andhra Pradesh	3623	2309	865	111	00
2.	Assam	1101	1056	30	15	00
3.	Bihar	2196	1300	335	96	00
4.	Chhattisgarh	652	496	69	05	00
5.	Delhi	3100	1386	758	39	00
6.	Gujarat	5729	2411	1798	180	00
7.	H.P.	666	456	46	00	00
8.	Haryana	1045	459	205	50	00
9.	J&K	505	151	252	00	02
10.	Jharkhand	763	565	115	06	00
11.	Karnataka	4759	2635	1091	097	00
12.	Kerala	3291	2295	783	106	00
13.	M.P.	2428	1358	497	177	00
14.	Maharashtra	10275	5976	3338	601	00
15.	North East	766	598	32	00	00
16.	Orissa	1024	760	245	00	00
17.	Punjab	2206	1346	408	26	00
18.	Rajasthan	2789	1571	247	27	00
19.	Tamil Nadu	6310	3944	1562	148	00
20.	U.P.	6003	2239	1231	205	00
21.	Uttarakhand	845	460	81	00	00
22.	West Bengal	6332	4334	1638	17	02
	Total	67408	38105	15626	1906	02
	Percentage		56.53%	23.18%	2.83%	0.003%



K. Ramamurthy Birth Centenary

A TRUE TRADE UNIONIST

I am unfortunate that I could not meet Late Shri K. Ramamurthy, our founder father of National Union, FNPO.

I joined Postal Department in the year 1-1-1983 and became a member of National Union. After coming in close contact with Shri P.S. Shivalkar, Shri R.J. Gaikwad, Shri Gurudev Singh, Shri B.M. Ghosh, Shri G.K. Padmanaban, Shri D. Theagarajan and so many other stalwarts of FNPO I came to about Shri K. Ramamurthy's Trade Union movements.

I was attracted towards his clarity of thoughts and services to Trade Union and then started to read the history of his Trade Union activities.

His lifestyle towards people was unique. His devotion to the movement and selfless service to the cause of workers in getting them their rights with better terms of service from the Government has endeared him to the workers and this is his biggest strength that has made him a pillar to the P&T Trade Union movement.

To devote 50 years of one's life towards any social institution is by itself a record. K. Ramamurthy has in his 50 years of service made many sacrifices and stood firmly in defence of P&T workers.

Shri K.L. Gupta, Ex-Member, JCM (AIRF) wrote about Shri K. Ramamurthy that "The white haired gentleman, with sweet and fluid spoken language is very much popular amongst members and the same is witnessed in the Staff Side meetings itself. He has got a very deep knowledge of rules regarding service conditions pertaining to P&T and Central Government Employees."

The **Birth Centenary of K. Ramamurthy** our great leader is celebrated throughout country. Every Circle has arranged various programme to focus on the life and work of our great leader in this year.

Our Secretary General, Shri D. Theagarajan requested Shri Kapil Sibbal, Hon'ble Minister for IT & Communication for **release of Stamp** of Shri K. Ramamurthy by Postal Department in recognition of his yeomen service for the welfare of Postal Employees. Shri K. Ramamurthy will be known in reality as 'कर्मण्ये वाधि का रस्ये मा फलेषु कदाचन।'

- T.N. Rahate, General Secretary, President FNPO



Dynamic Leader

Ashok Sambhaji Pawar was known for his constant fight against victimisation of Postal workers, particularly Postmen Group 'D'/MTS, GDS. Born on **14-10-1958** in a depressed and poor family in Ahmednagar, Dist of Maharashtra State, educated in Boarding School and after SSC took degree from Sidharth College, Mumbai, joined Postal Department as Postman and enrolled as member of NFPE P-IV Union. He worked hard at every corner of Mumbai City. He was well aware of each and every Post Office delivery area.

Late Shri R.G. Chavan, the then Circle Secretary of NFPE P-IV noticed the activities of Ashok Pawar and took him in Circle Body. He worked hard and became the Circle secretary of NFPE P-IV Union. He has arranged **numbers of Strikes at Mumbai** and also in Maharashtra Circle without any notice. **His message for Strike to Branch Secretaries was only of two sentence 'Withdraw Labour'.**

He was having command on his supporters and every Strike was successful. There was problem of Outsider (casual labour) of Mumbai for absorption in Department. **Ashok Pawar** took this problem and sat on **Hunger Fast** till death. He was moved to Hospital but the problem was solved; all Outsider (Casual Labours) were promoted to Postman cadre by taking nominal examination.

This victory was a milestone of his Union career.

But as usual the big bosses of CHQ NFPE felt threatened of **Ashok Pawar** in Delhi as he was one of the most important Union Leader of Postman cadre. They systematically removed him from the post of Circle Secretary, NFPE P-IV, Maharashtra. He asked his followers to remain in NFPE though he **was no more with them in NFPE.**

He was silent for 2 years. However, as I knew Ashok Pawar for many years, asked him to join National Union. He then agreed and came in the family of FNPO.

FNPO honoured him as Circle Secretary of NU P-IV at Circle Conference of Parbhani. Automatically his followers those who were in NFPE then joined to National Union. Since last five years after his joining with National Union we were marching ahead not only in **Maharashtra but also at All India Level.**

But destiny decided against us. **Ashok Pawar** fell ill, was admitted in Hospital and after prolong treatment lost his life on **30th July, 2011.** We salute him and take oath that we will fulfill his dream of taking NUPE on number one for membership.

हमको झुका सके ये जमाने में दम नहीं।

जमाना हमारे दम से है, हम जमाने से नहीं।।

- T.N. Rahate, General Secretary & President FNPO

POSTMEN UNIONS ALONG WITH FEDERATIONS JOINT STRUGGLES - NEGOTIATION - SETTLEMENTS

WE ARE MARCHING AHEAD DATE 29-4-2012

During 2010, 2011 and 2012 we have mobilized the entire postal workers under banner of JCA for indefinite strike and the Department was compelled to negotiate with us to avoid the indefinite strikes. Through continuous struggles, mobilization, negotiations and settlement, the postmen union has been able to settle many long pending issues. On other issues also favorable decision has been arrived at and orders are expected to be issued soon.

For the first time in the history of Department was compelled to constitute a DDG level committee with staff side representatives, to examine the issues relating to postmen/MTS and to take final decision. JCM Departmental council was revived and most of our issues are discussed in that forum also. During the discussion on strike charter of demands also many of our issues were discussed. The final outcome of the continuous effort made jointly by the Postal JCA, in respect of the postmen, MTS and Group 'D' demands are furnished below.

1. During the 2010 July strike discussion the Department agreed to fill up all the vacant posts of Postmen and MTS for the year 2009 and 2010 and also thereafter/Backlog unfilled posts, if any, are also agreed to be filled up (other than screening Committee abolished posts). Accordingly Directorate has given instructions to all Chief PMGs to conduct Postmen examination in all circles to fill up vacancies upto the year 2010 December. Orders for filling up of MTS vacancies was also issued. Thus about 12000 vacant **postmen posts** were filled up by promoting eligible GDS employees and **about 4000 MTS posts** are also filled up by GDS promotion. Never before such mass-scale promotion of GDS has taken place.

2. Departmental issues New Recruitment Rules for filling up postmen and MTS posts from 2011 onwards. We have objected the 25% outside recruitment in Postmen cadre. Department finally agreed to modify the postmen Recruitment Rules to avoid 25% outside recruitment in the postmen cadre. Revised recruitment Rules of Postmen and MTS will be issued within one month and immediate action will be taken to fill up all the vacant posts of postmen and MTS for the year 2011 and 2012.

3. Department issued orders abolishing all sorting postmen posts. During the 2011 July strike discussion the Department was compelled to cancel that order and revised orders restoring the nomenclature of sorting postmen and also restoring all the abolishing/Sorting Postmen posts were issued. This is one of the greatest achievement of joint struggle.

4. Department agreed to issue instructions to all Chief PMG to fill up all vacant posts of sorting Postmen (after reviving the abolished posts) and also mail overseer, cash overseer and Head Postmen

Posts. Member (personnel), Postal Services Board, will be writing D.O. letter to all Chief PMGs this month itself.

5. Regarding uniforms, Chappals, umbrellas etc our demand for cash payment is not agreed as it is a Govt. of India decision applicable to other departments of Central Government also Postal Board alone cannot take a decision in this regard. However our demands to ensure supply of good quality uniforms and kit items is agreed and Postal Board has already issued instructions to all chief PMGs in this regard. Instructions are also issues that before selection the uniforms and other/kit items union representation should also be involved in the process and those items selected by the union representative may be supplied.

6. Our long pending demand of grant of full TA and DA to **mail overseer** instead of Night Halt Allowance (NHA) was finally agreed by the department and orders already issued. Again this is a great achievement. This item was pending for the last more than 20 years.

7. Regarding creation of more promotional avenues for Postmen and MTS, it was assured that this item will be discussed in the **cadre Restructuring committee**. The proposal of the cadre restructuring committee will be finalized before April 2012. We will make maximum efforts to get more promotional posts for postmen and MTS through our negotiation in the cadre restructuring committee.

8. Regarding extraction of data entry work from postmen staff department has agreed to provide time factor for this work equal to the time factor now being given to Postal Assistants. As some postmen find it difficult to make computer data entry, it is also agreed to impart necessary computer framing to the postmen. As knowledge in computer will be an additional qualification for getting better pay scale for postmen in future, we are not totally opposing the data entry work.

9. Regarding irregular computation of norms and working hours of postmen working in field units, the department has agreed the following points.

(a) Higher time factor will be provided for delivery of unregistered articles in multi-storied buildings where separate post boxes are not provided in the grounds floor.

(b) For person-specific speed post articles, the norms provided for registered article will be provided.

(c) Time factor provided for travelling distance by foot and by bicycle in the hilly and mountainous terrains of less congested areas needs to be relaxed in view of the extra physical effort and time involved in covering such areas. Department agreed to consider this aspect and to issue orders early.

(d) The staff side pointed out that as per the original order issued by the Department in the year 1975, and 1979 area having a density of population of 2500 per Sq. Miles or 1000 per Sq. Kilometer may be taken as congested area. But in the subsequent orders it is wrongly shown as 2500 per Sq. Kilometers staff side produced a letter received from postal Training centre Mysore under RTI, confirming the argument of the staff side. Finally Department agreed to re-examine the whole case and agreed to correct the mistake committed, if the above mistake is corrected then an area having

a density of 1000 per Sq. Kilometer will be treated as congested area instead of 2500. At present the time factor given for congested and less congested area is as follows.

Distance travelled Congested areas Less congested

By foot 19 mts. Per Km. 12 Mts. Per Km.

By Bi-cycle 10 mts. Per Km. 06 Mts per Km.

There will be justification for more number of postmen posts in congested areas when the above mistake is corrected by the department.

10. Regarding timely payment of incentive to Postmen for delivery of speed post articles it is agreed to issue suitable instructions to all Chief PMG to the effect that all payments of speed post delivery incentive bills pertaining to postmen must be cleared by 31.03.2012.

11. Regarding the question of unjustified beat length of postmen in many circles, it is agreed to issue instructions to all chief PMGs. To examine all such cases at circle/Divisional level and remedial measures should be taken staff side has give the examples of many circles in writing.

12. After detailed discussion it was agreed that combination of beats should be resorted to only by exception as it adversely impacts the delivery efficiency. Instructions in this regard will be issued by the Directorate.

13. It was pointed out during discussion that Postmen face difficulty in delivery of registered parcels weighing more than 5 Kgms each and EPP articles for which the maximum weight of 35 Kgms per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivering EPP articles should be fixed or the rate of mazdoor charges fixed in the past should be revised for efficient delivery of registered parcels. It was agreed to issue necessary instructions to all chief PMGs in this regard.

14. As per the new postmen Recruitment rules there is 25% seniority quota for MTS. MTS are compelled to accept the seniority promotion. If they declined they are not granted MACP promotion in the MTS cadre. After detailed discussion department agreed to issue clarification that before issues seniority quota promotion, willingness from the eligible MTS should be obtained so that the question of declining will not come.

15. The following items are also discussed but decisions pending and we are pursuing the cases

(a) filling up of all LR postmen and MTS posts - we demanded that instructions should be issued to all circles to fill up eligible percentage of LR posts. Member (P) informed that instructions already exist in this regard and chief PMGs can take action to fill up LR posts.

(b) Higher incentive for delivery of Adhar cards.

(c) Keep all measures of Creation of justified additional posts and surplus posts of Postmen posts should be Redeployed based on the old standards until the revised standard as agreed in the postmen committee are finalized.

(d) Providing time factor for many left out items - List of the left out items already submitted to the department.

(h) Reintroduce the "enquiry" remark and "further enquiry" remark to facilitate postmen elucidate proper addressees before affecting delivery or returns of articles as undelivered. Time factor may be provided for this job. Remarks of the postmen written on the undelivered articles may be accepted instead of compelling them to write only remarks framed by department. Postmen should not be sent out for the delivery of same article for so many times on the same day of remarks given.

Dear Colleague: We shall take follow up action in all the above cases and shall try our level best to settle all our genuine demands. We will not hesitate to organize agitation programmers if the departmental fails to implement the assurances given in a time bound manner or if any abnormal delay take place in issuing orders on agreed items.

Let us move onward and forward unitedly. We will not rest, until all our justified demands are settled.

MACP RELATED ISSUES

Regarding MACP our main demand is that the promotion earned through/passing the limited competitive examinations should not be adjusted towards MACP promotion. The MACP orders are issued by the Government of India, Department of Personnel & Training. MACP rules are applicable to all Central Government departments. Any change in the existing MACP rules can be made by the Government of India, DOP&T, only. Postal Board has not powers to modify the MACP orders. Hence we have taken up the above case with the Department of Personnel & Training (Government of India) through **N J C M** of Central Government Employees and workers. A decision at the Government level is required as the employees of the other Ministries/Departments are also facing the same problem. However we are continuing our efforts to settle the above case also.

(T.N. Rahate)

General Secretary,

NUPE Postmen and Group 'D'/MTS

कुरिअर (गैर सरकारी) व्यवस्था

भारतीय डाक विभाग के कुछ अतिमहत्वाकांक्षी उच्च अधिकारियों की शह पर गैर सरकारी (कुरिअर) डाक सेवा की शुरुआत बड़े महानगरों में हुई, चरमराई डाक व्यवस्था को सुधारने के बजाय अपने गलत निर्णयों से उसे और लचर बनाने वाले ऐसे ही अधिकारियों ने अपनी सेवा समाप्ति के बाद ऐसी गैर सरकारी कुरिअर कंपनियों में अपनी सेवा प्रदान करते हैं, और बड़े-बड़े प्रतिष्ठानों तथा अन्य संस्थानों से जहां से डाक विभाग को बड़ी मात्रा में डाक सामग्री वितरण हेतु प्राप्त होती थी उसे कुरियर सेवा की तरफ मोड़ने में सफलता प्राप्त की। देश के अंदर सिर्फ 2500 कुरिअर कार्यरत हैं। और भारत देश में 31-3-11 के अनुसार कुल 1,55,516 पोस्ट ऑफिस कार्यरत है। उसमें 1,44,900 पोस्ट ऑफिस से डाक बांटने का (डाक डिलीवरी) कार्य चलता है। भारत देश में 10957.22 लाख जनसंख्या है और 3287.8 हजार sq.km. का परिसर है।

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/CWC/02/2011-12

Date : 15-02-2012

NOTICE

It is hereby notified that a meeting of the Central Working Committee of National Union of Postal Employees, Postmen and Group 'D'/MTS will be held at **Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110, Gujarat Circle on 28-04-2012 at 10.00 am.**

The following shall be the Agenda.

Agenda

1. Adoption of the minutes of the last J&K CWC.
2. Approval of the Report on activities for the period from January 2010 to March 2012 for placing in the AIC.
3. Approval of the Audited Accounts for the years 1-4-2009 to 31-3-2010 and 1-4-2010 to 31-3-2011 and 1-4-2011 to 31-3-2012.
4. All matters relating to AIC.
5. Amendments to the Constitution.
6. Resolutions.
7. Any other subject with the permission of the Chair.

Yours Sincerely



(T.N. RAHATE)
General Secretary,
New Delhi-110 054

No. CWC/02/2011-12

Date : 15-02-2012

Copy to :

1. **Secretary, Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001**
2. All Head of Circles
3. Secretary General FNPO
4. All CHQ Office Bearers
5. All Circle Secretaries

Central Working Committee Meeting of NUPE P-IV CHQ held at Jammu Tavi during 10-10-2011 To 21-10-2011

Minutes of C.W.C

Our National Union Postman, Gr 'D' MTS CWC meeting was held on 10.10.2011 at about 14.30 hrs. under the Presidentship of Shri C.P. Nayee our CHQ President.

Shri T.N. Rahate, General Secretary welcomed the Circle Secretaries & CWC Members with all visitors. Then he read out the notice of CWC which was then approved by the house.

Delegates then started to address the house one by one as below.

- 1) Circle Secretary, Gujarat Circle, Ahmedabad spoke about non-filling of vacant post Rule 37 Transfer of Postman Staff & told the house that Gujarat Circle will go on Strike on **25.10.2011**.
- 2) Circle Secretary Rajasthan circle discussed problems faced in Rajasthan Circle and asked our General Secretary to solve the problems.
- 3) U.P Circle Secretary, discussed about **harassment made to postman staff** on the name of **Arrow Project**.
- 4) Circle Secretary, Punjab said, our General Secretary has solved problems in D.G. level issues of our Circle of Postman MTS.
- 5) Circle Secretary, Bihar Shri Ashok Kumar said about new recruitment rules of NTC staff. He talked about stoppage of speed post incentive of postman. He asked regarding financial position for union working.
- 6) M.P Circle Secretary said I am happy to say about this CWC at Jammu Tavi. He discussed standard remarks & also discussed financial review.
- 7) J&K Circle Secretary said Postman Group 'D'/MTS & GDS are all working together. Then he discussed about acute shortage of Group D/MTS staff in our Circle. He said Administration is holding weekly meetings & introducing new schemes without consulting Staff Union and also GDS exams were held in March but till date result is wanting. He requested General Secretary to solve this problem.
- 8) Shri T.N. Rahate General Secretary told them he will do the needfull.
- 9) Jharkhand Circle Secretary says organization is very important. Otherwise we will not get any profit from Department. Kit Items are supplied but not as per our demand.
- 10) Shri Shrinivas Acharya AGS says that the decision of CWC at Jammu Tavi is a unique example of our Union. We all should stand for welcome of J&K Circle and all Office Bearers those who are taking pains to organize this CWC in such a grand manner we all thanks them.

11) Kerala Circle Secretary paid condolence to Ashok Pawar from Kerala Circle. He then opposed LGO Exam in Hindi and said I gave the message to CPMG about chappals supplied is not of good quality and requested for good quality. He requested to stop harassment of staff in the name of Arrow Project and McKinsey CO recommendations should not be implemented. He also said that our General Secretary is doing a good job in our Union in tackling LGO exam challenge or Exam. He said he has come for the first time to Jammu and thanked very much. Then CWC was adjourned and continued on next day on 20.10.11.

West Bengal C/S says first I can say thanks to Jammu to hold the CWC. Screening Committee deptt harassment made on the name of arrow project 100% staff is not given. In West Bengal Circle all Administrative staff should support CPMG. Administrative opinions are different for standard remark. Administrative deptt appointment GDS to Postman appointed after six months same Postman removed from service without any reason in Howrah Divn. Immediate stoppage to Postal Staff is my request

Chattisgarh C/S says our Circle is facing lots of problems. It is my request to G/S that there is shortage of staff, harassment is done by this way or that way to postal staff (PM & Group D)

Delhi Circle Secretary first thanked J & K circle for holding the CWC first time. And said our General Secretary is also doing good job in CHQ level.

In Delhi Circle CWC allowed new CS, Delhi Circle to discuss all the problems and solve all internal problems.

Delhi C/S Shri Ashok Sharma says already our leader V.K. Mathur says regarding organisation at Divisional to CHQ level. In verification of membership 8% increase credit goes to Branch & Divisional Secretaries. I am very happy to inform that in our Union we got very good leadership.

Maharashtra C/S said our Sr. leader Ashok Pawar expired on 30.2.2011. It is great loss to our Circle Union. Some loss will be filled up by our **General Secretary T.N Rahate** he has improved the membership of our Union

Gulam Rabbani C/S AP says as I have come after attending **Asian Postal Trade Union training** & so I was late. He said in CWC our organization is very good. Our Union website gives correct message.

G/S said letter given by **Ashok Sharma** is accepted and the same post is reallocated to **Shri Subey Singh** as Dy. NUPE P-IV CHQ.

Shri BM Ghosh Sr leader says regarding organization and explains about each Circle problems. He advised all C/S regarding financial review and resolution.

President Shri C.P. Nayee says Union Organisation has improved remarkable membership. He declared that next AIC will be held at Ambaji (Gujarat) during 22, 23, 24 April 2012. He also cleared that Delegates may come with their **family members** and only one delegate fee will be charged for one family. But they should intimate well in advance before one month regarding number of members coming, to enable them for **lodging arrangement** and accommodation.

After concluding speech of President '**Rashtrageet**' took place and CWC ended.

सेंट्रल वर्किंग कमेटी मीटिंग (CWC)

१५-१०-२०११ से २१-१०-२०११ तक जे&के सर्कल

हमारे संगठन नेशनल युनियन पोस्टमन ग्रुप डी मल्टी टास्क स्टॉफ की केंद्रीय कार्यकारिणी सभा दि. 19.10.2011 से 21.10.2011 के बीच जम्मू तवी जे&के में संपन्न हुई।

CWC सभा श्री सी.पी. नायी के अध्यक्षता में शुरू हुई।

सर्वप्रथम जनरल सेक्रेटरी श्री टी.एन. रहाटेजी ने सभी सभासदों का स्वागत किया तथा सीडब्ल्यूसी की नोटीस पढ़कर सदन से पारित कर ली। इसके उपरांत विधिवत सभी सर्कल से उपस्थित सर्कल सेक्रेटरी एवं गणमान्य अतिथियों ने अपने विचार रखे।

- 1) सर्कल सेक्रेटरी गुजरात अहमदबाद ने कहा कि गुजरात सर्कल में रिक्त पोस्ट भर नहीं रहे हैं, तथा कर्मचारियों पर अनुशासनात्मक कार्रवाई की जा रही है। Rule 37 के अंतर्गत स्थानांतरण किया जा रहा है। उन्होंने सदन में कहा कि गुजरात सर्कल 25.10.2011 से हड़ताल पर जा रहा है।
- 2) राजस्थान सर्कल सेक्रेटरी ने कहा कि राजस्थान में बहुत सारे प्रश्न प्रलंबित हैं तथा जनरल सेक्रेटरी महोदय को उनका निराकरण करना आवश्यक है।
- 3) उत्तरप्रदेश सर्कल सचिव ने कहा कि एरो प्रोजेक्ट के नाम पर कर्मचारियों का उत्पीड़न हो रहा है।
- 4) पंजाब सर्कल सेक्रेटरी ने कहा कि जनरल सेक्रेटरी महोदय ने शाखा स्तर से लेकर सीएचक्यू स्तर तक सभी प्रश्नों का निराकरण किया है।
- 5) बिहार सर्कल सचिव ने कहा कि नई भर्ती एनटीसी के बारे में विचार होना जरूरी है तथा स्पीडपोस्ट इंसेंटिव बंद होने की शिकायत की। संघटन के लिए आर्थिक स्तर मजबूत करने का आवाहन किया।
- 6) मध्यप्रदेश सर्कल सचिव ने कहा कि वे अत्यंत प्रसन्न हैं कि जे&के सर्कल के साथियों ने यहां सीडब्ल्यूसी का आयोजन किया। उन्होंने स्टैंडर्ड रिमार्क के विषय पर विचार प्रकट किए तथा संघटन की आर्थिक स्थिति पर भी विचार व्यक्त किए।
- 7) जे&के के सर्कल सचिव ने कहा कि जे&के ने संघटना पोस्टमैन, ग्रुप डी/एमटीएस एवं जीडीएस मिलजुल कर एक ही संघटन के स्तर पर कार्यरत है। उन्होंने ग्रुप डी शार्टेज की बात की। जीडीएस से पदोन्नति की परीक्षा है मार्च में हुई किंतु परीक्षाफल अभी तक न मिलने की शिकायत की। शासन

हर हफ्ते मीटिंग लेकर नित नई योजनाएं लागू कर रहा है परंतु संघटन को बिना विश्वास में लिए ये सब हो रहा है, इस पर सदन का ध्यान आकृष्ट किया।

- 8) श्री टी.एन. रहाटे, जनरल सेक्रेटरी ने उठकर सदन को आश्वस्त किया कि जे&के सर्कल के सभी प्रश्नों का हल निकाला जाएगा।
- 9) झारखंड सर्कल सचिव ने कहा कि संघटन हमारे लिए बेहद जरूरी है। बिना संघटन हम विभाग से हमारी मांगें पूरी नहीं कर सकते। उन्होंने किट आईटम की पूर्ति न होने पर (ठीक ढंग से) चिंता प्रकट की।
- 10) श्री श्रीनिवास आचार्य एजीएस ने कहा कि जे&के सर्कल में सीडब्ल्यूसी का होना एक ऐतिहासिक घटना है। हमें जे&के के अपने सभी साथियों के सम्मान में खड़े चाहिए। सुनियोजित सीडब्ल्यूसी के आयोजन के लिए वे सभी साथी धन्यवाद के पात्र हैं।
- 11) केरल सर्कल सेक्रेटरी ने स्वर्गीय अशोक पवार के निधन पर खेद प्रकट किया एवं श्रद्धांजलि दी। एलजीओ की परीक्षा हिंदी में होने का विरोध किया। उन्होंने चप्पल व जूतों की क्वालिटी ठीक न होने की शिकायत की व अरो प्रोजेक्ट के नाम पर कर्मचारियों के उत्पीड़न पर शिकायत की। उन्होंने मकेंसी कंपनी के सुझावों का विरोध करने की अपील की तथा यह भी कहा कि हमारे जनरल सेक्रेटरी ठीक तरह से सही दिशा में कार्य कर रहे हैं। उन्होंने एलजीओ परीक्षा का विरोध करने का आवाहन किया।

इसके उपरान्त सीडब्ल्यूसी कल तक के लिए स्थगित की गई। दूसरे दि. ता 20.10.11 को सदन फिर प्रारंभ हुआ।

वेस्ट बंगाल सर्कल सेक्रेटरी ने कहा कि मैं सर्वप्रथम जे&के सर्कल को बधाई देता हूं कि उन्होंने जे&के में सीडब्ल्यूसी का आयोजन किया। इसके उपरान्त उन्होंने स्क्रीनिंग कमेटी द्वारा एरो प्रोजेक्ट के नाम पर होने वाले उत्पीड़न की चर्चा की। वेस्ट बंगाल सर्कल में सभी कर्मचारियों से सीपीएमजी महोदय को नियम बाध्य साथ देने की चर्चा की। एक जीडीएस कर्मचारी का विषय विस्तृत से कहा, उन्होंने हावड़ा डिवीजन के कर्मचारियों पर हो रहे अत्याचारों को रोकने की अपील की।

सर्कल सेक्रेटरी ने उनके सर्कल के प्रश्नों का विस्तारपूर्वक कथन किया एवम जनरल सेक्रेटरी से समाधान की अपेक्षा व्यक्त की।

दिल्ली सर्कल सेक्रेटरी ने जे&के सर्कल के सभी सभासदों के प्रति आभार प्रकट किया तथा जनरल सेक्रेटरी के कार्यप्रणाली की प्रशंसा की तथा दिल्ली सर्कल विवाद नये सर्कल सेक्रेटरी के साथ बैठकर खत्म किया जायेगा।

दिल्ली सर्कल सेक्रेटरी ने कहा कि पूर्व वक्ता श्री माथुरजी ने दिल्ली विवाद के विषय में विस्तृत जानकारी दी है। 8 प्रतिशत मेंबर शिप में बढ़ोतरी हुई है और इसके लिए हमारे शाखा सचिव प्रशंसा के पात्र हैं। हमारे संघटन का नेतृत्व कर रहे व्यक्ति सक्षम हैं।

महाराष्ट्र सर्कल सेक्रेटरी ने कहा कि स्व. अशोक पवार का ता. 30.07.2011 का निधन होने से संघटन की जो हानि हुई है उसे श्री टी.एन. रहाटे ही पूरा कर सकते हैं। उन्होंने सदस्यता में हुई वृद्धि का जिक्र किया।

गुलाम रबानी सर्कल सेक्रेटरी आंध्रप्रदेश ने कहा कि वे नेपाल में पोस्टल ट्रेड यूनियन की ट्रेनिंग में बाहर गए थे इसलिए वे सीडब्ल्यूसी में देर से आये। हमारा संघटन ठीक ढंग से चल रहा है और हमारी वेबसाइट सही समाचार देती है।

श्री टी.एन. रहाटे, जनरल सेक्रेटरी ने कहा कि श्री अशोक शर्माजी ने जो पत्र दिया है उसे दाखिल कर लिया तथा उनकी जगह पर **श्री सूबे सिंह** ही नए डेप्युटी जीएस होंगे।

श्री बी.एम. घोष, सिनियर लिडर ने संघटन के बारे में अपने विचार रखे तथा सभी सर्कल सेक्रेटरी द्वारा उठाये गए मुद्दों पर सविस्तार से स्पष्टीकरण दिया। संघटन की आर्थिक स्थिति की समीक्षा की और सीडब्ल्यूसी में पारित होने वाले प्रस्तावों के बारे में जानकारी दी।

प्रेसीडेंट श्री सी.पी. नायीजी ने कहा कि संघटन की सदस्यता में एनएफपीई में बराबरी की बढ़ोत्तरी हुई है। तथा कहा कि अगली **एआईसी अंबाजी** (गुजरात) में होने का तय हुआ है। ता. 22,23,24 अप्रैल 2012 को संपन्न होगी। उन्होंने कहा कि डेलीगेट अपने फैमिली के साथ आमंत्रित है। डेलीगेट फीस केवल एक ही डेलीगेट के हिसाब से वसूल होगी। परंतु डेलीगेट एक माह पूर्व स्वागत समिति को अपने साथ फैमिली मेंबर कितने आयेगे उसका विवरण भेजें ताकि उनके ठहरने की व्यवस्था हो सके।

श्री नायीजी के भाषण समापन के उपरान्त सामूहिक राष्ट्रगीत गाकर सीडब्ल्यूसी समाप्त हुई।

श्रद्धांजलि

दुखद समाचार

पिछले दिनों संगठन के दो महत्वपूर्ण स्तंभ श्री अशोकरावजी पवार, सर्कल सचिव, NUPE P-IV, महाराष्ट्र सर्कल और श्री पूरण भारद्वाज, सर्कल सचिव, NUPE P-IV, हिमाचल प्रदेश का आकस्मिक निधन हो गया। इन दोनों महानुभावों के आकस्मिक निधन से NUPE P-IV संगठन को भारी क्षति पहुंची है। CHQ NUPE Postmen and Group 'D'/MTS की ओर से उनके निधन पर भावपूर्ण श्रद्धांजलि अर्पित करते हुए हम उनकी आत्मा की शांति के लिए ईश्वर से प्रार्थना करते हैं।

इसी के साथ पिछले दो वर्षों में FNPO/NUPE P-IV, P-III, R-IV के जिन कार्यकर्ताओं, सभासदों के प्रियजनों का दुखद निधन हुआ है संगठन उनको भावपूर्ण श्रद्धांजलि अर्पित करता है।

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/AIC/03/2011-12**Date :** 15-02-2012**NOTICE**

It is hereby notified that the 18th All India Conference of National Union of Postal Employees Postmen and Group D/MTS will be held at **Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110**, Gujarat Circle on 29th, 30th April, 2012 and 1st May, 2012.

The following shall be the Agenda.

Agenda

1. Homage to the Departed Souls (Ashok Pawar CS MH.C and others).
2. Adoption of the Report on Activities for the period from 1-01-2010 to 31-03-2012.
3. Adoption of the Audited Report for the period from 1-4-2009 to 31-3-2010 and 1-4-2010 to 31-3-2011 and 1-4-2011 to 31-3-2012.
4. Organisation Review
5. Financial Review
6. Journal (Postal Prakash)
7. Strike and Agitations (2010, 2011, 2012 and future)
 - (i) Shortage of Postman & Group 'D'/MTS and non-filling of Group 'D' (MTS) and Postman Post;
 - (ii) Harassment of Postman & Group 'D'/MTS in 'Project Arrow';
 - (iii) Postmen & MTS Norms;
 - (iv) MNOP and Delivery Hub.
8. 6th CPC and MACP Anamolies.
9. Negotiating Machineries
10. Relationship

-
11. Recognition Rules Union and Federation
 12. New Schemes and Policy of the Department
 13. Cases Filed in Court
 14. Problem of the Employees
 - (a) Common problems (General)
 - (b) Common Postal Problems
 - (c) (i) Problems of Postmans, Sorting Postmans & allied cadres
 - (ii) Problems of Group D/MTS and allied cadres.
 15. Resolutions
 16. Policy and Programme
 17. Amendments to the Constitution
 18. Elections of the New Office Bearers and **delegates to Federal Congress.**
 19. Venue of next AIC
 20. Vote of Thanks

Yours Sincerely



(T.N. RAHATE)

General Secretary

New Delhi-110 054

Date : 15-02-2012

No. AIC/03/2011-12

Copy to :

1. **Secretary, Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001**
2. All Head of Circles
3. Secretary General FNPO
4. All CHQ Office Bearers
5. All Circle Secretaries
6. All Division / Branch Secretaries



(T.N. Rahate)

General Secretary

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/AIC/04/2011-12

Date : 15-02-2012

To,
All Chief Postmasters General
..... Circle
.....

Sir/Madam,

**Subject : 18th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Gujarat Circle,
at Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji,
Taluka Danta, Dist. Banaskanta, Gujarat-385110**

The 18th All India Conference of National Union of Postal Employees Postmen and Group D/MTS will be held in **Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110, on 29, 30-04-2012 and 01-05-2012.** (Copies of the notice is enclosed).

The Central Working Committee will also meet on **28-04-2012** at the same venue (copy enclosed).

It is requested that the delegates and Central Working Committee member (who are ex-officio delegates) may be granted **Special Casual Leave** for attending the events including journey period. Suitable instructions may be issued to the **subordinate officers.**

Yours Sincerely



(T.N. Rahate)

General Secretary
New Delhi-110 054

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/18th/AIC/05/2011-12

Date : 15-02-2011

To,

The Secretary, Dept. of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110 001

**Subject : 18th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Gujarat Circle
Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji,
Taluka Danta, Dist. Banaskanta, Gujarat-385110
from 29th April, 2012 to 1st May, 2012**

Respected Madam,

The All India Conference of National Union of Postal Employees Postmen and Group D/MTS will be held in Gujarat at **Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110, Gujarat Circle from 29th April, 2012 to 1st May, 2012.** (Copies of the notice is enclosed).

The Central Working Committee will also meet on **28-04-2010** at the same venue (copy enclosed).

It is requested that the delegates and Central Working Committee member (who are ex-officio delegates) may be granted **Special Casual Leave** for attending the events including journey period. Suitable instructions may be issued to the **subordinate officers.**

Yours Sincerely



(T.N. Rahate)

General Secretary
New Delhi-110 054



**Ministry of Communications & Information Technology
(GOVERNMENT OF INDIA)**

102, Sanchar Bhavan, 20, Ashok Road, New Delhi - 110 001, India
Tel. +91-11-233722/ 46 / 23372247- Fax. +91-11-23714243

D.O. No. 101/2012-CRC- A3089

9th April, 2012

Respected Sir,

I acknowledge with thanks receipt of your D.O. No. NU/P-IV/AIC/17/2011-12 dated 25/03/2012 addressed to Shri Milind Deora, Hon'ble Minister of State for Communications & IT, Government of India, as well as your cordial invitation extended to him for attending the All India Conference of National Union of Postmen and Group 'D' MTS at Chaudhary Vishrantigrah, Koteswar Road, Opposite Hospital, Ambaji, Taluka Danta, District Banaskanta, Gujarat-385110 during April 29-30 & May 1, 2012.

However, the Hon'ble MoS(C&IT) will not be in a position to attend the forthcoming Conference in view of his already confirmed prior engagements in New Delhi on those days. He has therefore directed me to forward his sincere regrets to you for his inability to do so. Nevertheless, the Hon'ble MoS(C&IT) has wished the upcoming event a great success.

With Regards,

Sincerely yours,

(Rakesh R. Singh)

First PA to Shri Milind Deora Hon'ble MoS(C&IT)
Camp Office (Mumbai)
16, Khetan Bhavan, 198, J. Tata Road,
Churchgate, Mumbai - 400 020
Tel. +91-22-2202 1525/2202 2942
Fax+91-22-2287 5994

**Shri T. N. Rahate -General Secretary
National Union of Postal Employees, Postmen
& Group-D/Multi Tasking Staff, Group C
Central Headquarters, Dalvi Sadan, Khurshid Square,
Civil Lines, P & T Colony,
Delhi - 110 054**

यशोधरा मेनन

सदस्य (कार्मिक)

डाक सेवा बोर्ड

YESODHARA MENON

Member (Personnel)

Postal Services Board

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सत्यमेव जयते

भारतीय डाक विभाग
(संचार एवं सूचना प्रौद्योगिकी मंत्रालय)
डाक भवन, संसद मार्ग
नई दिल्ली-110001

Department of Posts
Ministry of Communications & IT
Dak Bhawan, Sansad Marg,
New Delhi-110001

DO No. Member(P)/Misc./2012
3 April 2012

Dear Shri Rahate,

Thank you very much for your kind invitation to attend the All India Conference of NUPEP. Though I will not be able to attend, I wish your Conference all success and fruitful deliberations.

With regards,

Yours sincerely,

(Yesodhara Menon)

Shri T.N. Rahate,
General Secretary,
N.U.P.E.P.,
Dalvi Sadan,
Khurshid Square,
Civil Lines, P&T Colony,
Delhi 110054.



पी गोपीनाथ
सदस्य (प्रौद्योगिकी)
डाक सेवा बोर्ड
P. Gopinath
Member (Technology)
Postal Services Board



भारतीय डाक विभाग
(संचार एवं सूचना प्रौद्योगिकी मंत्रालय)
डाक भवन, संसद मार्ग
नई दिल्ली-110001

Department of Posts, India
Ministry of Communications & IT
Dak Bhawan, Sansad Marg,
New Delhi-110001

03 April 2012

MESSAGE

I am happy to note that the National Union of Postal Employees Postmen & Group 'D' / MTS Group 'C', FNPO, is holding its All India Conference in Gujarat – 385 110 from 29th April to 01st May, 2012.

I hope during the meet, the Federation will make a renewed resolve to improve the working of the Department as well as the welfare of the staff. Traditionally, India Post workers know that **work is worship**. Our true dedication towards our work will lead to productivity which will improve the image of the department in the eyes of government and the public for whom we exist. May this meet give you an opportunity to reaffirm this. My sincere greetings to the Association on this occasion. I wish the Conference all success.

Shri T.N. Rahate,
General Secretary,
AIC of NUPE P-IV, Naurangpura HO,
AHMEDABAD-389 009.


(P. Gopinath)

कमलेश्वर प्रसाद
सदस्य (एच.आर.डी.)
डाक सेवा बोर्ड

Kamleshwar Prasad

Member (HRD)

Postal Service Board

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RIGHT TO
INFORMATION



सत्यमेव जयते

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डाक भवन, संसद मार्ग,
नई दिल्ली-110116

Department of Posts, India
Ministry of Communications & IT
Dak Bhawan, Sansad Marg,
New Delhi-110116

No.17/3/2011-SR

11 April, 2012.

Message

I am pleased to note that National Union of Postal Employees Postmen & Group-D/MTS Group 'C' is holding its All India Conference from 29 April to 01 May 2012, at Chaudhary Vishrantigrh, Ambaji, Taluk Danta, Dist. Banaskanta, Gujarat. Because of pre-engagements, I may not be able to attend the Conference.

I avail this opportunity to convey my best wishes for the success of the Conference, and hope for fruitful deliberations during the course of its proceeding.

(KAMLESHWAR PRASAD)

Shri T.N. Rahate,
General Secretary,
National Union of Postal Employees Postmen &
Group-D/Multi Tasking Staff Group 'C',
Camp Tank Road PO,
Mumbai - 400 033.

**National Union of Postal Employees, Postmen & Group 'D'/MTS
18th AIC, Ambaji (Gujarat)**

Bi-Annual Report January 2010 to March 2012

An Introduction

I take this privilege and honour to welcome you all and to present this Bi-Annual Report on behalf of CWC of our organisation of National Union of Postmen & Group 'D'/MTS **before you all who are cream** of our All India Union and have gathered here from all over India.

The last Bi-Annual Conference was held between 30-01-2010 to 01-02-2010 at Kolkatta. Those attended may recollect the sweet memories of stay and excellent boarding arrangements made by our brothers of West Bengal, Kolkatta.

Since last AIC we held **three** CWC meetings, **one at Kerala during 21st to 23rd September 2010 and 2nd CWC at T.N. Pondicherry during 10th to 12th March 2011 and 3rd CWC at J&K Circle during 19th to 21st October, 2011..**

The reporting of those CWC was already published in 'Postal Prakash'.

The major five events took place during report period is **(i) anomalies of 6th CPC recommendation and (ii) Anomalies of MACP** and second is **(iii) member verification and (iv) shortage of staff and (v) harassment of staff.**

The **6th CPC recommendation** was implemented and CWC is proud to mention here that FNPO and particularly our NUPE P-IV succeeded for getting good result in pay structure of Postman and Group 'D'/MTS employees in particular and general for others alongwith other Central Government Employees.

However, still some cadres are facing some problems due to wrong fixation of pay. This will be looked into through Anomaly Committee and also 6th CPC Anomaly Committee and MACP Anomaly Committee.

During report period three times member verification took place. First, in the year April 2008 then in 2009 and again in 2010. At that moment we all General Secretaries alongwith Secretary General have taken all India tour to mobilise the employees and to achieve more membership in that verification. In second time verification, in the year May 2009 and finally in May 2010, I have alone personally **visited 22 Circles and tried my level best** to contact our members of FNPO and other Postal Employees for joining them with NUPE P-IV in particular and FNPO in General.

During report - I have visited, all Circles and in the Divisions met with several Union leaders and concerned CPMG, PMG and DPS as the case maybe. We have also visited number of times to Directorate and met with all the respective Secretary (P), DG, Member Postal Board, DDGs, Directors, ADGs and other officers as the case may be and the detailed report has already been published in Postal Prakash.

We have also visited number of times to DOPT & Secretary Expenditure & Director Expenditure (Finance), North Block, New Delhi-110 001 alongwith Ashok Sharma, Dy. General Secretary, Subey Singh, V.K. Mathur, Jagdish Sharma and others particularly for Anomaly of 6th CPC and MACP, promotion of Postmen & Group 'D'/MTS and other issues. We have met all the respective officers.

As you all know that we have opened our website of NUPE P-IV at CHQ and each and every orders issued from Directorate has been published on our website also all the important events including my tour programme has been shown on this website for information to you all.

During report period we have arranged **several agitation programme** and details of them are reported separately in this report. In this background, the 18th AIC is meeting here. The task is to discuss the issues, deliberate, debate and decide our ways and means by which we can secure better future for all of us.

Minutes of the 17th All India Conference of NUPE Postmen & Group 'D' (MTS) held at Kolkatta (W.B.)

AIC - West Bengal

The 17th All India Conference of NUPE PM & Group D (MSC) was held at Binani Bhawan, 81, Pathurighata Street, Kolkatta-700 006, on 30-31 January and 2nd February 2010 . Shri C.P. Nayi, President presided. 1582 delegates & visitors attended.

CWC

The Central Working Committee met on the Forenoon at scheduled time. It was well attended. The special invitees S/s G.K. Padmanabhan and K.S. Gopalan Nair, B.M. Ghosh Advisors attended. The CWC approved the Agenda and recommended the report and accounts to be placed before the AIC.

Flag Hoisting

The Flag Hoisting Ceremony was impressive and well attended. **Shri G.K. Padmanabhan** (National Flag), **Shri T.N. Rahate** (FNPO Flag) and **Shri C.P. Nayi** (Union Flag) hoisted the flags amidst thunderous slogans.

Condolence

During the period since last AIC was held so many dignitaries, political leaders, our Union leaders and followers expired. Particularly in attack on Mumbai on 26-11-2008 many police officers, police constables and innocent members of public lost their lives.

CHQ Office Bearer, AGS and senior leader **Shri Dodamaria** (Karnataka Circle) expired suddenly. It was a great loss to CHQ.

Shri Kodandraman Ex G/S, NUPE P-III also expired. We pay homage to their departed soul. Our senior leader **Shri Jagarwal** have also lost his live. We mourn and pray for their soul to rest in peace.

Subjects Committee

Met on the afternoon of 30, 31-01-2010 to 02-02-2010 with Shri C.P. Nayi was in the Chair. Delegate Session was inaugurated by Shri G.K. Padmanabhan at 10.00 o'clock in the morning. Shri G.K. Padmanabhan, Shri B.M. Ghosh (Member of Advisory Committee), Shri P.V. Subramaiam (Ex General Secretary), Shri Gopalan Nair, Advisory Committee Member etc were present at Delegate Session. Agenda Item No. 1 to 7 was discussed in Delegate Session and passed unanimously.

The General Secretary placed the exhaustive report on activities followed by the Hindi version of the report. After discussion it was adopted.

The Treasurer, submitted the Audited Accounts for 01-04-07 to 31-3-09. The same was adopted.

Open Session

A grand procession started from Binani Bhawan and reached the Mahajeti Sadan. The Open Session was well-attended. Shri Pradeep Bhattacharya Working President, West Bengal Pradesh Congress Committee and Chairman Reception Committee delivered the welcome address. **Shri B.M. Ghosh** welcomed the guests and other invites.

The Open Session was addressed by Shri D. Theagarajan Secretary General, Sanhan Singh General Secretary, Pradesh Congress Committee, **Kanak Debnath P.C.C., Raman Pandey INTUC, T.N. Rahate, D. Kishan Rao, P.U. Muralidharan, A.H. Siddiqui, Ramteke, Kulkarni** (General Secretaries), **G.K. Padmanabhan, Shakeel Ahmed Burney** and others addressed the open session.

A souvenir was released.

Smt. Soma Ghosh co-ordinated the programme.

Subject Committee met on 1 & 2-02-10 with Shri C.P. Nayi was in the Chair. Discussed agenda item 5 to 21.

Negotiating Machineries

General Secretary addressed the member of problem solving machineries like NJCM, Dept. Council, Periodical Meeting, RJCM, CPMG, Four Monthly Meeting, PMG, DPS, Bi-Monthly Meeting, SSP/SSPOs and suggested that the Branch Sr. PM should conduct the meeting and with the help of Department and the Government should solve the problems of employees

Organisational Review

After my taking over charge of General Secretary for second term, **I visited almost all the Circles** and tried my best to enroll maximum new members for our Union and the result is good. We are flourishing since last two years. Our active workers are working hard at every level and I

am visiting Circles/Divisions as and when needed for their help and guidance. We all are trying our best and I once again request you all to meet each and every employees and explain the policy of our Union and request them to enroll with us. I hope that from your active participation we will definitely stand **number one in next member verification.**

Financial Review

In my last **bi-annual report** I had written about the financial position and observed during report period that many changes have been made by us and the position is one and the same. The Division/Branches are collecting amount of subscription from DDOs but not remitting due quota to CHQ. In fact, if somebody will lodge a complaint with appropriate authorities concerned, the concerned bodies i.e **Circles, CHQ and Federation**, the matter can be viewed seriously.

The **CHQ** is facing acute shortage of finance to meet the expenditure being made for **court cases** and for also day-to-day functioning of CHQ. If we pay our due quota the CHQ can get upto Rs. 50,000/- per month but we are not receiving even **Rs. 5,000/-** per month. This position must be changed and I request you to credit all due Quota in this AIC without fail and co-operate for strength of our Union and our future.

Colleagues, in the time to come, our Union has to fight because pending issues of Postmen and Group 'D' are to be solved. As you know, several cases are pending in Court and many more cases are to be filed in the Court. To fight Court cases Union needs money. So I appeal to all of you to pay immediately the due amount/arrears of CHQ Quota of your Division/Branch during this All India Conference. So that financial condition of CHQ is improved. Alongwith this please submit a list of your Division/Branch members to CHQ. The audited accounts are appended.

General Secretary spoke about Organisation and Financial Review and feel a need to appoint a Committee for increasing Quota and Funds to CHQ. So General Secretary explained and announced a committee agenda.

1. Chairman - Shri T.N. Rahate; 2. Shri Ashok Pawar; 3. Shri Shekhar Mukherjee; 4. Shri Subhash Chowdhary; 5. Shri K.C. Gangai; 6. Shri A.K. Solanki.

It is also felt by the house as to how to increase the financial position of CHQ by most of the members.

Postal Prakash

CHQ is publishing **Postal Prakash** journal every month in Hindi and English. Its content is mostly about tour programmes of General Secretary to enable members to know his activities for contact and secondly **Postal Prakash** published all orders related to staff matters issued from Department of Posts and in some cases from various departments for information and guidance of our members. I appeal to you all to enroll for membership of our journal **Postal Prakash** by paying **two years subscriptions to General Secretary with self address alongwith pincode for despatch by Post.**

'Postal Prakash' contribution has been increased as Rs. 50/- per year and Rs. 5/- per month unanimously.

Willing to appoint another Committee for publishing the 'Postal Prakash' regularly and effectively. The GS formed a Committee as under - **1. Jagdish Sharma; 2. Ajmir Singh, Punjab; 3. K.M. Parmar, Gujarat; 4. Ashok Sharma, Delhi; 5. Radheshyam Varma, Madhya Pradesh.**

Two committee was appointed by all delegates unanimously.

House was adjourned till next day at 9.00 am.

Important Decisions 17th AIC Resolution

1. To stop the curtailment of **Postmen & Group D (MSC)** Staff and curtailment of existing **Delivery System.**
2. Recruitment of **Postmen & Group D (MSC)** and filling up of **vacant post.**
3. Measurement of Postman beat with a **spedometer** in presence of Union representative.
4. Compassionate appointment.
 - (i) Removal of the 5% limit of the compassionate appointment.
 - (ii) Grant of compassionate appointment to eligible candidates and absorb all approved candidates.
 - (iii) **One time relaxation** may kindly be caused to be given to those compassionate cases for the year **1999 to 2004** which were rejected, Instead of the 5% of approved cases by the Screening Committee included for computation of 5% vacancy.
 - (iv) Recruitment of remaining 2/3 balance vacancies for the year **1999 to 2004** of Compassionate Appointment according to 5% of total vacancies.
5. Payment in **cash** in lieu of **chappals** and umbrellas.
6. **Arbitrary change in designation of Group D staff as Peon.** AIC urges restoration of original designation to the Group D Staff and withdraw the orders of changing the designation as peon and mail peon immediately.
7. Stop proposal to replace CGHS Scheme by Medicare Insurance Scheme and Restoration of recognised private hospitals. Diagnostic centres viz.
8. Regularize **casual labourers/full time/part time/contingency paid.**
9. To solve the major problems faced by Postmen & Group D, the 17th AIC has granted permission for agitation programme to be staged in the month of March 2010. The date and other information will be provided by the General Secretary.

17th AIC has granted permission to Shri T.N. Rahate to file Court cases. AIC has given permission to General Secretary to decide and pay the fees to the Advocate. General Secretary will try his level best to get status to the Department.

Chairman **Shri Gulam Rabbani** Resolution Committee and Members **Shri Damodhar Sodhi** (Jammu & Kashmir), **Shri A.K. Solanki** (Gujarat), **Shri L. Majumdar** (West Bengal) and others took a copy of resolution and problems mentioned by Delegates and visitors who had come for the inauguration. The copy of resolution and problems were handed over to **Shri T.N. Rahate**. After reading the resolution General Secretary gave assurance that action will be taken as early as possible. The Resolution was passed **unanimously**.

Relationships

Administration : Quite cordial improvement needed for responding to the representations made by the Union.

No JCM Departmental Council a periodical meetings were held.

Recognition to Federation and Unions and release of verification results are still pending due to Court Cases in Chennai and Patna.

On new schemes, the staff side is not consulted. We understand that **Project Arrow** is being extended to **RMS** also and **Beat sorting** is given to RMS in select offices. We may lose posts of Sorting Postmen.

Federation and affiliated Union : We maintain cordial and very good relations with FNPO, NU GDS, NAPE P-III, R-IV, R-III, and SBCO Union, Administration Union, DAP Accounts Union.

We also maintain good relationship with sister Union's NFPE Federation and affiliated Union CHQ.

UNI : During the period, Shri Ashok Pawar, Maharashtra visited Nepal. We also participated in the UNI, ILC meetings. A seminar for ladies was held in Kolkatta, organised by Shri B.M. Ghosh.

With INTUC : In some Circles, we are co-ordinating with INTUC.

Overall relationship with all is good.

Amendments to the Constitution

Committee headed by Shri B.M. Ghosh for amendment of Constitution has submitted its recommendations and placed before the house which was approved unanimously.

Amendments to Union Constitution were passed unanimously. The donation quota for the Union has been increased from Rs. 10 to Rs. 20/- per member, per month. The donation quota is distributed unanimously as Rs. 1/- for FNPO, Rs. 6/- CHQ, Rs. 6/- Circle, Rs. 4/- Division and Rs. 3/- Branch.

Amended Constitution

Article No.

1. Name

The name of the Union shall be “**National Union of Postal Employees Postmen and Group ‘D’ / Multi Task Staff**”

5. Membership

(a) All Postal Employees in the Postmen and allied cadres, and Group D / Multi Task Staff in all Post Offices, Foreign Post, P.S.Ds, R.L.Os and Postal Training Centres shall be eligible to become members of the Union on application and expressing agreement in writing to abide by the Constitution of the Union. The membership of the Government Servant shall be automatically discontinued on his ceasing to belong to such distinct category.

(b) The provision of this Constitution of the Union shall be binding on the members of the Union.

12. Discipline

a) The Central Working Committee may make Rules for guidance, management control and functioning of the Union.

b) The Central Working Committee may similarly make Rules for maintenance of discipline and adherence to the Constitution of the Union.

c) Save as provided for specifically elsewhere in the Constitution, and action taken in the interest of the Union may include (i) adoption of motion of no confidence, (ii) suspension of Office-Bearers, and Members of Executive from offices in the Union, (iii) appointment of adhoc Committee, where Divisional / Circle Branches are functioning in violation of Constitution, declaring the existing Branch as defunct. (iv) re-election in such manner as may be expedient according to circumstances, and (v) expulsion from primary membership in respect of Circle and Branch Unions. In respect of All-India Union, the Central Working Committee/All India Conference shall take appropriate action.

13. Resolution Motions and Voting

(a) Resolutions and motions shall be carried by show of hands by a simple majority vote.

(b) In respect of election to any post/office in the Union where it is not unanimous and is contested, the result shall be declared by a simple majority vote by show of hands, voting power being determined as provided for elsewhere in the Constitution but secret ballot shall be granted if demanded.

(c) Save as provided for elsewhere in the Constitution, the voting power of an elected delegate to the All India/Circle Conference who is present shall, in general, be one for every **25 paid members or part thereof provided the balance is 13 more.**

(d) The President will conduct the election. If he is a contestant, Working/Vice President or another office bearer who is not a contestant will conduct the election.

(e) The delegates of the Conference as furnished in the credential form prescribed for the purpose will be screened by the General Secretary, Treasurer and respective Circle Secretary before admitting them as delegates.

(f) Any primary member is eligible to be elected as delegate for the Divisional / Circle / All India Conferences.

32. Subscription, Donation, Levy

a) The monthly subscription shall be **Rs. 20.00** per member per month.

b) The Branch Union shall be empowered to **collect donations and special levies** from members for publishing Journals/bulletins/circulars and publish souvenirs etc. in furtherance of the aims and objects of the Union.

33. Allocation

a) The amount of monthly membership subscription realised by the Branch Union shall be allocated as between the Federation, All India Union, Circle and Divisional Union as quota in the following manner; Federation **Rs. 1.00**, All India Union **Rs. 6.00**, Circle Union **Rs. 6.00**, Divisional Union **Rs. 4.00**, Branch Union **Rs. 3.00** per member per month.

Where there are no Branch Unions the quota due to Branches will go to Divisional Union.

b) A Branch Union also which does not remit quota of subscription according to the above allocation to the Federation, All India Union, Circle Union and Divisional Union consecutively for **three months** shall be deemed to be a **defaulter and shall automatically** become liable for **disciplinary action** and **Divisional Conference** but forfeiture of eligibility shall be restored automatically on payment of full arrears of quota of subscription to the All India / Circle and Divisional Union before the Conference is held.

The General Secretary / Circle Secretary may appoint an Adhoc Committee at Circle/ Divisional level and Circle Secretary at branch level to ensure collection of membership subscription delegating to the adhoc committee all the powers of Circle/Branch Union after issuing show cause notice to the Secretary and Treasurer of the Circle/Division Branch Union and providing a reasonable opportunity to make amends within 15 days. The General Secretary in Circle, Divisional Branch and Circle Secretary in Divisional District and local Branch may take legal action to secure funds/records of the Branch Union should such a step be necessitated in the interest of the Union.

(c) **The DDO's will remit the entire recovery to the All India Union, for further distribution - vide Para (viii) of Dept. of Posts, letter 13-01-2010 SR dt. 18-2-2010 and also Dept. of Personal clarification issued earlier. (Date of effect from the date of approval of the Contribution by DG).**

Policy and Programme

Committee has made extensive discussion on policy and programme and decided unanimously to hold two days 'Agitation Programme' in all Division's at National level. CHQ will decide the date's of the agitation. But, AIC has decided unanimously about agitation regarding problems of Postmen and Group 'D'/Multi Task Staff.

On 31st January, 2010, the second day conference of the delegate session started at 9.00 am in the morning. General Secretary addressed that he has tried to solve many problems of Postmen and Group 'D' at all India level. The Department is introducing new schemes day-by-day, but, Screening Committee is reducing the staff in the Postal Department, because of this Postmen and Group 'D' (MTS) is facing many problems.

General Secretary raised several issues such as **Compassionate Appointment, filling of vacant post of Postmen and Group 'D'**, Appointment of Postman, **change of syllabus for LGO Examination**, change of syllabus in exams for postman promotion, **increase in time factor for speed post**, to measure the speed of **postman by speedometer**, to count the time factor of Postman for going up and down in the building, to take beat measurement and to measure the beat revision with speedometer in front of Union representative.

Delegate visitors Shri P.U. Murlidharan (General Secretary NU GDS), Shri Shakeel Ahmed Burney (Ex-President, FNPO), Shri D. Theagarajan (Secretary General), Shri B.M. Ghosh, Shri V.K. Mathur (Deputy General Secretary), Shri Subhash Chowdhary (Deputy Secretary General), Shri Gulab Rabbani (Assistant General Secretary), Shri Babban Singh (Circle Secretary, Bihar Circle), Shri G.K. Padmanabhan (Secretary HQ, FNPO) addressed the Conference.

In the presence of the **Observer deputed by the Dept.**, elections were held. The following office bearer were elected unanimously for the next two years.

**List of New Office Bearers NUPE Postmen & Group D (MSC) (CHQ)
For the year 2010 to 2012**

1. President	SHRI C.P. NAYI	Mail Overseer	Naurangpura HO, Ahmedabad- 389009, (Gujarat)
2. Working President	Shri Lakhan Mujumdar	Stg. Postman	Hatkola PO, Kolkatta-700005 (WB)
3. Vice President	i. Shri Mohan T. Pardeshi	Stg. Postman	Deccan Gymkhana PO, Pune-411004 (Maharashtra)
	ii. Shri Gulam Rabbani	Group D (MSC)	Hyderabad, GPO-500 001, (Andhra Pradesh)
4. General Secretary	SHRI T.N. RAHATE	Postman	Tank Road PO, Mumbai-400033, (Maharashtra)
5. Dy. General Sec.	Shri Ashok Sharma	Postman	Krishnanagar HO, New Delhi-110051 (Delhi)
6. Asst. General Sec.	i. Shri K. Gunasekharan	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri D.K. Srinivasachary	Postman	Bangalore-560 006 (Karnataka)
	iii. Shri A.K. Solanki	Postman	Ambawadi Vistar PO, Ahmedabad-380015 (Gujarat)
	iv. Shri C. Trivikraman Nair	Stg. Postman	Trivandrum GPO- 695 001 (Kerala)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO- 741201 (WB)
	ii. Shri I.L. Yadav	Postman	Jabalpur HO, (Madhya Pradesh)

	iii. Shri Gautam Shukla	Group D (MSC)	Kanpur HO, Kanpur-208 001 (UP)
	iv. Shri Mandiramurty	Stg. Postman	Mellur PO, Tuticorin-1, (Tamil Nadu)
8. Treasurer	Shri Jagdish Kumar Sharma	Group D (MSC)	I.P. HO, Delhi-110 002, (Delhi)
9. Auditor	i. Shri Damodar Sodhi	Mail Overseer	J&K Circle
	ii. Shri K.V. Kurudigi	Postman	K. Circle

**Office Secretary to General Secretary
Delhi**

- i. V.K. Mathur, Delhi IPO HO
- ii. Trilok Singh, Postman, Delhi GPO

Mumbai

- i. R.N. Awate, Stg. Postman, Mumbai
- ii. N.K. Naik, Postman, Tank Road Mumbai-400 033

Next AIC

Karnataka Circle invited to hold the next AIC. It was accepted.

Bonus

For 2007-2008 and 2008-2009, 60 days bonus was sanctioned. The ceiling limit was increased to Rs. 3500, that too after agitation, a significant improvement.

Dearness Allowance

The following quantum was sanctioned.

01-01-2008	-	12%
01-07-2008	-	16%
01-01-2009	-	22%
01-07-2009	-	27%
01-01-2010	-	35% (08 % expected)

The Dearness Allowance is not as per the expectation. It has not afforded relief, since price of essential commodities are rising skyhigh.

Strike and Agitation

During my tenure as General Secretary, number of agitations were held in various places. Mostly in front of Dak Bhawan through JCA. In every agitation our Delhi brothers of our Union attended in large numbers and showed our strength in Delhi. They also stood like a rock in every agitation. I salute for their active participation.

Twice notice of Indefinite Strike was given through JCA. But the Administration discussed the issues and solved some problems. A written agreement was reached, so the strike was postponed.

6th CPC

As you all know that in **6th CPC** our Union of Postmen and Group 'D' (MSC) had taken a **stand** to present actual day-to-day working position of Postman and Group 'D' staff through CD and the Chairman of 6th CPC was kind enough to recommend a good package for Postmen and Group 'D'. However, I am not satisfied with this and trying my best to get more financial benefits through negotiations with the dept. for remaining financial demands. I assure that whatever discrepancies are there in **pay fixation of Postman and Group 'D'** staff, OTA, MACP, Fixation, Recruitment of Group 'D' from GDS to change of Postman norms and others will definitely be solved through Anomaly Committee and other forum.

Some Problems

Vacancies : Government have scrapped the order on filling up the vacancies. Action has been initiated to fill up the vacancies. In Group D cadre, the Department is not interested to fill up the vacancies.

GDS : The recommendations of the '**Natrajmurthi Committee**' as modified by the 'Gopinath Committee' have been implemented. There is substantial improvement in the TRCA and some service conditions. However, the demand for pension has been rejected again.

Dept. of Post, yesterday and today

The dept. of Post was established only for purpose of collection, convenience and delivery of mails. In those days in big cities mail was being delivered 6 times daily and other cities, town throughout India was delivered twice daily.

What is today's position. Almost all big cities, excluding metropolitan cities mail is being delivered only twice and in other cities only once in a day. Dept is trying to curtail 2nd delivery and is of the opinion that it should be delivered only one time in a day. Why all this exercise is being done by the dept. The answer is only one that the dept. **wants the courier service** to flourish. Why? Because most of **the officers after retirement join big companies** and for their bulk mail they are taking **services of courier** instead of dept. of Post. In most of the **courier companies** these retired officers are connected.

Now for '**Arrow Project**' though the aim is very good for **Aam Adami** but here also delivery section is totally neglected. The **renovation** of PO building is earmarked for **Arrow Project** made only in counter portion and delivery section is left as it is. Here also step **motherly treatment** is being given to Postman and Group 'D' (MSC) staff.

Regarding supply of Uniform and kit item CHQ is constantly struggling with the dept. for timely **good quality supply** and I hope that in near future we will succeed in getting kit items in time with **good quality**.

The Agenda items were taken up. 1582 delegates and visitors participated in the debate. The General Secretary replied to all the points carried by the delegates.

Reception Committee

One million thanks to the Reception Committee led by **Shri Shekhar Mukherjee** and **Shri B.M. Ghosh** for concluding the Conference in an exemplary manner. The food, accommodation and all arrangements were superb. Congratulations to **Shri Shekhar Mukherjee** and **Shri B.M. Ghosh** and his band of activist.

Conclusion

With a vote of thanks to

1. The members and activists for supporting the organisation.
2. The Circle and CHQ leaders for their excellent work.
3. The administration for their co-operation.
4. The UNI for its support and
5. Federation and affiliated Union for their solidarity and support.

Vote of Thanks

On behalf of all CWC members and on my own behalf I offer my sincere thanks to **all Division/Branch Secretaries and all our members** for their wholeheartedly support for better functioning of our Union from CHQ to branch level. I particularly offer our sincere thanks to respectable senior leader **Shri G.K. Padmanabhan** and our esteemed **S.G. Shri D. Theagarajan** for their active support and guidance and better functioning of our Union.

I also particularly offer our thanks to **Shri Ashok Sharma** Dy. GS, **V.K. Mathur, Jagdish Sharma** and all our brothers of Delhi Circle and **Shri Subhash Chowdhary** and others those who have done their best to run the CHQ at Delhi smoothly. It was not possible without their help.

I am thankful to **Secretary Post Smt. Radhika Doraiswami**, Members Postal Board & DDGs and **all Circle CPMGs and all Circle Secretaries**. Because of their co-operation and support we were able to solve many problems faced by the Union.

At last I offer my sincere thanks to **Shri Subhash Chander** (Director SR & Legal) for his guidance, support and cooperation to the Union.

Jai Hind - Vande Maataram
Long Live NUPE Postmen & Group 'D' (MSC)
FNPO INTUC UNI

(T.N. Rahate)
General Secretary

नॅशनल यूनियन ऑफ पोस्टल एम्प्लॉईज, पोस्टमैन और ग्रुप डी/एमटीएस
18वां अखिल भारतीय अधिवेशन, अंबाजी (गुजरात)
द्विवार्षिक रिपोर्ट - जनवरी 2010 से मार्च 2012 तक
Introduction

मैं, टी.एन. रहाटे, जनरल सेक्रेटरी, नॅशनल यूनियन ऑफ पोस्टमैन एवं चतुर्थ श्रेणी कर्मचारी, आप सभी साथियों का इस शुभ अवसर पर स्वागत करता हूँ। आप सभी भाई, भारत के हर विभाग से यहां उपस्थित हुए हैं। हमारे संगठन के 17वें अखिल भारतीय अधिवेशन में आप सभी का एक बार फिर स्वागत करते हुए पिछले अधिवेशन से लेकर अब तक की रिपोर्ट कार्यकारी मंडल की ओर से आपके सम्मुख प्रस्तुत करता हूँ। कृपया रिपोर्ट का अवलोकन कर इसे ध्वनिमत से पारित करें।

पिछला अधिवेशन ता. 30-01-2010 से 01-02-2010 के बीच कोलकत्ता में संपन्न हुआ था। आप सभी इस अवसर पर उपस्थित थे। कोलकत्ता के अपने साथियों ने उचित ढंग से प्रतिनिधि एवं विजीटर की सुविधा का ध्यान रखा था। मैं उनका अभिवादन करता हूँ।

इस रिपोर्ट के दौरान तीन कार्यकारिणी बैठक हुई। पहला तारीख 21 सितंबर से 23 सितंबर 2010 तक केरला में तथा दूसरा तारीख 10 मार्च 2011 से 12 मार्च 2011 तक पांडीचेरी में संपन्न हुआ तथा तीसरा ता. 19 अक्टूबर 2011 से 21 अक्टूबर 2011 तक जे&के में संपन्न हुआ।

तीनों बैठकों का विवरण 'पोस्टल प्रकाश' में प्रकाशित किया गया है।

रिपोर्ट के दौरान पांच प्रमुख घटनाएं घटित हुईं। (i) छठा वेतन आयोग एवं (ii) MACP अनॉमली (iii) मेंबर वेरीफिकेशन (iv) कर्मचारियों की कमी (v) कर्मचारियों का शोषण। छठा वेतन आयोग की मान्यताओं को कर्मचारियों पर लागू करने हेतु सरकार की ओर से जो आदेश प्राप्त हुए उनके अनुसार हमें सूचित करते हुए गर्व महसूस होता है कि पोस्टमैन एवं ग्रुप डी/MTS के वेतनमान बेहतर करने में हमारे संगठन को उम्मीद से बढ़कर यश प्राप्त हुआ है।

कुछ मामलों में अभी भी असंतोष था किंतु CHQ की ओर से अथक प्रयास करके आदेश पाये हैं। सिर्फ प्रमोटी Postman & PA/SA को MACP की अनॉमलीस है। जिसे अनामली कमेटी और NJCM के माध्यम से संगठन दूर करने में प्रयासरत है।

रिपोर्ट के दौरान तीन बार मेंबर वेरीफिकेशन हुआ है।

पहला वेरीफिकेशन अप्रैल 2008 के दौरान सभी जनरल सेक्रेटरीयों और सेक्रेटरी जनरल के साथ मिलकर मैंने देश के विभिन्न विभागों में दौरा किया एवं अधिक से अधिक कर्मचारियों को FNPO के झंडे के नीचे खड़ा करने का प्रयास किया।

दूसरी बार वेरीफिकेशन मई 2009 को हुआ और इस बार मैंने अकेले ही भारत भर में 15 सर्कल का दौरा कर अपने संगठन की सदस्य संख्या बढ़ाने हेतु हमारे साथियों के सक्रिय सहयोग से बहुत मेहनत की और नतीजा आपके सामने है। अपने यूनियन की सदस्य संख्या में बढ़ोत्तरी हुई है। तीसरा और फायनल मई 2010 में हुआ। (वेरीफिकेशन प्रोसेस के दौरान 22 सर्कल में मैंने प्रत्यक्ष रूप से उपस्थित होकर कर्मचारियों और कार्यकर्ताओं से मिला हूँ।

रिपोर्ट के दौरान मैंने लगभग सभी सर्कल का दौरा किया एवं वहां के CPMG, PMG, DPS, जो भी अधिकारी मिले उनसे भेंट की। अपने संगठन के साथियों को साथ में ले जाकर उनके प्रश्नों का हल ढूंढने की कोशिश की।

दिल्ली में रहते हुए हमेशा डाक भवन में जाकर **सेक्रेटरी पोस्ट, मेंबर पोस्टल बोर्ड, डी.डी.जी.,** डायरेक्टर और ए.डी.जी. लेवल के अधिकारियों से मिलकर समस्याओं को हल करने की कोशिश की है। 'पोस्टल प्रकाश' में इसका ब्यौरा हमेशा प्रकाशित किया है।

एम.ए.सी.पी. and 6th CPC anomalies और इत्यादि समस्याओं के लिए हमेशा DOPT और सेक्रेटरी एक्सपेंडीचर (फायनान्स), डायरेक्टर एक्सपेंडीचर (फायनान्स) से मिलता रहा हूँ। हमारे साथ अशोक शर्मा, डेप्यूटी जी.एस. सुबे सिंह, दिल्ली के वी.के. माथुर, भूतपूर्व डेप्यूटी जी.एस. और जगदीश शर्मा, खजांजी और पंजाब हरियाणा के साथी उपस्थित रहे हैं। हमने हमेशा संबंधित अधिकारियों से चर्चा करके पोस्टमैन ग्रुप डी के लिए और GDS की भी समस्याओं को हल करते रहे हैं। छठा वेतन आयोग की अनॉमोली को दूर करने में CHQ कामयाब हुई है। और MACP से प्रमोटी Postman and PA अनॉमोली दूर करने के लिए CHQ बेर से कोशिश कर रही है।

आपके सहयोग से और मुख्यतः महाराष्ट्र एवं दिल्ली के साथियों की आर्थिक मदद से अपने CHQ में अपनी वेबसाईट लगाई है। इस वेबसाईट पर हमारी हर गतिविधियों का ब्यौरा दिया गया है। वैसे ही सभी सरकारी आदेश इस वेबसाईट पर आप सब के लिए उपलब्ध है।

साथियो इस रिपोर्ट का अवलोकन कर इसके परिछंदों पर विचार विमर्श कर मुझे इस रिपोर्ट को आप सभी पारीत करने में सहयोग दें।

Minutes of the 17th All India Conference

30-01-2010 को सुबह 10 बजे नैशनल झंडा वंदन **श्री जी.के. पद्माभन**, भूतपूर्व सेक्रेटरी जनरल तथा सेक्रेटरी हेड क्वार्टर FNPO इनके करकमलो द्वारा किया गया। FNPO का झंडा वंदन **श्री टी.एन. रहाटे**, प्रेसीडेंट FNPO इनके करकमलो द्वारा संपन्न हुआ। NUPE P-IV ग्रुप डी का झंडा वंदन श्री सी.पी. नायी, प्रेसीडेंट NUPE P-IV ग्रुप डी इनके करकमलो द्वारा किया गया। झंडा वंदन प्रोग्राम में भारी संख्या में सभी सर्कल के डेलीगेट्स और विजीटर्स उपस्थित थे।

श्रद्धांजली

पिछले अखिल भारतीय अधिवेशन से आज तक के समय में हमारे बीच से जो व्यक्तियों का निधन हुआ है उनमें प्रमुख रूप से 26/11 के मुंबई आतंकवादी हमलों में श्री कामटे करकरे, सालस्कर और कई अधिकारी एवं पुलिसकर्मी शहीद हुए उनको श्रद्धांजली अर्पित करते हैं।

हमारे चहेते सीनियर लीडर, बड़े भाई समान श्री दोडामारिया, AGS, कर्नाटक सर्कल का अचानक निधन हो गया इससे CHQ यूनियन को भारी नुकसान हुआ है। हमारा आधारस्तंभ चला गया है। भगवान से प्रार्थना करते हैं कि वे उनकी आत्मा को शांति प्रदान करें।

NUPE P-III के भूतपूर्व जनरल सेक्रेटरी श्री कोदांडरामन का भी अचानक निधन हो गया। भगवान से प्रार्थना करते हैं कि वे उनकी आत्मा को शांति प्रदान करें।

FNPO संगठन के वरिष्ठ सहयोगी श्री जगरवाल को CHQ की ओर से श्रद्धांजली अर्पित करते हैं तथा ज्ञात-अज्ञात दिवंगत उन सभी व्यक्तियों को हम भावपूर्ण श्रद्धांजली अर्पित करते हैं तथा ईश्वर से प्रार्थना करते हैं कि उन सभी की आत्माओं को शांति मिले।

Subject Committee

30-01-10 सुबह 10.00 बजे डेलीगेट सेशन का उद्घाटन श्री जी.के. पद्मनाभन साहब ने किया। डेलीगेट सेशन का काम श्री सी.पी. नायी की अध्यक्षता में शुरू हुआ। डेलीगेट सेशन में श्री जी.के. पद्मनाभन, श्री बी.एम. घोष (मैंबर ऑफ एडवाइजरी कमेटी), श्री पी.वी. सुब्रमण्यम (भूतपूर्व ज.से.), श्री गोपालन नायर, एडवाइजरी कमेटी मेंबर आदि उपस्थित थे। डेलीगेट सेशन में एजेंडा आईटम 1 से 7 तक काफी चर्चा के बाद सर्वसम्मति से पास किये गये।

समिति की बैठक 30-31 जनवरी 2010 से 2 फरवरी 2010 तक हुई जिसकी अध्यक्षता श्री सी.पी. नायी ने की। महासचिव ने कामकाज की पूर्ण रिपोर्ट प्रस्तुत की और इस रिपोर्ट का हिन्दी रूपांतर भी प्रस्तुत किया। विचार-विमर्श के बाद इसे स्वीकार कर लिया गया।

कोषाध्यक्ष ने 1-4-07 से 31-7-09 तक के लेखा परीक्षित लेखाबहियां प्रस्तुत की। इनका अनुमोदन किया गया।

Open Session

एक विशाल जुलूस बिनानी भवन से महाजेटी सदन तक गया। खुले सत्र में बहुत से लोग शामिल हुए। पश्चिम बंगाल प्रदेश कांग्रेस समिति के कार्यकारी अध्यक्ष और स्वागत समिति के अध्यक्ष श्री प्रदीप भट्टाचार्य ने स्वागत भाषण दिया। श्री बी.एम. घोष ने अतिथियों और अन्य आमंत्रित व्यक्तियों का स्वागत किया।

खुले सत्र में श्री डी. त्यागराजन सेक्रेटरी जनरल, संनहन सिंह जनरल सेक्रेटरी, प्रदेश कांग्रेस समिति, कनक देबनाथ, पी.सी.सी., रमन पांडे (INTUC), श्री टी.एन. रहाटे, श्री डी. किशन राव, श्री पी.यू. मुरलीधरन, श्री ए.एच. सि.की, श्री रामटेके, श्री कुलकर्णी (जनरल सेक्रेटरीज), श्री जी.के. पद्मनाभन, श्री शकील अहमद बुर्णी और अन्य लोगों ने खुले सत्र को संबोधित किया।

इस अवसर पर एक स्मारिका का लोकार्पण किया गया।

श्रीमती सोमा घोष ने कार्यक्रम का समन्वय किया।

श्री सी.पी. नायी की अध्यक्षता में 1 और 2-2-10 को सबजेक्ट कमेटी की बैठक हुई जिसमें कार्यसूची मद संख्या 5 से 21 पर चर्चा की गयी।

Negotiating Machineries

समस्या का हल करने वाली यंत्रणा NJCM, Dept. Council, पियरोडिक मीटिंग, RJCM, CPMG, चौमासिक मीटिंग, PMG, DPS, बायमंथली मीटिंग, SSP/SSPOs और ब्रांच Sr. PM के मंथली मीटिंग में कर्मचारियों की समस्या लेकर डिपार्टमेंट के साथ, सरकार के साथ कैसे हल किये जा सकते हैं इस बात के ऊपर जनरल सेक्रेटरी ने विस्तार से सभी को संबोधित किया।

संगठनात्मक समीक्षा

दूसरी बार जनरल सेक्रेटरी का पद संभालने के बाद से मैं लगभग सभी सर्कलों में गया और ज्यादा से ज्यादा लोगों को अपनी यूनियन का सदस्य बनाने का प्रयास किया जिसके बहुत अच्छे परिणाम रहे। पिछले दो बरस से हमारे सदस्यों की संख्या बढ़ती जा रही है। हर स्तर पर हमारे सदस्य भरपूर मेहनत कर रहे हैं और जब भी मदद या मार्गदर्शन की जरूरत होती है तो मैं उन सर्कलों / डिवीजनों में पहुंचता हूं। हम सभी भरपूर प्रयास कर रहे हैं और मैं आपसे विनंती करता हूं कि सभी

कर्मचारियों से मिले और हमारी यूनियन की नीति को सही तरीके से समझाते हुए उन्हें अपना सदस्य बनने के लिए प्रेरित करें। मुझे उम्मीद है कि आपका सक्रिय सहयोग हमें जरूर इस लायक बनायेगा कि अगली बार सदस्यों का सत्यापन करते समय हम अव्वल नंबर पर रहे।

आर्थिक स्थिति

मैंने पिछले द्विवार्षिक रिपोर्ट में जो बात लिखी है, आज फिर हम उसी स्थिति में हैं। डिवीजन/ब्रांच से CHQ को कोटा नियमित रूप से प्राप्त नहीं हो रहा है। मैं इस विषय पर स्पष्ट रूप से आप सभी से कहना चाहता हूँ कि यदि आप सदस्यों के वेतन से जो चंदा जमा होकर आपके पास सरकारी खजाने से प्राप्त होता है। आप उस राशि से आपके डिवीजन/ब्रांच के हिस्से की रकम लेकर बाकी रकम नियमानुसार सर्कल, CHQ एवं फेडरेशन को क्यों नहीं जमा करते? क्या आप नहीं जानते कि ऐसा न करना आपके लिए कानूनी मुसीबत खड़ा कर सकता है। यदि RTI Act 2005 के अनुसार जानकारी प्राप्त करने के पश्चात कानूनी कार्यवाही करने पर ऐसे डिवीजन/ब्रांच की स्थिति क्या रह जायेगी। पर हम सब एक साथ हैं। इसलिए CHQ ऐसा कदम उठाने से परहेज करती रही है।

यदि हर सदस्य प्रतिमाह 2.50 रुपये (दो रुपये पचास पैसे) CHQ कोटा के हिसाब से सभी डिवीजन / ब्रांच रकम भेजे तो लगभग हर माह कम-से-कम रुपये 50,000/- जमा हो सकते हैं। पर हमें रु. 5,000/- भी हर माह प्राप्त नहीं होते। डोनेशन जमा हुआ पर CHQ को उसका हिस्सा नहीं मिला। मुझे दुख है कि FNPO भी उनके कोटे की रकम के लिए आप सभी से बार-बार आग्रह करता है। पर वहां भी कोटा नहीं भेजा जा रहा है।

आपसे अनुरोध है कि आप स्थिति को संभालें व जो देय राशि है उसे CHQ में जमा करें। मैं यहां एक बात स्पष्ट कर देना मेरा कर्तव्य समझता हूँ वह यह है कि आपसे प्राप्त एक-एक पाई का हिसाब हमारे पास है। आप सभी डिवीजन/ब्रांच सेक्रेटरी जो उपस्थित हैं इस अधिवेशन में अपना बकाया कोटा की राशि CHQ TRR के पास जमा कर मुझे सहयोग दें।

साथियों आनेवाले समय में हमारी यूनियन को बहुत संघर्ष करना है। पोस्टमैन और ग्रुप डी की बहुत सी समस्याओं का हल निकालना बाकी है। **कई केसेस कोर्ट में चल रहे हैं और कई समस्याओं को कोर्ट में दर्ज करना बाकी है और वे बहुत जरूरी हैं।** कोर्ट केसेस का फैसला सभासदों के पक्ष में लाना है और वह लाने के लिए पैसों की सख्त जरूरत है। मेरी आप लोगों से विनंती है कि यह ऑल इंडिया कॉन्फरेंस (AIC) में आपके डिवीजन/ब्रांच का बकाया/चालू CHQ कोटा भर दीजिये और CHQ की आर्थिक स्थिति सुधार लीजिए। साथ-साथ आपके डिवीजन/ब्रांच के सभासदों की एक लिस्ट की कॉपी (copy) CHQ में जमा कर दीजिए।

अखंड भारत में NUPE P-IV Group D के काफी मेंबरशीप है लेकिन डिवीजन/ब्रांच सेक्रेटरी CHQ को कोटा नहीं भेज रही है। DDO से कोटा टाईम से लेते हैं, लेकिन CHQ को नहीं भेज रहे हैं। **इसलिए 7 मेंबरों की फायनान्स कमेटी का गठन** किया गया है। कमेटी के चेयरमैन 1. जनरल सेक्रेटरी **श्री टी.एन. रहाटे** रहेंगे, 2. **श्री अशोकजी पवार** - सर्कल सेक्रेटरी, महाराष्ट्र सर्कल, 3. **श्री शेखर मुखर्जी** - सर्कल सेक्रेटरी, वेस्ट बंगाल, 4. **श्री सुभाष चौधरी** - सर्कल सेक्रेटरी दिल्ली सर्कल, 5. **श्री के.सी. गंगगिया** - सर्कल सेक्रेटरी, कर्नाटक सर्कल, 6. **श्री ए.के. सोलंकी** - AGS गुजरात सर्कल, 7. **श्री के. गुनाशेखर** - AGS तमिलनाडू सर्कल। यह कमेटी CHQ की आर्थिक परिस्थिति में सुधार और नियोजन लाने की कोशिश करेगी।

पोस्टल प्रकाश

हमारे अपने संगठन की हमारी पत्रिका 'पोस्टल प्रकाश' नियमित रूप से प्रकाशित की जा रही है। हिन्दी एवं अंग्रेजी में प्रकाशित इस पत्रिका द्वारा मैं आप सभी सदस्यों एवं कार्यकर्ताओं को मेरे दौरे के विषय में तथा डाक विभाग द्वारा प्राप्त आदेशों को आपको सूचित करता हूँ। आप सभी से अनुरोध है कि आप इस पत्रिका के नियमित सदस्य बनकर इसे घर बैठे प्राप्त करें। दो वर्ष का चंदा और आप अपना नाम, पता, पोस्टल कोड सहित जनरल सेक्रेटरी के पास देकर सहयोग करें।

NUPE Postmen Group D सेंट्रल हेड क्वार्टर के सेन्टीनार 'पोस्टल प्रकाश' नियमित सभासद, डिवीजन सेक्रेटरी को समय पर मिलने के लिए और 'पोस्टल प्रकाश' की सुव्यवस्था रखने के लिए पांच मेंबरों की समिति गठित की गई है। इस समिति के चेयरमैन जनरल सेक्रेटरी श्री टी.एन. रहाटे रहेंगे। अन्य मेंबर इस प्रकार हैं - 1. श्री अशोक शर्मा, दिल्ली सेक्रेटरी, 2. श्री जगदीश शर्मा, दिल्ली, खंजाजी, 3. श्री के.एम. परमार, गुजरात, 4. श्री राधेश्याम वर्मा, मध्य प्रदेश, 5. श्री अजमेर सिंह, पंजाब। यह कमेटी 'पोस्टल प्रकाश' हर महीने प्रिंटिंग करके, पोस्टिंग करना और 'पोस्टल प्रकाश' के लिए चंदा जमा करना और आर्थिक सहयोग अलग से तैयार करना इस पर विचार करेगी।

दोनों कमेटी की सम्मति उपस्थित सभी डेलीगेट्स से ली गयी है।

17th AIC Resolution

1. पोस्टमैन और ग्रुप डी कर्मचारी की कटौती पर रोक लगायी जाये और पोस्टमैन और ग्रुप डी की रिक्त जगह जल्द-से-जल्द भरी जायें।
2. स्पीड पोस्ट आर्टिकल डिलीवरी टाईम फैक्टर में गिना जाये।
3. पोस्टमैन की चाल स्पेडोमीटर से नापा जाये (क्योंकि बिल्डिंग के अंदर पैदल चलकर घर-घर में डिलीवरी की जाती है वो पदचाल पोस्टमैन को मिलनी चाहिए।)
4. अनुकंपा की भर्ती पर 5 प्रतिशत की शर्त को निकाला जाए।
 - (i) 1999 से 2004 तक स्क्रिनिंग कमेटी ने 1/3 स्वीकृत रिक्त जगह के 5 प्रतिशत अनुकंपा भर्ती की गई है। 16th AIC 1999 से 2004 तक की अनुकंपा भर्ती टोटल रिक्त जगह के 5 प्रतिशत से की जानी चाहिए, बाकी 2/3 जगह की 5 प्रतिशत से हिसाब से अनुकंपा भर्ती जल्द-से-जल्द की जाये।
5. मेडीकेयर इंशुरेंस स्कीम बंद करके CGHS स्कीम शुरू करें और प्राइवेट हॉस्पिटल में बीमार कर्मचारी का इलाज कराना बंद किया उस सुविधा को फिर से लागू किया जाये।
6. डाक विभाग में टेंपरी स्टेट्स ग्रुप डी, फुल टाईम/पार्टटाईम कर्मचारी, डेली व्हेजेस कर्मचारी सालों-साल से काम कर रहे हैं उनको डिपार्टमेंट में स्थायी किया जाये और 1993 के बाद के कर्मचारियों को GDS में स्थायी किया जाये।
7. जूते और छत्री की क्वालिटी अच्छी नहीं मिल रही है इसलिए उसका कैश पेमेंट किया जाये।
8. ग्रुप डी के नाम में बदलाव लाया जाए - पीयून न बनाकर उनको वापस ग्रुप डी पैकर का ही नाम रखा जाये।
 - (i) DDO से डायरेक्ट MO कमीशन काटकर CHQ को सारा कोटा भेजा जाये और CHQ सबको अपना हिस्सा रखकर सर्कल डिवीजन, ब्राँच और FNPO को भेजने का फैसला AIC में सर्व सम्मति से पास किया गया और AIC ने आगे की कार्यवाही करने की अनुमति जनरल सेक्रेटरी को दे रही है।

- (ii) Division/Branch सेक्रेटरी चंदा टाईम पर नहीं भेजा तो उसके डिवीजन के DDO के साथ जनरल सेक्रेटरी पत्र व्यवहार करके चंदा कितना व कब लिया और किसने लिया इस बारे में जानकारी जमा करने की अनुमति जनरल सेक्रेटरी को AIC ने दी है। इस पत्र व्यवहार से होनेवाला खर्चा उस डिवीजन से ही वसूलने की अनुमति सर्व सम्मति से दी जा रही है।
- (iii) Sorting Postman को Sorting Assistant का दर्जा देने की मांग सरकार या डिपार्टमेंट ने नहीं माना तो 17th AIC जनरल सेक्रेटरी को कोर्ट में केस दर्ज कराने की अनुमति दे रही है। जनरल सेक्रेटरी स्टेट्स दिलाने की हर तरह से कोशिश करेंगे। एडवोकेट फीस जो भी रहे, जनरल सेक्रेटरी को पेड करने की अनुमति AIC ने दी है।
- डिपार्टमेंट ने डेप्यूट किये गये निरीक्षक की उपस्थिति में सर्व सम्मति से नये ऑफिस बेरर इलेक्ट किये गये।

रिजोलेशनशीप

1. एडमिनीस्ट्रेशन के साथ हमारे यूनियन के बहुत अच्छे संबंध हैं।
2. फेडरेशन और NAPE P-III, NU GDS, NU R-IV, R-III और SBCO, DAP Accounts यूनियन के साथ बहुत अच्छा संबंध है।
3. UNI के साथ अच्छा संबंध है। अशोक पवार महाराष्ट्र-नेपाल के सेमीनार में उपस्थित रहे, लेडिज सेमीनार कोलकत्ता में UNI ILC के माध्यम से हुआ।
4. INTUC के साथ अच्छा संबंध है और सर्कल लेवल में ही सर्कल लेवल में भी संबंध अच्छा रखा है।
5. सिस्टर फेडरेशन/यूनियन (NFPE) के साथ अच्छे संबंध हैं। JCA के माध्यम से Postmen & Group D की बहुत सी समस्या हल करने की कोशिश की।
1. डिपार्टमेंटल कौंसिल मीटिंग, पीरॉडिकल मीटिंग नहीं ली गयी।
2. फेडरेशन और यूनियन की मान्यता मई 2009 की री-वेरीफिकेशन ऑफ मेंबरशिप का रिजल्ट नहीं मिल पाया क्योंकि पटना और चेन्नई कोर्ट में केस चल रहा है।
3. एक नयी स्कीम शुरू की जा रही है। लेकिन यूनियन स्टाफ साईड से विचार-विमर्श नहीं किया गया। प्रोजेक्ट एरो के नाम पर बीट सार्टिंग RMS में ही किया जानेवाला है। इसलिए सार्टिंग पोस्टमैन की पोस्ट कम हो सकती है।

रिजोलेशन कमेटी के चेयरमैन **श्री गुलाम रबानी** और मेंबर श्री दामोदर सोधी, J&K, श्री ए.के. सोलंकी (गुजरात), श्री एल. मुजूमदार (वेस्ट बंगाल), आदि स्थापन करके आये हुए उपस्थित डेलीगेट, विजीटर से समस्या और रिजोलेशन लेकर जनरल सेक्रेटरी श्री टी.एन. रहाटे इनको दिये। ये रिजोलेशन जनरल सेक्रेटरी ने पढ़कर उचित कार्रवाई जल्द से जल्द की जायेगी कहकर सर्व सम्मति से पास किये गये।

यूनियन नियमावली (Construction) में सुधार लाने के लिए **श्री बी.एम.घोष** की अध्यक्षता कमेटी स्थापित की है। इस कमेटी के अन्य सभासद 1. दोडामारिया (कर्नाटक), 2. बबनसिंह (बिहार), 3. श्री अशोक पवार (महाराष्ट्र), 4. गुलाम रबानी (आंध्र प्रदेश), 5. श्री सुभाष चौधरी (दिल्ली), इस कमेटी ने डेलीगेट और विजीटर से सुझाव लिया। सब

सुझाव के ऊपर चर्चा विमर्श करके Construction Amendment करने की इजाजत डेलीगेट, विजीटर और AIC से दी गई है। सर्व सम्मति से यूनियन नियमावली में बदलाव लाना पास हो गया है। यूनियन का चंदा 10 रुपये प्रति मेंबर से बढ़ाकर 20/- रुपये प्रति मेंबर प्रतिमाह किया गया है। जिसमें 1 रुपये FNPO, 6 रुपये CHQ, 6 रुपये सर्कल, 4 रुपये डिवीजन और 3 रुपये ब्राँच के हिसाब से बंटवारा किये जाने का सर्व सम्मति से पास हुआ है।

Amended Constitution

Article No.

1. Name

The name of the Union shall be **“National Union of Postal Employees Postmen and Group ‘D’ / Multi Task Staff.**

5. Membership

(a) All Postal Employees in the Postmen and allied cadres, and Group D / Multi Task Staff in all Post Offices, Foreign Post, P.S.Ds, R.L.Os and Postal Training Centres shall be eligible to become members of the Union on application and expressing agreement in writing to abide by the Constitution of the Union. The membership of the Government Servant shall be automatically discontinued on his ceasing to belong to such distinct category.

(b) The provision of this Constitution of the Union shall be binding on the members of the Union.

12. Discipline

a) The Central Working Committee may make Rules for guidance, management control and functioning of the Union.

b) The Central Working Committee may similarly make Rules for maintenance of discipline and adherence to the Constitution of the Union.

c) Save as provided for specifically elsewhere in the Constitution, and action taken in the interest of the Union may include (i) adoption of motion of no confidence, (ii) suspension of Office-Bearers, and Members of Executive from offices in the Union, (iii) appointment of adhoc Committee, where Divisional / Circle Branches are functioning in violation of Constitution, declaring the existing Branch as defunct. (iv) re-election in such manner as may be expedient according to circumstances, and (v) expulsion from primary membership in respect of Circle and Branch Unions. In respect of All-India Union, the Central Working Committee/All India Conference shall take appropriate action.

13. Resolution Motions and Voting

(a) Resolutions and motions shall be carried by show of hands by a simple majority vote.

(b) In respect of election to any post/office in the Union where it is not unanimous and is contested, the result shall be declared by a simple majority vote by show of hands, voting power being determined as provided for elsewhere in the Constitution but secret ballot shall be granted if demanded.

(c) Save as provided for elsewhere in the Constitution, the voting power of an elected delegate to the All India/Circle Conference who is present shall, in general, be one for every **25 paid members or part thereof provided the balance is 13 more.**

(d) The President will conduct the election. If he is a contestant, Vice President or another office bearer who is not a contestant will conduct the election.

(e) The delegates of the Conference as furnished in the credential form prescribed for the purpose will be screened by the General Secretary, Treasurer and respective Circle Secretary before admitting them as delegates.

(f) Any primary member is eligible to be elected as delegate for the Divisional / Circle / All India Conferences.

32. Subscription, Donation, Levy

a) The monthly subscription shall be Rs. 20.00 per member per month.

b) The Branch Union shall be empowered to collect donations and special levies from members for publishing Journals/bulletins/circulars and publish souvenirs etc. in furtherance of the aims and objects of the Union.

33. Allocation

a) The amount of monthly membership subscription realised by the Branch Union shall be allocated as between the Federation, All India Union, Circle and Divisional Union as quota in the following manner; Federation **Rs. 1.00**, All India Union **Rs. 6.00**, Circle Union **Rs. 6.00**, Divisional Union **Rs. 4.00**, Branch Union **Rs. 3.00** per member per month.

Where there are no Branch Unions the quota due to Branches will go to Divisional Union.

b) A Branch Union also which does not remit quota of subscription according to the above allocation to the Federation, All India Union, Circle Union and Divisional Union consecutively for three months shall be deemed to be a defaulter and shall automatically become liable for disciplinary action and Divisional Conference but forfeiture of eligibility shall be restored automatically on payment of full arrears of quota of subscription to the All India / Circle and Divisional Union before the Conference is held.

The General Secretary / Circle Secretary may appoint an Adhoc Committee at Circle/Divisional level and Circle Secretary at branch level to ensure collection of membership subscription delegating to the adhoc committee all the powers of Circle/Branch Union after issuing show cause notice to the Secretary and Treasurer of the Circle/Division Branch Union and providing a reasonable opportunity to make amends within 15 days. The General Secretary in Circle, Divisional Branch and Circle Secretary in Divisional District and local Branch may take legal action to secure funds/ records of the Branch Union should such a step be necessitated in the interest of the Union.

(c) The DDO's will remit the entire recovery to the All India Union, for further distribution - vide Para (viii) of Dept. of Posts, letter 13-01-2010 SR dt. 18-2-2010 and also Dept. of Personal clarification issued earlier. (Date of effect from the date of approval of the Contribution by DG).

पॉलिसी एंड प्रोग्राम : पॉलिसी और प्रोग्राम के बारे में बहुत ही गांभीर्यपूर्वक चर्चा की गई और सर्व सम्मति से मार्च 2010 में डिवीजन सर्कल, नॅशनल लेवल में दो दिन का धरना का प्रोग्राम आयोजित किया जायेगा। CHQ प्रोग्राम की तारीख निश्चित करेगी, लेकिन पोस्टमैन और ग्रुप डी (MSC) की समस्याओं के बारे में एजीटेशन करने की सर्व सम्मति से AIC में पास किया गया।

31-01-10 को सुबह 09.00 बजे डेलीगेट सेशन की दूसरे दिन की कार्यवाही शुरू की गई। जनरल सेक्रेटरी ने ऑल इंडिया में पोस्टमैन और ग्रुप डी की समस्या सुलझाने के लिए जनरल सेक्रेटरी की ओर से कई प्रयास किये। डिपार्टमेंट नयी-नयी स्कीम ला रही है। स्क्रीनिंग कमेटी ने कर्मचारियों की कटौती की है। कर्मचारी भर्ती नहीं करने से पोस्टमैन और ग्रुप डी (MSC) को काफी तकलीफ में काम करना पड़ रहा है। इसलिए जनरल सेक्रेटरी की ओर से की गई कोशिश, अनुकंपा भर्ती, ग्रुप डी भर्ती, पोस्टमैन भर्ती, एलजीओ परीक्षा सिलाबस में बदलाव, पोस्टमैन प्रमोशन परीक्षा में सिलाबस बदलाव लाने की कोशिश, स्पीड पोस्ट का टाईम फैक्टर मिलना, पोस्टमैन की चाल स्पेडोमीटर से नापना, पोस्टमैन को बिल्डिंग में ऊपर-नीचे आने-जाने में लगनेवाला समय गिनती की जाये, बीट मेजरमेंट करना, स्पिड पोस्ट को टाईम फैक्टर में लाना और स्पेडोमीटर बीट रिवीजन यूनियन रिप्रेजेंटेटिव के उपस्थित होना चाहिए। ऐसी सारी बातों को लेकर सबको संबोधित किया।

उपस्थित डेलीगेट विजीटरों को श्री पी.यू. मुरलीधरन (जनरल सेक्रेटरी NUGDS), श्री शकील अहमद बर्नी (पूर्व प्रेसीडेंट FNPO), श्री डी. त्यागराजन (सेक्रेटरी जनरल), श्री बी.एम. घोष, श्री वी.के. माथुर (डेप्युटी जनरल सेक्रेटरी), सुभाष चौधरी (डेप्युटी सेक्रेटरी जनरल), गुलाब रब्बानी (अस्सीटेंट जनरल सेक्रेटरी), श्री बबन सिंह (सर्कल सेक्रेटरी, बिहार सर्कल), श्री जी.के. पद्मनाभन (सेक्रेटरी HQ, FNPO) आदि ने संबोधित किया।

नये इलेक्टेड ऑफिस बेरर की लिस्ट इस प्रकार है -

List of New Office Bearers NUPE Postmen & Group D (MSC) (CHQ) For the year 2010 to 2012

1. President	SHRI C.P. NAYI	Mail Overseer	Naurangpura HO, Ahmedabad- 389009, (Gujarat)
2. Working President	Shri Lakhan Mujumdar	Stg. Postman	Hatkhol PO, Kolkatta-700005 (WB)
3. Vice President	i. Shri Mohan T. Pardeshi	Stg. Postman	Deccan Gymkhana PO, Pune-411004 (Maharashtra)
	ii. Shri Gulam Rabbani	Group D (MSC)	Hyderabad, GPO-500001, (Andhra Pradesh)

4. General Secretary	SHRI T.N. RAHATE	Postman	Tank Road PO, Mumbai-400033, (Maharashtra)
5. Dy. General Sec.	Shri Ashok Sharma	Postman	Krishnanagar HO, New Delhi-110051 (Delhi)
6. Asst. General Sec. i.	Shri K. Gunasekharan	Postman	Roya Pettah PO, Chennai-600014 (TN)
	ii. Shri Mivas Achary	Postman	Bangalore-560 006 (Karnataka)
	iii. Shri A.K. Solanki	Postman	Vistar PO, Ahmedabad-380015 (Gujarat)
	iv. Shri C. Trivikraman Nair	Stg. Postman	Trivandrum GPO- 695 001 (Kerala)
7. Org. Secretary	i. Shri Rabindra Nath Biswas	Postman	Ranaghat PO- 741201 (West Bengal)
	ii. Shri I.L. Yadav	Postman	Jabalpur HO, (Madhya Pradesh)
	iii. Shri Gautam Shukla	Group D (MSC)	Kanpur HO, Kanpur-208 001 (UP)
	iv. Shri Mandiramurty	Stg. Postman	Mellur PO, Tuticorin-1, (Tamil Nadu)
8. Treasurer	Shri Jagdish Kumar Sharma	Group D (MSC)	I.P. HO, Delhi-110 002, (Delhi)

9. Auditor	i. Shri Damodar Sodhi	Mail Overseer	J&K Circle
	ii. Shri K.V. Kurudigi	Postman	K. Circle

Office Secretary to General Secretary

Delhi

- i. V.K. Mathur, Delhi IPO HO
- ii. Trilok Singh, Postman, Delhi GPO

Mumbai

- i. R.N. Awate, Stg. Postman, Mumbai
- ii. N.K. Naik, Postman, Tank Road Mumbai-400 033

अगली AIC

अगली AIC कर्नाटक सर्कल लेगी ऐसा तय हुआ है।

बोनस

2007-2008 और 2008-2009 में 60 दिन का बोनस दिया गया और एजीटेशन के बाद बोनस सीलिंग बढ़ाकर 3500/- रुपये कर दिया।

Dearness Allowance

01-01-2008	-	12%
01-07-2008	-	16%
01-01-2009	-	22%
01-07-2009	-	27%
01-01-2010	-	08% (अपेक्षित है)

आशा है कि 8% DA के आदेश मार्च के पहले सप्ताह में दिये जाने की उम्मीद है।

हड़ताल तथा आंदोलन

दोबारा जनरल सेक्रेटरी का पदभार संभालने से लेकर आज तक कई आंदोलन हुए। पिछले लगभग दो वर्षों में डाक भवन में JCA की ओर से धरणा आयोजित किया गया। इसमें हमारे दिल्ली के साथियों ने बड़ी भारी संख्या में भाग लेकर हमारी स्थिति दिल्ली में कितनी मजबूत है इसका परिचय दिया।

हमारी अध्यक्षता में FNPO और NFPE के दफ्तर में JCA की मीटिंग हुई। FNPO की ओर से सर्वश्री डी. किशनराव, ए.एच. सिन्की, ओ.पी. खन्ना, डी. त्यागराजन, जनरल सेक्रेटरी उपस्थित थे। NFPE की तरफ से सर्वश्री राघवे ब्रन, जनरल सेक्रेटरी के.वी. श्रीधरन, गिरीराज सिंह, सुरेश, मुखर्जी ने भाग लिया।

तारीख 7-10-09 और 17-12-2009 को अनिश्चितकालीन हड़ताल का नोटिस JCA के माध्यम से दी गयी थी। किंतु एडमिनीस्ट्रेशन के साथ पॉजीटिव चर्चा के कारण हड़ताल पोस्टपोन कर दिया गया।

छठा वेतन आयोग

छठा वेतन आयोग और उसकी उपलब्धियों से आप सभी परिचित हैं। मैंने भरसक प्रयास किये और पोस्टमैन एवं ग्रुप डी कर्मचारियों के अच्छे वेतनमान दिलाने में कामयाब हुआ। मैं आदरपूर्वक नतमस्तक हूँ उन सभी साथियों का जिन्होंने इन वेतनमानों को प्राप्त करने हेतु मैंने जो भी प्रयास किये उन प्रयासों में बढ़चढ़कर हिस्सा लिया। जैसे विडियो वी.सी.डी. वेतन आयोग को प्रस्तुत करना तथा लिखित रूप में मेमोरैंडम देना आदि।

कई विषयों में अभी भी सुधार आवश्यक है। अनामॉली कमेटी द्वारा हल निकाला जायेगा तथा और कई मामलों में जैसे OTA दरें, पोस्टमैन नॉर्म में बदलाव, ग्रुप डी की रिक्त पदों पर भर्ती करना आदि मु-ने पर CHQ प्रयासरत है और भविष्य में जल्द ही हल निकाला लिया जायेगा।

कुछ समस्याएं

1. अनुकंपा तत्व की भर्ती नहीं हो रही है। बहुत केसेस रिजेक्ट हुए हैं।
2. BOA Award - गर्वनमेंट BOA एवार्ड में हिचकिचा रही है।
3. पोस्टल बिल लोकसभा में पेंडिंग है।
4. डिपार्टमेंट और गर्वनमेंट फ्रेंचाइज पी.ओ. आहिस्ता-आहिस्ता शुरू कर रही है।
5. गर्वनमेंट ग्रुप डी की भर्ती नहीं कर रही है। मल्टी स्किल्ड के भर्ती के रूल में बदलाव किया जाना चाहिए।

भारतीय डाक विभाग, कल और आज

डाक विभाग की स्थापना और इसका उद्देश्य जो कल था वो आज मटियामेट हो रहा है। डाक विभाग इस बारे में उदासीनता दिखा रहा है।

पहले डाक बड़े शहरों में प्रतिदिन 6 बार वितरीत होती थी। आज वो दो बार हो रही है और डाक विभाग उसे एक बार करने पर आमादा है। वैसे बड़े शहरों को छोड़ आज डाक एक बार ही वितरीत हो रही है।

डाक विभाग ने रेल डाक सेवा में कटौती कर रेल में होने वाली छंटाई पूर्ण रूप से बंद कर दी है। नतीजा यह है कि अब भारत में डाक पत्र बड़े विलंब से वितरीत हो रहे हैं। डाक विभाग की इस दुर्दशा में कुरीअर ने प्रमुख भूमिका निभाई है। डाक विभाग के उच्च अधिकारी सेवा मुक्त होने के पश्चात बड़ी कंपनियों में कार्यरत होत हैं और वे ही कुरीयर के माध्यम से डाक सेवा को ठप्प करने में लगे हैं।

स्वागत समिति

श्री शेखर मुखर्जी और श्री बी.एम. घोष के नेतृत्व में स्वागत समिति ने इस अधिवेशन को सफल बनाया जिसके लिए स्वागत समिति को कोटि-कोटि धन्यवाद। खाने और ठहरने तथा सभी प्रकार की व्यवस्था उत्तम तरीके से की गयी थी। श्री शेखर मुखर्जी और श्री बी.एम. घोष और उनके कार्यकर्ताओं का हार्दिक आभार।

आभार

जनरल सेक्रेटरी के पद का कार्यभार संभालने हेतु दिल्ली के अपने साथियों का मुझे पूरा सहयोग प्राप्त हुआ। श्री डी. त्यागराजन सेक्रेटरी जनरल, एफ.एन.पी.ओ. तथा वरिष्ठ नेता आदरणीय श्री जी.के. पद्मनाभनजी का मैं अत्यंत आदरपूर्वक धन्यवाद देता हूं जिन्होंने मुझे समय-समय पर योग्य सलाह दी। हमारे कानूनी सलाहकार श्री शोयब शकीलजी के प्रति हार्दिक आभार व्यक्त करता हूं जिनके अथक प्रयासों के फलस्वरूप हम दो एडवांस इंक्रिमेंट केस में सुप्रीम कोर्ट में हमारे हक में फैसला होने की उम्मीद कर सकते हैं।

वरिष्ठ नेता एवं सलाहकार श्री बी.एम. घोष साहब तथा उनके साथी श्री शेखर मुखर्जी, लखन मुजुमदार, पश्चिम बंगाल सर्कल के साथियों का आभार व्यक्त करता हूं। सभी सर्कल सचिव, सी.एच.क्यू कार्यकारिणी के सभी सदस्यगण और श्री अशोक शर्मा Dy. GS दिल्ली, श्री सुभाष चौधरी, श्री वी.के. माथुर, श्री जगदीश शर्मा दिल्ली, और दिल्ली के सभी साथियों ने मुझे भरपूर सहयोग दिया है। मैं उन सभी को धन्यवाद देता हूं। महाराष्ट्र सर्कल सचिव श्री अशोक पवार तथा R-IV सर्कल सचिव श्री वी.के. शिंदे इन दोनों के प्रति आभार व्यक्त करता हूं।

महाराष्ट्र के सभी साथी और P-III के सभी साथियों ने मुझे जो सहयोग दिया है मैं उन सभी के प्रति आभार व्यक्त करता हूं।

मुख्य रूप से आप सभी सदस्यों का मैं आभारी हूं कि आपने मुझे जनरल सेक्रेटरी के पद पर निर्वाचित कर सेवा करने का अवसर दिया। सेक्रेटरी पोस्ट श्रीमती राधिका दोराईस्वामी, सभी मेंबर्स पोस्टल बोर्ड, डी.डी.जी. और सभी सर्कल सी पी एम जी आदि सभी आदरणीय अधिकारियों के प्रति आभार व्यक्त करता हूं जिन्होंने मुझे भरपूर सहयोग दिया है। खासतौर पर श्री सुभाष चंद्र (Director SR & Legal) उनका हमेशा सहयोग मिला है, उनका तहेदिल से आभारी हूं।

रिसेप्शन कमेटी ने 17 AIC का बहुत अच्छा इंतजाम किया था। खाने व ठहरने की अच्छी सुविधा उपलब्ध करायी थी। रिसेप्शन कमेटी सेक्रेटरी श्री शेखर मुखर्जी और श्री बी.एम. घोष साहब का तहेदिल से शुक्रिया अदा अपनी तरफ से व CHQ की तरफ से करता हूं

जय हिंद - वंदे मातरम्

Long Live NUPE Postmen & Group D
FNPO ज़िंदाबाद, NUPE Postmen & Group D ज़िंदाबाद
FNPO, INTUC, UNI

- टी.एन. रहाटे
जनरल सेक्रेटरी

‘Project Arrow’ - An Old With New Cover

Now-a-days the Government is beating the drums of ‘Project Arrow’ throughout India, which feels sweet to the ear but not in real.

The Government has decided to change the superficial structure of the Post Offices, with the help of decoration/colours, moreover the printers, touchscreen machines and computers are flashing the signs of modernisation and technology. The postman has to go out for delivery at 9 in the morning, which was previously at 11 hours. It is a dreamy picture of the Post Office as well as the quick delivery. Because of the agenda and media publicity of the scheme people are keeping high expectations not from the Government, but by the staff members. This dream is an expectation in an imaginary tower which has no base and foundation.

In the past times there were 3 deliveries, then 2 and now one delivery. Day-by-day the work of delivery and delivery area is expanding due to new colonies and flat systems, hence the footwork of the postman is in ascending order. The postman is preparing himself to cope up with modern technology with the help of computerisation and speedy work. If we want to give the early service to the customer with efficiency there is no other way then to fill up vacant posts of Group D and postmen. Any scheme in the post office should have human face in concern with the postman. The atmosphere of the delivery section should be as healthy as compared with the counters. Only superficial colours of the building and mechanical changes can make no difference. I have to mention it here with heavy heart that the entire project is non-studied and discussed by all angles of its P&Q’s. The department should take a note of it that the project cannot be successful only on papers and material buildings, its success is depended on the real ground of the efforts of the concern staff. We agree that one thing we have achieved that the shabby picture of Post Office is changing, but the change should not be material but spiritual. In many offices, under the project, the latest and new furniture, which was prepared few months back, under modernisation, has been broken down with no reasons. The administration is self-feeling that the project is becoming very successful in Phase I and Phase II, but if we go reverse and check the realities, we will find that number of lapses has become obstacles in its success.

My Union feels that the participants of the employees are very must and essential for the success of any project. In past we have experience the many schemes have lost there important and ground without proper planning and participation of the employees. I am sure that this is a nice project in spirit, but we are believing only in the body and my fear is that it should not fall prey of Bureaucracy.

‘राजदूत’ के मत्थे ज्यादा सेवाएं

प्रशासन ने ता. 25-11-2008 को एक अनोखा फतवा (ऑर्डर नं. 25-20/2008-PEI) निकालकर डाकिया के मत्थे नए कई कामों का बोझ डाल दिया है। डाक म्युनल व्हॉल्युम VI/चैप्टर III के अंतर्गत अनेक विध संगणीकृत और यांत्रिक सेवाएं डाल दी हैं।

डाकिया को ‘पोस्टमैन मॉडेल’, स्पीडनेट, मेघदूत सॉफ्टवेयर के अंतर्गत वितरण के पहले 60 मिनट और वितरण के बाद 20 मिनट कंप्यूटर के साथ ज्यादा सेवाएं देनी पड़ेगी। सॉर्टिंग पोस्टमैन या हेड पोस्टमैन को जनरल सॉर्टिंग में मदद करनी पड़ेगी। विभाग के ‘डायरेक्ट सेवा’ के अंतर्गत ‘माहिती पुस्तिका और अहवाल’ का वितरण करना पड़ेगा। सब पोस्ट ऑफिस से हेड ऑफिस तक या उसके विपरीत कैश का लेन-देन करना। टेबल सॉर्टिंग, मिससेंट आर्टिकल, मिसडायरेक्ट आर्टिकल और बीट सॉर्टिंग यह पोस्टमैन की जिम्मेदारी रहेगी। बल्क मेल से आनेवाली मेल की वितरण पर्ची डाकियों की जिम्मेदारी रहेगी। रजिस्टर, स्पीड पोस्ट, मनीऑर्डर की कंप्यूटर में एंट्री और अवितरित अकाउंटेंबल आर्टिकल की एंट्री भी करनी पड़ेगी। डाकिया पोस्टल, बीमा योजना और ग्रामीण पोस्टल बीमा योजना के तौर पर काम करेगा। खंजाची को नोट लगाने में, उसके बंडल बनाने में और बैंक और ट्रेजरी में पैसा लेन-देन में मदद करनी पड़ेगी। यदि वरिष्ठ अधिकारी आदेश दे तो ट्रेजरी विभाग से रेवेन्यू स्टैंप और बाकी स्टैंप निकालकर देने होंगे। डाक बीमा और ग्रामीण डाक बीमा के प्रस्तावों का निरस्तीकरण करना पड़ेगा। बीट मॅप और बीट लिस्ट हर वक्त बनाकर अद्यावत रखने पड़ेंगे। पोस्टमास्टर साहब जो भी सेवा करने का आदेश देंगे उसका पालन करना पड़ेगा।

यह उपरोक्त सेवाएं पोस्टमैन के सर पर लाद दी गई हैं। हम ने कभी भी आधुनिकीकरण का विरोध नहीं किया है। लेकिन ये बदलाव करते वक्त संगठन या कर्मचारियों को विश्वास में नहीं लिया गया है। डाकियों को ‘बाबू’ बनाने की कोशिश हमारे सबके लिए ‘स्वागतयोग्य’ है। हमारा मानना है कि हर एक कर्मचारी कुशल और ज्ञानपूर्ण हो, सरकार की इस कोशिश का मैं स्वागत करता हूं। लेकिन प्रशिक्षण और टाईम फैक्टर के बिना ये संभव नहीं है।

मेरे इस मुखपत्र के माध्यम से मैं आग्रह करता हूं कि मेरे सभी कर्मचारियों को डाक बीमा, ग्रामीण डाक बीमा, डाटा एंट्री, स्पीडनेट, पोस्टमैन माड्युल, मेघदूत सॉफ्टवेयर और मार्केटिंग का उचित और आधुनिक प्रशिक्षण देने के बाद ही इस सेवाओं को लागू करें। कम से कम तीन माह का डाक ट्रेनिंग सेंटर से प्रशिक्षण देकर और हर एक सेवा का टाईम फैक्टर देकर इन सभी नई सेवाओं को लागू किया जाए और जब तक उचित प्रशिक्षण और टाईम फैक्टर की पूर्ति नहीं होती, तब तक इस आदेश को स्थगित करने की मांग करता हूं। अगर ये आदेश दबाव या जबरदस्ती से कर्मचारियों पर लाद दिए गए तो पूरी वितरण व्यवस्था खतरे में आ जाएगी और विभाग की स्वच्छ प्रतिमावाला यह राजदूत अपना विश्वास खो देगा। अतः मैं प्रशासन से यह निवेदन करता हूं कि ‘यह एकतरफा निर्णय (आदेश) जल्दबाजी में लागू न करें।’

“Postman - Brand Ambassador of India Post” (Economic Times)

India Post is all set for a facelift. The Department of Posts (DoP), represented by the unassuming Postman, will shortly add another role for him as Postal Business Correspondent.

The postmen will not be only responsible for the delivery of the mails/money order as they have been doing traditionally. Instead, they will work as the business correspondents of the India Post. They will sell other services of India Post like, speed post, registered post, logistics post, electronic money order (EMO), postal life insurance, and rural postal life insurance, saving banks etc.

India post has unveiled an ambitious plan to train its 55000 postmen as the business correspondents to take on the challenges of market and competitors, chief Postmaster General Mrs. Hilda Abraham said at Bhubaneswar while inaugurating a five day "training of trainers" on Monday at the city-based B-school, Xavier Institute of Management (XIMB). Twenty five officers from different parts of the country are participating in training programme.

"XIMB will be training about 200 trainers of India Post to train the Postmen. It is a gigantic task to train all the Postmen because of their huge number, diversity in their working languages, difficult working conditions, and more than 150 years of history of the department," coordinator of the training programme and XIMB faculty, prof Niraj Kumar on Tuesday told "The ET".

These trainers are being trained to train the Postmen in skills in business etiquettes, customer relationship management, self initiatives and work planning. It is planned to convert postmen into a professional postal business correspondents by providing trainings in their business approach and also in their presentation skills.

"You should not be surprised if you find a smartly dressed postman delivering you a speed post with all professional business etiquette," added Prof. Kumar. In its bid to bridge the gap of about Rs.6000 crore in revenue generation and expenditure, Indian post is looking to tap the non-core business opportunity to enhance its revenue generation. "Our government has made a lot of capital investment in India Post, particularly in 11th Plan, and now we need to take benefits of those investments. This is right time to grab the opportunity to

give good competition to competing organizations not only in our core business, mail delivery but also in other services which we are offering. Our Postmen could be the brand ambassador of India Post" Mrs. Abraham said.

"Entire country has been divided in to four regions and during the initial phase 50 officers from each region will be trained who will have responsibility of training of the postmen of given region. While selecting the potential trainers, India Post is ensuring that all the language and geographical conditions are adequately represented" informed Prof. Niraj Kumar.

XIMB had done a detailed training need analysis of the Postmen before developing the training module. The B-school has done training need analysis of selected front line officers of India Post, like, assistant superintendent of Posts (ASPs), Inspector of Posts (IP), and Postmen. In first stage, XIMB did the Training Need Analysis of all the Assistant Supdt. of Posts (ASPs) and Inspector of Posts (IP) the middle level most crucial cadre of India Post.

"We identified rural marketing and marketing communication skills, team building and leadership skills, selling techniques and target setting and creating and managing appropriate management information system as the major issues and accordingly trained more than 250 officers from across the country", Mr. Kumar said.

In second stage, XIMB did the training need analysis of Postmen and decided to put the trained officers on the job to train the Postmen as the postal business correspondents. As the Postmen meet many customers personally, it will be easier for them to have one to one communication and to convince the customer.

"Postmen know customers and their requirements very well. In rural areas they are still part of the rural community and with such a huge network, Postmen can play a crucial role to increase contacts with customers and increase business", Mr. Kumar added.

The union government has already earmarked Rs.1877.20 crore for the deployment of the information communication technology (ICT) network over a three year period covering 2010-13. The government is also mulling to give banking license to India Post. The Postal department already works as a quasi bank, providing a host of savings products, postal life insurance, pension payments and money transfer services through its 1.55 lakh branches, more than any other bank.

(Economic Times)

Departmental Council Meeting

Two meetings of the Departmental Council (JCM) was held on 27th August 2010 and 10th February, 2012. Please refer page no. 60 to 91 for the the minutes of the two meetings.

Meeting with the Minister and submission of JCA Memorandum

Meeting was held with Shri Sachin Pilot, Hon'ble Minister of State of Communications on 21.01.2012. A memorandum was submitted by JCA to the Minister in the meeting. Please refer page number 92 to 98 for details.

Cadre Restructuring Meeting

Four Meetings conducted from Department.

1st Chairman Shri A.K. Sharma, DDG (Estt.), two meeting were held.

2nd Chairman Shri Salim Haque, DDG (P), two meetings were held.

Cadre restructuring case has not yet been finalised. Another meeting with the concerned officials will be held at later date. For details please refer page number 121 to 134.

Postmen Related Issue Committee Letters Addressed to Chairman and Minutes of the Meeting

Five Meetings were conducted from Department.

1st Chairman Smt. Kalpana Tiwari, CGM (MB), two meetings were held.

2nd Chairman Shri S.K. Sinha, CGM (PLI), three meetings were held.

Postman Related Issue Committee has not yet been finalised. Another meeting with the concerned officials will be held at later date. For details please refer page number 135 to 151.

भारतीय डाक विभाग की शुरुआत

- * सन् 1756 में तत्कालीन राज्यपाल लॉर्ड क्लाइव ने सरकारी कार्यवाही के लिए डाक सेवा जैसी योजना की शुरुआत की। सन् 1774 को पहले डाक कार्यालय की स्थापना। 31 मार्च 1774 को विलियम फोर्ट कलकत्ता (जीपीओ) में हुई:
- * कलकत्ता जीपीओ से डाक वितरण प्रतिदिन कुछ घंटों के अंतराल पर हो रही थी।
- * नवंबर- 1854 के राजपत्रित आदेशानुसार डाक वितरण प्रतिदिन 6 बार अर्थात् सुबह 7-00 बजे, 10-00 बजे, 11-00 बजे, दोपहर 1-00 बजे, 2-00 बजे और शाम 4-30 बजे हो रही थी।

**Minutes of the meeting of Departmental Council (JCM)
held under the Chairpersonship of Secretary (P) & Chairperson,
Departmental Council (JCM) on 27th August 2010.**

Departmental Council (JCM) in the Department of Posts had its meeting under the Chairpersonship of Secretary (P) and Chairperson, Departmental Council (JCM) on 27.08.2010 in Committee Room of Dak Bhavan. The following were present.

Official Side

- 1 Ms. Radhika Doraiswamy,
Secretary(P)&Chairperson, Departmental Council (JCM)
- 2 Shri S. Samant, Member (Tech)
- 3 Shri P.K. Gopinath, Member (P)
- 4 Ms. Kalpana Tiwari, CGM MB&O
- 5 Shri S.K. Sinha, CGM PLI
- 6 Ms. Annie Moraes, JS&FA
- 7 Shri A.K. Sharma, DDG (Estt)
- 8 Shri Salim Haque, DDG (P)
- 9 Shri P.K. Sinha, DDG (PAF)
- 10 Ms. Aruna Jain, DDG (Trg)
- 11 Shri A.S. Prasad, DDG (FS)
- 12 Ms. Meera Handa, DDG (PO&I, MM& Estates)
- 13 Shri V.K. Tiwary, DDG (R&P)
- 14 Shri Subhash Chander (Director (SR & Legal))

Staff Side

- 1 Shri K.V. Sridharan, Leader
- 2 Shri D. Kishan Rao
- 3 Shri Giriraj Singh
- 4 Shri M. Krishnan
- 5 Shri D. Theagarajan
- 6 Shri K. Ragavendran
- 7 Shri Ishwar Singh Dabas
- 8 Shri P. Suresh.
- 9 Shri S.P. Mukerjee.
- 10 Shri P. Rajanayagam
- 11 Shri S. Karunanidhi
- 12 Shri Surinder Pal
- 13 Shri T.N. Rahate.
- 14 Shri A.H.G. Siddiqui.

2. The meeting started with introductory remarks of the Chairperson, Departmental Council in which she explained in brief the ambitious projects undertaken by the Department, especially regarding mail

and technology, aimed at projecting an altogether new face of the India Post. This was followed by introductory remarks from the Staff Side which began with expressing sincere gratitude to the Chairperson for having convened the Departmental Council (JCM) meeting. The Staff Side made a special mention of closure of Post Offices/RMS Offices as also depriving of large number of officials of the benefits of MACP due to lackadaisical approach of officers in writing ACRs/APAR's. The Staff Side requested for issue of an order of clarification in the matter of MACP urgently. It was also requested to convene meetings under JCM Scheme both at Departmental and Regional level at regular intervals. Thereafter item wise discussion on the agenda items took place as summarized below:

Item No.1. Cadre Restructuring for all Non-Gazetted Group B & C cadres

The change of postal operations from merely the traditional mail handling and delivery to a modern commercial oriented with multifarious operations including a lot of diversified non-traditional operations in both Postal and RMS justifies a cadre restructuring and cadre training to be placed in better scales of pay. More over no such cadre restructuring exercise was undertaken for a very long time even though such exercises were periodically undertaken and implemented for Group A and Gazetted Group B. Other Departments have taken action for restructuring their cadres after the 6th CPC. This issue was discussed in the meeting held by Secretary [P] on 13/01/2009 and was decided that the department would go into the whole issue on submission of full restructuring proposals from the Staff Side. The same were submitted by the Staff Side also but no further progress was made. The Staff Side urges for immediate finalisation of cadre review.

Item No.2. Creation of System Administrators Cadre

The computerization of several postal operations has been carried out with the help of System Administrators without creation of such a cadre in the Department of Posts. The whole infrastructure of computerized network in the department has been laid in place by these System Administrators thus saving crores of rupees of expenditure. The role of Mysore PTC technology wing System Administrators in developing our own softwares for different operations of the department is also a marvel. The work of System Administrators is equal to Computer Engineers who attend to system faults; software installation; imparting training to staff supervisory and operative; attending to trouble shooting of all nature; installation of computers in offices; ensuring back up of all data; attending to networking in offices and several other operations for the smooth functioning of the system etc. The Staff Side urges for creation of a separate cadre 'System Administrators' with the nomenclature of "Computer System Assistant" in Pay Band 2 with Grade Pay of 4200/- and allow a walk over for the existing System Administrators into the new cadre as one-time measure. It can be referred that the All India Council for Technical Education which is a statutory body of Government of India has notified seeking volunteers on deputation basis to work as Computer System Assistants with the above Pay Band and Grade Pay.

3. Computation of proper norms for work allotment to existing System Administrators and grant of certain essential amenities.

The System Administrators are at present working without any standard work norms and work hours. There are no fixed responsibilities assigned to them. They have not been provided with several essential amenities and allowances commensurate to their work. Taking these into consideration the Staff Side proposes for introduction of the under mentioned facilities to System Administrators:

Special Allowance: - Notwithstanding with our demand of formation of separate cadre of Systems Administrators in the Department of Posts with separate pay scale till the augmentation, the existing incumbents may be granted special allowance to the extent of 10% Pay plus Grade pay as it is granted to care takers.

Issue of uniform duties & responsibilities: - There is no uniformity in the duties and responsibilities. This varies from circle to circle even regions within the circle. A uniform viable duties & responsibilities may be circulated from the Directorate. Identify adequate number of systems Administrator's post in each division/circles.

Providing Laptops: - The Systems Administrators find it difficult to download and test the given patches and software with the non availability of systems. One laptop may be provided for smooth facilitation of the process and for mobility purposes in attending computer related works in other stations.

Incentive for installation/upgradation: - Many software could be installed only after the closing hours and will end in the midnight. Incentive for installation/upgradation may be fixed and paid.

Training Allowance/honorarium: - For imparting training at WCTCS and for MSE, the Systems Administrators may be granted Training Allowance/honorarium.

Accidental insurance: - For travelling extensively through two wheelers to attend the technical problems, an accidental insurance coverage may be provided.

Grant of Special disability leave: - The S. A. of Delhi West Division met with a road accident after installing software in the night. No special disability leave was granted to the official. Provision of special disability leave on such happening should be ensured.

Grant of Excess Duty Allowance: - For keeping beyond 8 hours on any day for any work, they should be granted with 'Excess Duty Allowance' or OTA.

Provide cash imprest: - To meet out the immediate requirements while attending problems in computers, a separate cash imprest may be provided.

Grant of TA & Road Mileage Allowance: - Within urban cities, the road mileage allowance and out stations, TA may be granted for the journey performed for attending computers.

Mobile Phone & Recharge coupons: - Mobile phones may be supplied to the system administrators & a minimum of Rs.500/- may be allowed per month for recharging the coupon for the Mobile connection.

Providing kit box: - They should be provided with kit bag containing net driver set, CD bag, pen drive, handy vacuum cleaner etc.

Providing a seat in office: - They should be provided a seat at server. Now in many places, they have not been provided with separate seating facility.

Keeping Panel: - A panel should be maintained at Divisional level and the SAs should not be reverted back as Postal Assistant without any sound reasons.

Possession of SQL Password: - The possession of SQL Password may be conferred with the Head of the office after imparting training to overcome the problem of immediate solution of technical problems as this is now vested with the divisional heads.

Item No. 4. Grant of Officiating Pay with all consequential benefits for staff officiated in HSG-I vacancies:

On introduction of TBOP and BCR promotions to Postal Staff as per the decisions of the Postal Departmental Council JCM, TBOP officials were treated as LSG and BCR Officials were treated as HSG-II for all purposes. All the posts of LSG and HSG-II were manned by these officials and the holding of DPCs for filling up the posts of LSG/HSG-II was virtually abandoned. The senior BCR and TBOP officials were posted for officiating against HSG-I and HSG-2 vacancies. However the drawal of HSG-I and HSG-2 officiating pay and allowances to the Officials officiating against such vacancies was withdrawn all of a sudden without taking into account of the whole background. The intervention from the Staff Side was also negated. This situation had led to litigation that ended in favour of officials who officiated against HSG-I / HSG-II vacancies. In this background the Department instead of granting HSG-I / HSG-II officiating pay and allowances to all such officials has reportedly taken a stand to grant it only for those officials who have gone to Court. This is ethically an incorrect stand and the Staff Side urges upon for reconsideration of the stand to facilitate drawal of HSG-I and HSG-II officiating pay and allowances with all consequential retirement benefits to all the officials from whom the higher responsibilities of HSG-I or HSG-II were extracted through officiating arrangements.

Item No. 5. Filling up of Residual Vacancies.

Despite clear orders to fill up the residual vacancies vide Department letter no. 60-5/2007-SPB-I dt. 15.05.07, this has not been implemented in many circles like Gujarat, Jharkhand, Rajasthan, Orissa, Madhya Pradesh, Punjab, Haryana, West Bengal etc. 858 Posts are still kept unfilled up in Tamilnadu Circle. In Maharashtra Circle also, this has not been filled up due to some threat of a political party. In short, all the circles are seeking Clarifications or approval from the Directorate resulting in unwarranted delay in filling up such vacant posts. An RTI filed in this regard has revealed that many circles have failed to fill up these residual vacancies. Action is required to initiate the process of recruitment against all the residual vacancies within a time frame.

All the above five items were part of the discussions held in a meeting taken by Secretary with the Staff Side on 12.07.2010 in the wake of the strike notice served by them. Necessary follow up action in regard to these items is being taken up by concerned Divisions of the Department. Therefore, it was agreed not to discuss these items again. However, it was agreed to refer item No.3 for consideration of the Committee constituted to consider restructuring of Group 'C' & 'D' Cadres in the Department of Posts.

Item No.6. Imparting training to non-matriculate Group D employees promoted to Postman / Mail Guard or PA/SA Cadres after 1.1.2006 - reg

The Non-Matriculate Group D employees promoted to Postmen / Mail Guard Cadre or PA/SA Cadre on or after 1.1.2006 but before the implementation of 6th CPC pay scales are being denied 1800/- GP from 1.1.2006 for the duration of their Group D employment on the grounds that they were not being imparted with the required training. No action is also being taken in such cases to impart the same training as like other non-matriculate Group D staff. The Staff Side urges for causing instructions to

arrange for imparting the same training to such promoted non-matriculate officials also and grant 1800/- GP from 1.1.2006 to their date of promotion or else they may be deemed to have been imparted the said training on the strength of their passing the examination for a higher cadre.

The Official side expressed its agreement with the view point of the Staff Side but said that the proposal finally needs the approval of the Ministry of Finance for which necessary action will be taken. The Chairperson directed for issue of consolidated instructions on the subject.

Action: DDG (Estt)

Item No. 7. Irregular mention of PB Slab for certain categories of Staff in the MACP Orders issued by the Department of Posts.

The MACP orders issued by the Department of Posts vide No.4-7/(MACPS)/2009-PCC Dated 18.09.2009 contains certain irregular mention of lower Pay Band Slab in respect of PA/SA and Postmen/Mail Guard even after their Grade Pay gets elevated to 4200/- which comes under PB-2. This irregularity is not committed while mentioning the Pay Band Slabs of other cadres like IPOs/ASPOs in the same orders. The Staff Side urges for setting right this irregularity through appropriate corrigendum since this irregularity will adversely affect the minimum pay entitlement of the concerned cadre as well as the fixation of minimum pension entitlement in future.

The staff side was apprised that there was perhaps a typographical error in the basic order issued by DOPT and further clarification/corrigendum on the issue is likely to follow shortly from DOPT, in consultation with Department of Expenditure, Ministry of Finance.

Item No. 8. Restoration and improvement of 'In Cadre Promotion' to Postmen/ & Multi Skilled Employees cadre.

The whole structure of regular promotions for Postmen / Mail Guards and Group D in the same cadre stream like Sorting Postman, Head Postman, Head Mail Guard, Jamedar, Head Jamedar etc had disappeared consequent on introduction of TBOP and BCR promotion Scheme. Hundreds of promotional posts like Head Postman, Head Mail Guard, Jamedar etc were abolished. The unilateral shift in the status of TBOP/BCR from promotion to financial upgradation and the current change from TBOP/BCR system to MACP Scheme, the cadre of Postman, Mail Guards and Multi-Skilled Employees have no promotional avenue at all. Modified ACP is not a promotion but a financial upgradation where promotion to officials is not available on completion of 10,20 and 30 years of service. The financial upgradation schemes are only an addition to the regular promotion scheme and not a replacement. It can be seen that all other cadres in the Department of Posts excluding Postman, Mail Guards and Multi-Skilled Employees have their own in-cadre promotional system. It is therefore urged upon to re-introduce the regular promotional avenues to these cadres.

Item No. 9. Enhancement of Double Duty and Holiday Duty Allowance for Postmen.

The 6th Pay Commission has recommended vide Para 4.2.81 of its Report for doubling of all allowances specific to different Ministries/Departments/Organisations but not covered in its Report. Accordingly the Double Duty Allowance and Holiday Duty Allowance which are specific to the Postal Department and applicable to Postman Cadre specifically requires to be doubled. The contention of the Official

Side that these Allowances are linked with OTA and unless the rate of OTA is enhanced by the Government, these specific Allowances of Postmen also cannot be enhanced is incorrect. In fact even when the rate of OTA was not revised, these allowances of Postmen were enhanced in the year 2003 by the Department vide Orders No.10-7/2001-PE-II Dated 28.01.2003. Double Duty and Holiday Duty Allowances are not given as the hourly basis OTA given to other Cadres. Postmen double duty allowance is given for performing the entire duties of another postman for the whole day. Holiday Duty if any is also not like the Holiday OTA available for other categories of staff. The above cited Postman specific Allowances should therefore be revised in the back ground of the recommendation of the 6th CPC.

Item Nos. 8 and 9 were part of the discussions held in a meeting taken by Secretary with the Staff Side on 12.07.2010 in the wake of the strike notice served by them. Necessary follow up action in regard to these items is being taken up by concerned Divisions of the Department. Therefore, it was agreed not to discuss these items again.

Item No. 10. Replacement of Night Halt Allowance to Mail Overseers with TA/DA.

Night Halt is a condition arising out of a specific situation of attending for Inspection of Post Offices out of Headquarters of the inspecting officers. Therefore there cannot be a different yardstick applied to an inspecting Officer and a Mail Overseer required to perform similar function of inspection of offices outside their headquarters. The Staff Side urges upon for the replacement of Night Halt Allowance to the Mail Overseer officials with TA/DA as like other inspecting Officers.

This will be examined.

Item No.11. Extraction of Data Entry Work from Postman and Multi-Skilled Employees.

Recently the Department has started extracting data entry work from the Postmen staff and Multi-Skilled Employees. The work of data entry is Postal Assistant/Sorting Assistant specific who are placed under the Pay Band - 1 with Grade Pay 2400/- on par with the erstwhile 4000-6000 pay scales. The 6th CPC has recommended a uniform erstwhile 4000-6000 pay scales for the data entry operators in all departments and the same has been implemented by the Government also. In this situation, the extraction of the data entry work from other officials like Postman and Multi Skilled Employees who are placed in lower Grade Pay levels is unjustified. Either the work of data entry should be entrusted only to Postal Assistants / Sorting Assistants or else the Grade Pay of other Cadres from whom the work of data entry is extracted should also be enhanced on par with the level recommended by the 6th CPC.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen. As regards multi skilled employees, the clarification regarding nature of duties issued by the DOP&T will be followed.

Action: SR Section

Item No.12. Increasing the number of chances to appear LGO Examination and revision of LGO Exam syllabus.

The number of chances for sitting in the LGO Examination has been restricted from the earlier position of unlimited chances. It has been refixed as 6 chances subsequently. Inviting reference to the discussions held on 19.04.2007 on strike demands, the Staff Side urges for increasing the chances to at least 10 in

order to motivate the officials who could not get through the LGO Examinations earlier as well as finalisation of revised syllabus in objective type as circulated earlier for the LGO Examination.

The official side was of the view that the existing six chances for appearing in LGO Examination were adequate. However, on the persistent demand of the Staff Side and keeping in view the change in syllabus, it was agreed to give two additional chances to the officials who have already exhausted 05 or 06 chances, without prejudice to the number of chances under the existing scheme.

Action: DDG (P)

Item No. 13. Irregular computation of working hours for Postman in field units.

In many divisions, the speed post articles handled by Postmen staff are not taken into account for establishment calculations of work load of delivery staff in the name of payment of incentives. This is irregular. The total number of speed post articles also shall be taken into account in spite of the incentive paid to Postmen for maintaining performance levels of delivery of speed post articles. The staff side urges for suitable instructions to all circles in this regard.

It was agreed to transfer this item to a Committee which was decided to be constituted in the meeting of 12.07.2010 to consider matters pertaining to Postmen.

Item No.14. Revival of cash handling allowance to Postmen.

The cash handling allowance which was earlier granted based on Arbitration Award had been withdrawn. The Staff Side urges for re-introduction of the said allowance.

The Staff Side was explained that handling of cash by postmen was one of the criterion for grant of higher scale of pay on the recommendations of 5th and 6th Central Pay Commissions and, therefore, it was agreed not to pursue the matter.

Item No. 15. Removal of minimum cyclable distance for grant of cycle maintenance allowance to Postmen / MSE.

At present a distance of above 16 K.Ms condition has been prescribed for grant of Cycle Maintenance Allowance to Postmen / MSE. This is unfair and unscientific. The Officials are using their own personal cycles for the use of departmental work. Therefore the condition of 16 K.Ms should be removed and all officials who use cycles should be paid said allowance.

This will be examined.

Item No.16. Eligibility to appear LGO Examination.

As per the existing rules, either permanent or QPC is required to appear in the LGO Examination. After delinking of confirmation with permanent posts all officials are now treated as permanent on completion of 2 years of service and the system of QPC has been dispensed with. However in many divisions the officials who completed 2 years of regular service are not being allowed to sit for LGO Examination stating that they have not completed 3 years period which was meant only for QPC. The Staff Side urges for suitable instructions in this regard.

This will be considered while amending the Recruitment Rules of PA/SA.

Item No.17. Counting of Special Allowance for pay fixation case of PO & RMS Accountants.

The Special Allowance granted to JAO qualified official has been taken for pay fixation benefits on ACP promotion. Similar application may be extended to PO & RMS qualified Accountants also.

It was agreed to look into matter.

Item No. 18. Request for discontinuance of the practice of obtaining fidelity / security bond from the employees handling cash.

The 5th CPC in its report vide para 62-13 recommended to discontinue the practice of obtaining fidelity / security bond from employees. In the present stage of handling huge cash, obtaining fidelity bond for Rs. 3000/- to Rs. 5000/- does not serve any purpose. A lot of manpower is being wasted in Accounts branch in maintaining these records. Similar is the position of inspecting officials also. Only in rare and exceptional cases, the guarantee money is received. The employees are unnecessarily crediting premium every year to obtain fidelity bond. It is requested to consider and discontinue the practice of security bonds which has no longer serving any purpose.

This will be examined.

Item No. 19. Non-Drawal of HRA to the officiating SPMs working at offices having attached quarters.

Despite clear instructions issued by the department in its letter no. 24/3/76/PAP dt. 20.8.79 also appeared in FR, SR Part IV in chapter X that HRA may be granted for the maximum period of three months when the official is posted to officiate in a post, to which rent free accommodation is attached but not provided, the due HRA for three months has not been drawn and paid to the officiating SPMs in many places. Even though the senior BCR officials were ordered to look after the charge of PM/SPM until regular posting, HRA has not been paid to the officials who are officiating against such vacancies resulting loss in emoluments.

Similarly, even though the power of de-quarterization of a post attached Quarters is now delegated to Heads of Circle vide Directorate letter no. 10-4/2003 - Bldg. dt. 6.5.03, the Circle heads are not according proper sanction for dequarterisation/suspension of Quarters for the periods of such officiating periods exceeding 90 days.

The officiating officials should not suffer a financial loss due to the administrative problem of non-posting of a regular incumbent to the vacant post within the stipulated period. Prolonged officiating arrangement is an ultimate loss to an officiating official for no fault on his side.

It is therefore requested to issue clarity instructions to all Circle heads to settle the pending issues accordingly.

The view point of the Staff Side was that the powers already delegated to the Heads of Circles were not being exercised. The Chairperson directed to issue clarification in the matter.

Item No. 20. Protection of pay of defunct scale of PO & RMS Accountants who opted for general line under Directorate letter No. 2-22/88 - PE I dt. 01.12.92.

A kind attention is invited to the reference cited above in which directorate letter, the case of late Natha Singh, Accountant Punjab Circle was decided. The decision taken in the said case was purely a policy decision and the contents of the said letter might have been applied to all other similar cases.

Unfortunately, the said decision was not communicated to other circles which cause hardship to those defunct scale Accountants who switched over to general line.

It is most pertinent to mention that while deciding the cases of pay fixation of the officials working in SBCO/ Administrative offices under TBOP/BCR scheme vide Directorate letter no. 202/92 - PE I dt. 01.12.95, they were allowed direct fixation in the pay scale of TBOP/BCR. The Directorate letter dt. 28.05.02 is also based on the similar analogy but has not been applied in any other circle except to Punjab due to non-circulation of the contents.

It is therefore requested to cause necessary instructions to all Heads of Circles based on the letter dt. 28.05.02 of the Directorate to settle the problems if any prevailing similar to the case of Shri Natha Singh.

This will be examined.

Item No.21. Enhancement of Savings Bank incentive to Postal Assistants working in Savings Bank branches.

Consequent upon the implementation of Fifth CPC recommendations with regard to all allowances, the S. B. incentive was enhanced from Rs.60/- to Rs.150/- per month in respect of staff fully engaged in savings bank work with effect from 08.10.2004. Similarly, a proposal for enhancement of S. B. incentive after the implementation of Sixth CPC, has to be forwarded to Ministry of Finance for approval of the same. It is therefore requested to expedite the proposal for enhancement of S. B. incentive and also to consider the same to all those imparted training in Sanchay Post Software training while handling transactions in computer.

The Staff Side was informed that the proposal for enhancement SB incentive was already under process in consultation with the Ministry of Finance, Department of Economic Affairs.

Item No.22. Payment of honorarium/incentive for drawal of arrears on implementation of Sixth CPC and GDS Committee.

After 5th CPC, the Directorate has fixed honorarium for the work vide its letter no. 42-1/98-PAP dt. 05.06.98. The PA Admn. Branch had already fixed and communicated the honorarium for the work preferred 6th CPC for Postal Accounts staff. It is therefore requested to cause similar type of orders early of the payment of honorarium for the work relating to fixation of pay work as per RP Rules 2008 and for drawal of arrears as a result thereof. Similarly, honorarium may please be fixed for the work related to fixation of TRCA to GDS and drawal of arrears as a result of at the earliest.

An order to this effect has already been issued. The item is closed.

Item No.23. Stepping up of pay of senior officials on par with juniors in case of anomaly arising out of fixation of pay on placement to TBOP/BCR Scales Clarification.

Please refer Directorate Letter No. 1-3/2007-PAP Dated 6.10.2009. It is rather dismayed to note that such a clarification at the time of coming out from the TBOP/BCR scheme will cause unnecessary doubts in the minds of Audit and DDOs.

Further, the TBOP/BCR schemes are the promotional schemes in lieu of regular promotions as per the JCM Departmental council agreement. Since there was no discussion or decision about the modification of the decision of the JCM agreement, this unwarranted clarification may lead to unwarranted queries

and recoveries. Atleast the clarificatory orders would have been given effect from the date of issue of the order which is also silent in the contents.

It is therefore requested to rescind the orders or at least may be given effect from the date of issue in order to not to open the past cases decided earlier.

This will be looked into.

Item No.24. Revision of Cash Allowance to the SPMs handling cash in the absence of treasurer.

The cash allowance drawn to the SPMs working in Triple/Four handed offices who are entrusted with the treasury work in the absence of treasurer has been stopped in many places after the implementation of Sixth CPC.

This is arbitrary, unjust and against the decisions arrived on the subject. Further the amount requires revision based on the increase after the Sixth CPC implementation.

The matter will be examined.

Item No.25. Anomaly in fixation of Pay in respect of the officials promoted on 01.01.96 under BCR Scheme.

According to Biennial Cadre Review (BCR), the officials are to be placed in the higher pay scale w.e.f. 1st Jan or 1st July and had the option to get their pay fixed from date of promotion in the higher pay scale or from the date he earns his next increment in the lower pay scale.

According to Rule 5 of CCS (Revised Pay) rules, 1997 "Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed.

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale."

According to Explanation 2 below Rule 5 of CCS (Revised Pay) Rules, 1977: -

"The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 1996, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay only to the revised scale."

Consequent to this explanation, officials who were placed in BCR on 1.1.1996 could not get their promotion in the pre-revised pay scale which resulted in drop in their emoluments. Had these officials been allowed to get their promotion in the pre-revised pay scale on 1.1.1996, they were at the advantage.

Considering the above views, the Directorate vide its letter no. 1-28/2004-PCC dt.23.08.06 addressed all circles seeking the information about the no. of officials affected by the Explanation No. 2 below Rule 5 of CCS (RP) Rules 1997 and its financial implication.

Thereafter there is no improvement or action in this regard. The issue remains unsettled so far due to which such officials affected due to the explanation stated in pre-paras remained looser in the fixation of pay after the Sixth Pay Commission recommendations.

It is therefore requested to kindly expedite action and accord orders at the earliest.

The matter will be looked into.

Item No.26. Review of Short Duty Staff Scheme introduced w.e.f 14.08.2008- reg.

A kind attention is invited to the Dte. letter No.37-40/2007-SPB-I Dated 6.5.2009, in which it was stated that it has been decided to review the scheme after completion of one year and our suggestion would be considered then. Now one year is over in August 09 itself. As there is heavy shortage in the Post offices, the limits in engagements of SDS to six hours and restrictions in the number of days for engagement is not practically helpful to mitigate the sufferings. The ceiling may be lifted and the divisional heads may be authorized to decide the quantum of engagement based on the requirements at the offices in their jurisdiction.

The item was not agreed to.

Item No. 27. Request to drop the Confirmation Examination - reg.

The Directorate had earlier agreed to drop the confirmation examination since it became irrelevant and it was assured to introduce the 'certification' by the Postal Training Centers itself in lieu of the existing confirmation examination. After the Government had issued orders delinking the confirmation for promotion etc, the existence of confirmation examination has no relevance and it should be dropped. It is therefore requested to kindly cause appropriate action and accord orders early.

The demand of the Staff Side has been noted and the issue will be examined.

Item No.28. Enhancing the limit of cash to be remitted through leather cash bags (LCB) & Special messengers.

According to Directorate letter No. 22-6/84 CI dt. 31.05.2000, the maximum limit of cash that can be sent through cash bags is Rs.20000/- in mechanized route and Rs.15000/- on foot and by cycle. This requires revision due to manifold increase in the monetary transactions at post offices. There are several practical difficulties experienced in arranging special remittances every day in post offices. It is therefore requested to consider and enhance the present maximum limit to Rs.50000 in cash bags and also to enhance the limit for cash remittance through special messenger.

The Staff Side was informed that the issue needs to be examined in detail in consultation with the Circles.

Action: DDG (PO & CP)

Item No.29. Arbitrary and forcible allotment of Staff Quarters.

The officials posted as Sub Postmasters in Town Sub Offices are being forced to occupy the staff Quarters in the Postal colony despite they are having their own houses and other arrangements besides their unwillingness to occupy the staff quarters. The Quarters are not post attached one and the officials are losing the HRA due to non occupation of Quarters. The SPMs can be compelled only if they have been provided with the post attached Quarters as a service condition and they should not be compelled to occupy the quarters which were not occupied by any officials. It is therefore requested to cause

instructions to the concerned to withdraw the arbitrary procedure prevailing in allotment of Quarters to the SPMs posted in town sub offices in the Postal Colony.

Leader of the Staff Side made a special mention of the cases in Rajasthan Circle. The Chairperson directed a report be called from that Circle.

Action: DDG (Building)

Item No.30. Non-posting of Women Employees where basic amenities are not available.

Percentage of women employees working in Post offices / RMS offices is more than 30%. It is a fact that quite a number of Post offices / RMS offices are not having all the basic amenities. The women staffs have their own problems and it is extremely difficult for them to work in such places which are lacking basic amenities. In order to ensure proper facilities to lady members of the staff, it is requested to issue strict instructions to the concerned to not to post women employees to such offices.

The leader of the Staff Side mentioned specific cases of posting of women employees where basic amenities are not available. Chairperson directed that instructions on the subject be reiterated to all Heads of Circles for strict compliance.

Item No.31. Upward revision of Conveyance Allowance to PRI (P)

Consequent upon the increase in oil prices, there is every justification to revise upwardly the quantum of conveyance allowance. It will also be proper to segregate some of the works of PRI (P) relating to marketing activities, verification of papers beyond 8 kms etc. and to bring them under TA / DA rules so that they will be compensated properly.

Staff Side was apprised that the rates of Conveyance Allowance were revised by the Nodal Ministry vide O.M. No.19030/2/2008/E.IV dated 23.09.2008. These rates were applicable to PRI (P) also. It was decided to reiterate these instructions to all Heads of Circles. In regard to journey beyond 16 Km, it was clarified that it was governed by normal TA Rules, to be reiterated.

Item No.32. Non-Supply of Statement of Balance to the officials brought under New Pension scheme 2004.

Since the year of implementation (2004), no statement of balance as on 31st March from the years 2005 to 2009 has been furnished to the employees who are brought under the new pension scheme. The officials do not know their balance and the contribution made by the Govt. in the absence of non supply of these statements. This should have been compiled and circulated by the DA (P)s every year. It is requested to cause necessary instructions to compile and circulate the balance sheet as on 31.03.2009 immediately.

The Staff Side was informed that statement in regard to New Pension Scheme is to be issued by CRA and further it is that authority which can explain about the investment of funds towards various schemes etc. Further, JS & FA informed the Staff Side that in so far as deductions made by the DDOs as also the contribution made by the Government in respect of employees covered under the New Pension Scheme is concerned, this will be reported to all the concerned officials.

Action: DDG (PAF)

Item No. 33. Conveyance of cash with police escort- Problems there on.

We have suggested considering the following to resolve the problems pertaining to cash conveyance.

1. The present cash limit should be enhanced up to one lakh per individual
2. Cash collection van should be arranged in all bigger towns and the officials should not be asked to take unwarranted risks in cash remittances.
3. Insuring the cash remittance amount shall be explored.
4. The officials shall not be penalized or brought under contributory factors for the case if any theft or loss taken place beyond the capacity of the officials who are engaged for such cash remittances.

The ADG (PO) vide his letter no 24-9/2007- P.O dt. 15.02.08 has informed that in order to further process the matter, all the Heads of Circles were requested to furnish their views and suggestions given by this union. Considering the present day requirements, provision of Armed Guard to HPO & major S. Os can also be considered to prevent major burglaries and thefts during day & night hours.

It is requested to expedite action and cause appropriate orders at the earliest.

The Chairperson directed that DDG (PO) will examine the matter and submit a Note as a follow up of which suitable instructions will be issued to all Heads of Circles.

Item No.34. Discontinuance of Medical facilities availed from Ispat General Hospital (IGH) Rourkela in Orissa Circle.

The Rourkela steel plant authorities had suddenly stopped the treatment facilities in IGH to the Postal staff and family members in Dec' 07. After the intervention of the Circle administration, the indoor facilities have been extended to our staff despite the requests for both indoor & outdoor treatments. It is also stated that the indoor facilities have been facilitated after they have accepted adhoc advance of one lakh rupees from the department.

The SSPOs, Sundargarh division has not yet carried out the decision arrived with Rourkela steel plant authorities for extension of both the medical facilities to the staff by issuing authorization cards. The staffs are being compelled to deposit money to avail medical facilities from the hospital at the time at urgency and due to no tangible action have so far been taken, there is a total resentment amidst staff who have no other medical facilities in that place. It is therefore requested to intervene immediately and ensure appropriate immediate action to issue identify/authorization cards to each postal employees on due consultation with IGH authorities for availing both indoor & outdoor treatment by the staff.

Chief Postmaster General, Orissa Circle, will be told to issue identity cards.

Item No.35. Fixing work norms to RPLI work at BOs/SOs - Request immediate orders.

The Chief General Manager, PLI Directorate has informed on 14.03.08 in the workshop meeting held with union representatives that she had submitted a proposal to Directorate Establishment section for fixing norms for RPLI work and counting the RPLI transactions towards income/cost of the Extra Departmental Branch Post Offices and Sub Post Offices. The proposal, as learnt, is pending at the Directorate. Since this is an area where the time factor has been requested for over a decade and also

recommended by various earlier committees, it is requested to expedite action and cause orders duly fixing the time factor for RPLI work.

The Staff Side was informed that the issue is already under consideration.

Item No.36. Fixing of Uniform rate of incentive for computerized work in POs.

The Chief PMG, West Bengal Circle has fixed Rs. 0.50 per S.B data entry work for creation of Accounts and Rs. 0.15 for the subsequent posting of deposit/withdrawal for the computerized work. This order did not contain the quantum of incentive to the supervisors. Different Circles are fixing different amount as incentive. The Staff Side urges for issue of centralized orders by the Directorate for uniform application in all places.

The Chairperson desired the Staff Side to refer specific cases for examination.

Item No.37. Officiating arrangement in Group B Posts earmarked for General line.

According to the existing orders, six percent Group B Posts are earmarked for General line and some of the Posts have not been filled up for a long time. The unfilled up Posts earmarked for General line, are being officiated by the IPO line officials and due chances to senior general line officials have not been offered in such cases. It is therefore requested to cause instructions to offer such officiating chances to General line officials only for the vacancies earmarked under 6% quota in PSS Group B

The Staff Side was explained that as per existing instructions even for ad hoc appointments the provision contained in the Recruitment Rules were to be satisfied. The Staff Side referred to some instructions stated to have been issued in 1978 in regard to which it was clarified that at that point of time appointment of GL officials against 6% Post Masters Group B Posts was on the basis of promotion and not through Departmental examination.

No action.

Item No.38. Introduction of new system of bag numbering.

After the introduction of the new system of bag numbering, it is becoming compulsory to post one hand for mail work since it has created more additional work. The following are few examples.

- i. The Mail Postal Assistant has to check in respect of each section / office and each class of bag with the entries of the previous day.
- ii. If the bags are not in regular and after some days, the Postal Assistant has to check the earlier date and verify the correctness of the consecutive serials of bag numbers.
- iii. When more than one bag is closed, the other bags have to be given subsequent numbers. So reference of the registers for each and every closing of bags becomes inevitable.
- iv. To tie one label to the bag and place another in loose inside the bag will render duplicate the existing work and writing two sets of labels become additional work on the Postal Assistants.
- v. While opening the bags, if all these checks prescribed are to be adhered, without assistance, it is impossible and it will cause delay in sorting and sending out for delivery.

vi. It is not possible in respect of the bags opened for the offices received from other circles. It will be more difficult to deal the normal mails more than the insurance articles.

vii. Due to dislocation of trains or other means, if some bags lie in transit and the bags closed thereafter received, it will become very difficult to dispose the mails.

viii. It will increase only the paper works and may cause practical difficulties in numbering, maintaining, verifying the bags and may warrant unnecessary correspondences.

The earlier system of closing of bags is a time tested one. The provisions contained in the volumes and the procedures stated therein to monitor the mail arrangements are practical ones. Under the existing shortage, the new procedure has increased the workload to the existing staff.

Under the existing shortage of staff in Post Offices and mail branches and RMS Offices are being managed only with the cooperation of Group D & GDS staff, it is not possible to maintain the new system. The age old practice of due mail and sorting list be reintroduced once again in order to mitigate the hardships.

The entire mail system is under review as a part of Mail Network Optimization Project. It would be more appropriate to consider items having a bearing on mail arrangement after the Project report becomes available.

Item No.39. Non grant of Special Allowance to unqualified Accountants.

When TBOP / BCR Postal Assistants are ordered to officiate as Accountants in HPOs, in the absence of qualified hands, the due special allowance has not been drawn and paid since the DDOs are considering TBOP as LSG. This is incorrect. Necessary clarifications may please be issued for drawal of the allowance with retrospective effect. Further the Accountants who are granted with MACP shall also be paid the allowance if they are drafted to perform Accountant duties.

The Staff Side was informed that the issue is already under consideration.

Item No.40. Incentive scheme for the Post offices retailing Mutual Funds and Bonds along with funds for marketing & publicity and suggested strategies.

In accordance with the Directorate letter No. 95-23/2000-SBC (P) (FS Division) dt. 28.11.03, the incentive for retailing Mutual Funds and Bonds granted to the Postal Assistant & Supervisor has been restricted to the individual employees to the extent of not exceeding 1/3 of his Basic pay plus DA in a year. Similarly in respect of individual employees, who mobilized more threshold will not be granted any incentive up to 1.5 lakh per year.

It is pertinent to note that the officials who possess AMFI certificate for dealing mutual funds and bonds are entitled for the commission to the extent of 25%. The above said two conditions are curtailing their due incentives which are one of the factors that demotivate the employees from procuring more business. It is noteworthy to mention that there is no such condition in existence in respect of PLI Development officers. They are entitled for full commission. As such restricting the due incentive by imposing such conditions may be dispensed with.

The Staff Side was informed that the Mutual Fund has almost gone out from the Post Offices in the wake of which problem of ceiling will not arise. Instructions will be issued to clear the pending bills.

Item No.41. Ensuring the standard of residential accommodation to the SPMs provided with attached Quarters.

Many post attached quarters provided to the SPMs are either sub standard or lack many basic amenities. The schedule of accommodation as prescribed by the Department has not been observed while fixing PO building particularly for the post attached quarters.

In rural areas, the total rent payable to the landlord for the whole building housing the post office and Quarters does not exceed even to Rs.800/- per month. It is not uncommon to see that a token amount of Rs.50/- likewise is being charged for the post office and in all such cases, the Postmasters are compelled to stay in the accommodation which is unfit for inhabitation and also far below to the standards. There are many post attached quarters lacking the basic amenities of lavatories.

If the Department could not provide adequate accommodation for the Quarters as prescribed in the SOA, and arrange basic amenities, it should provide option to the SPMs to secure his own accommodation and in such cases the due HRA may be paid to him. The policy of providing post attached accommodation requires reconsideration after the services of Telegraph has totally withdrawn from Post offices.

The Chairperson informed the Staff Side that these were the local issues to be taken up with the respective Heads of Circles.

Item No.42. Enhancement of Financial powers of HSG I, HSG II & LSG Postmasters.

According to Directorate letter No. 18-7/92 CI dt. 2.07.93, the Financial Powers given to HSG & LSG Postmaster on each occasion has been revised to Rs.60/- & Rs.40/- respectively. The amount has been fixed seventeen years before prior to installation of computers and mostly the amount was prescribed to meet any urgent requirements for the office. The escalation of prices has made the existing financial limit meaningless. After the computerization, due to the shooting of many problems, the urgent needs could not be purchased with these financial powers and the Postmasters are facing problems in attending any computer related problems and also during the power shut down periods. Even minor electrical repairs could not be carried out with the present financial limit. It is therefore requested to consider revision of financial powers to the Postmasters working in the operative office's considering the present day requirements.

The issue is under examination.

Item No.43. Budgetary allotment for Computer Advance.

After the total computerization of the P.O. and its functioning, the officials who desire to purchase computers for their own should be encouraged which will motivate them further in the computer operations. There is a resentment prevailing amidst the officials due to poor allotment of funds under this head. It is therefore requested to allot more funds under this head and enable the officials to avail the advance for purchase of personal computers.

The Staff Side was explained about limited budget allotment for computer advance as a result of which it was not possible to grant the advance to all the officials who desire to purchase computers. After deliberations, it was decided to set apart some percentage of budgetary allotment for Postmasters/ Postal Assistants so as to enable them to purchase computers.

Item No.44. Fixing Norms/ Time Factors to Postal Stores Depot; Circle Stamp Depot & creation of establishment.

Since creation of Postal Stores Depot and Circle Stamp Depots, no norms have been fixed so far to justify the workload and staff strength. Merely the staffs from neighboring divisions are being drafted and the posts are maintained without any justified augmentation. Resultantly, the parent divisions are suffering with shortage of hand due to the prolonged deputations to PSD & CSD. It is therefore requested to fix work norms to the PSD & C.S.D and augment adequate posts at the earliest.

The Chairperson directed to review the whole issue in regard to staffing in Postal Stores Depot and Stamps Depots.

Item No. 45. More Bonus in respect of PLI policies to the Departmental employees.

It is pertinent to mention that the LIC is offering low premium to its employees while comparing the tariff collected from the public for the policies taken by the staff. Similarly the Bank employees working in some nationalized banks & others are being offered more interest for their investment made in their banks than the general public for their investments. As such, similar concession may also be extended to the postal employees either by reduced premium or by granting more bonuses for the policies taken by them in PLI/RPLI. It will motivate them further and will have the satisfaction about the concern of the Department in the welfare of the staff.

The matter will be looked into.

Item No.46 Payment of Special Allowance to the staff working on MPCMs.

The letter No. 1-11/2008-PC dt. 30.10.08 withdrawing the payment of special Allowance to the staff working on MPCMs without verifying the previous decisions is causing a concern. After the Fifth CPC, the issue was discussed by the Staff side and it was agreed to continue the drawal of special allowance to the MPCM Counter Assistants considering their responsibilities and jobs and the Directorate has further clarified vide its letter No. 43/3/97-Tech. dt. 21.10.97 to grant the special Allowance only to the Counter PAs. As such, the withdrawal of the said allowance is arbitrary and unjust. Further the allowance is granted for the extraneous and hard work performed by the Counter PAs and not alone for the computer operations. It is therefore requested to withdraw the orders dt. 30.10.08 and allow the drawal of MPCM allowance to the officials deployed at the counter.

The matter will be looked into.

Item No.47. Grant of Tribal Area Allowance to the employees serving in Tribal area of Igadpuri and other places of Nasik District. The payment of Tribal area allowance to the officials working in Nashik District was stopped from 31.03.02 due to the Maharashtra State Governments order in replacing the allowance by a revised scheme by its notification dated 06.08.2002. The state Government has declared that its employees working in such areas which are declared as Naxalite

Threat areas and where the special compensatory allowance was paid earlier are entitled for the new allowance which was fixed at the rate of 15% of Pay subject to the Minimum of Rs. 200/- and Maximum of Rs. 1500/- The same allowance has not been extended to the Postal employees working in the areas where the Tribal area allowance was drawn earlier. The nomenclature of the allowance has alone been revised by the State Government but the areas are still covered under the Tribal areas as notified earlier by the State Government. The Chief PMG, Maharashtra Circle vide his letter no. Estt/4-1 (2)/HRA -CCA/2008 dt. 12-09-2008 has sought clarifications about extension of such allowances to our postal employees as per the State Government notifications changing the nomenclature of the allowance and continues the payment of Tribal Area Allowance. It is requested to accord sanction at the earliest.

The Staff Side was apprised that their demand for Tribal Area Allowance without linking its payments to State Government employees was sent to Department of Expenditure and they did not agree for relaxation.

Item No.48. Grant of Financial Assistance & relaxation of rules in granting Special disability leave to victims of terrorist / bomb blasts. Postal Officials who became victims of terrorist action like bomb blast etc are not being granted financial assistance and not even the rules in granting special disability leave is relaxed in such cases. Such issues like the case of Bhubaneswar letter bomb blast victim were also tabled in the welfare meeting with the Communication Minister and though it was assured no settlement of such cases have taken place. It is requested that such officials who are the victim of terrorist activities through Postal bomb should be granted the above assistances early.

Necessary action has already been taken in the matter and as such the item is closed.

Item No.49. Grant of Road Mileage Allowance to the staff entrusted with the work of Clearance of cheques.

The work of clearance of cheques should not be brought under the net of Conveyance Allowance since every day the officials entrusted the work of Cheque clearance has to travel 40 to 45 Kms for local and other area. A minimum of Rs.50/- is being spent by the official for cost of petrol alone. In addition, he has to pay parking charges for his vehicles every month for attending clearance work. For Example, the payment of Rs. 2/- per kilometer to the postal Assistant who entrusted with cheque clearance work at Chandigarh HO by using his own vehicles in order to ensure same day clearance has been stopped by the Senior Postmaster and a sum of Rs. 320/- per month is being paid due to the objection of ICI party. It is therefore requested to grant Road Mileage Allowance instead of Conveyance Allowance to the staff entrusted with cheque clearance work besides granting some incentive as if available in banking sectors.

The matter will be examined.

Item No.50. Unilateral decision to close down Foreign Post offices

(i) Consequent upon the withdrawal of booking of international parcels by surface mail and restricting the service only to Air Post, the volume of international outward parcel will be reduced leading to financial loss to the department.

(ii) In the name of improvement of Quality of international mail service, Government has decided to consolidate all incoming foreign parcels mails available in Chennai & Kolkata Foreign Post offices. We urge upon the department to withdraw such retrograde decision which will lead for closure of Foreign Post, Kolkata & Chennai.

(iii) The Department has unilaterally decided to discontinue the services of international surface letter mail both inward & outward at Chennai, Kolkata & Mumbai Foreign Post offices and has also decided to transfer the said services to Air Foreign offices in respective circles which will lead to shut down of Foreign Post offices.

(iv) The senior officials of Foreign Post, Delhi who were transferred along with the work to DIMC I & DMIC II unilaterally shall be brought back to Delhi Foreign Post.

The Staff Side was informed that there was no decision to close down foreign Post Offices.

Item No.51. Stop harassing staff on contributory factors for simple and flimsy reasons by misusing the provision of 'unbecoming of Government Servant' deviating the ruling contained in Volume III, FHB etc.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 9.7.1959, 25/49/60-Disc dt.30.11.60 and 15-9/74-1NV dt. 10.2.75, and subsequent orders are being violated and the officials being preceded under contributory negligence factor for flimsy reasons and awarded with huge recoveries. The provisions contained in Rule,106,107, 108 & 111 of Postal Volume III and the provision of honest errors can be condoned contained in Rule 204 A (1) vol II and the provision of Rule 58, Appendix 4 of F.H.B. volume I in dealing of recovery have been totally ignored and sidelined.

The main intention of the Government while deciding the degree of an officer's pecuniary liability, it will be necessary to look not only to the circumstances of the case but also to the financial circumstances of the officer, since it should be recognized that the tendency should not be such as to impair his future efficiency. The Staff Side urges for proper guidelines in the matter of contributory negligence to protect the officials being harassed.

The matter will be examined.

Item No.52. Recovery of alleged overpayment of pay and allowances to postman on account of fixation from the officials of Accounts branches of HPOs

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol. I, any excess payment can be recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims. On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders. It is

therefore requested to stop such recovery and drop action if initiated anywhere to recover the amount from the DDOs.

The matter will be reviewed.

Item No.53. Enhancement of honorarium to RD premature closures

The rates fixed for RD PMC work a decade back needs revision. The norms were also revised. During 1996, the PMC was permitted without interest after one year. Now PMC is allowed only after three years with SB interest. Resultantly IBB has to be worked out for more than three years consuming more time. After RD decentralisation, it become very difficult and risky too.

It is requested to revise the honorarium upward at the following rates.

Sub Postmaster - Rs. 5.00 per account

Postal Assistant - Rs. 10 per account

The matter will be reviewed.

Item No.54. Counting of Special Allowance for pay fixation - case of PO and RMS Accountants

A kind attention is invited to the letter No. 9 (1)/2004-PA Admn. I/501 to 504 dated 29-10-2006 from Shri T.K. Mitra, ADG (PA and Admn) of the Directorate wherein it is informed that the Special Pay which is now called as Special Allowance drawn in lieu of higher pay scale may be taken into account for fixing pay under ACP to the JAO examination qualified candidates on ACP promotion.

The above said instructions were issued in consultation with DOP&T and the same and similar analogy should be applied in the case of PO and RMS Accountants also and their Special Allowance should be taken for fixation of pay in the higher cadre on promotion.

Further, vide letter No. 8 (1)/2004-PA-Admn/1/54 to 76 dated 23-04-07, it was mentioned that this issue relates to operative offices, the matter may be taken up with Directorate through CPMG which exhibits lack of coordination among the branches in the Directorate.

It is, therefore, requested to cause immediate orders on the issue which is hanging over ten years. Further the orders applicable to JAO qualified official be applied to the similarly situated official working in the post offices on acquiring TBOP / BCR promotion.

The item is linked with item No.17.

Item No.55. DRAWAL OF PAY TO SENIOR BCR OFFICIALS IN HSG I POSTS AS THE PAY SCALES OF HSG II & BCR IS ONE AND THE SAME & SETTLEMENT OF EARLIER OFFICIATING CASES OF TAMILNADU, WEST BENGAL & OTHER CIRCLES AS ONE TIME MEASURE

i. The provision of officiating in higher post and grant of higher pay for the officiating period beyond 14 days is very much in existence in the Department of posts. This was not practically termed as adhoc promotion. The officiating arrangements are being made for short term arrangements.

ii. Further pay scale of HSG II & BCR is one and the same. BCR officials are holding the pay scale equal to HSG II and when they have been ordered to officiate in HSG I, they are entitled for officiating pay. The CAT Bangalore decision in OA No. 74/2008 dt. 18.08.09 categorically held that as the pay scales of BCR & HSG II are identical, the applicant is entitled to the salary of the HSG-I post. Further, Supreme court has also dismissed the SLP filed against writ petition No. 13527 of 2008 of A. P. High Court confirming the decision of entitlement of higher pay for the officiating arrangement in HSG I. The CAT Jabalpur in a similar case held that higher pay for officiating in higher post should not be denied.

iii. In some circles, regular HSG II officials have been ordered to work in HSG I posts without any extra remuneration which is highly irregular.

iv. In some circles like Tamilnadu, West Bengal, some senior officials have been ordered to officiate in HSG I posts of more than one year during 2002 to 2005 in the absence of clear cut clarifications and circle heads has already referred the cases to Directorate to regularize the arrangements beyond one year as one time measure which is pending over two years. The due officiating pay had neither drawn nor taken for retirement benefits.

1622 HSG I posts have been upgraded only on matching schemes by axing 680 PA posts and as such the denial of due benefits/higher pay is arbitrary, unjust

The matter will be reviewed.

Item 56. Tenure posting of officials in Single & Double Handed post offices - request to withdraw the conditions

The condition that the SPM / PA working in Single / Double handed offices should not be posted back to the same office during their entire service is against the statutory rules of P&T Manual Volume IV. The doubts about the integrity of all Postal Assistants / Sub Postmasters will mar the interests of the officials and it is requested to withdraw the conditions forthwith.

The matter will be reviewed.

Item No.57. Enhancement of honorarium for engaging the officials in departmental examinations

At present, the following rate of honorarium is being paid to the officials who are brought by the department while conducting the departmental examination as per the sent letter No. 18/16/98-E dt. 31.12.93.

(i) Supervisor -- Rs. 30/- per session.

(ii) Invigilators -- Rs. 20/- per session.

(iii) Clerk -- Rs. 25/- per day.

(iv) Group 'D' -- Rs. 15/- per day.

The remuneration is very meagre while comparing the strenuous job carried out by the officials. Despite there is justification, either to grant OTA or compensatory off, atleast the honorarium sanctioned shall reach atleast to the extent of satisfactions of those employees engaging for this purpose.

The matter is being looked into.

Item No.58. Restriction in posting of SPM due to minor penalties / CR entries

The Directorate has given instructions to all the Circle Heads from investigation section dated 06-11-2006 that if an official is awarded with anyone of the minor or major punishments or adverse entries in the CR, he should not be posted as SPM throughout his career.

The suggestion given by the Investigation wing as a preventive measure to minimise and eradicate the losses and frauds has been circulated for implementation not only in the RT 2007 but also in the existing cases.

The suggestion is practicable only if the department is having full staff strength and it is not feasible to implement when the shortage exceeds 30% in the Postal Assistant cadre.

This will create hardship to the officials. That too reverting the existing SPMs from their SPM posts as Postal Assistant before completing their tenure is unjust and bad in law and against to the natural justice. This will spoil their reputations earned from the public by shifting them from SPMs post before completing their tenure.

The other suggestion given by the same section earlier that not to keep vacant in B & A class offices and fill up the Postal Assistant posts has not been implemented. As such this will create many hardships to all the officials who are unwilling to take position as Postmasters.

This is most pertinent to mention that after lapse of certain periods, the officials inflicted with punishments become eligible to write the promotional exams like IPO, JAO, Group B etc. As such, mere imposition of even a minor penalty will be the disqualification to be a SPM throughout his career is nothing but a farce and not maintainable.

If the suggestions implemented retrospectively, at one stage none will be available for the post of post of SPM due to prevailing shortage, a well senior official has to work as Postal Assistant under the supervision of his most senior which will also be a punishment not improvised in the CCS CCA Rules.

It was agreed to review the matter.**Item No.59.** Allowing to appear in the Departmental Exam like IPOs - case of physically handicapped officials

The Directorate has clarified vide its letter No. 7-8/04-SPB dated 28-07-2005 that physically handicapped officials should not be allowed to appear in the IPO Examination as they are unable to perform the physically demanding nature of work.

This is unfortunate and total injustice to the physically handicapped officials who fulfil all the required qualifications, skills etc. and could perform the duties efficiently and effectively. There are many jobs in IPO cadre which did not require any outdoor duties.

Even in the case of physically handicapped officials, they could also do the outdoor duties with the vehicle, advance equipments or with the assistance.

Their disability should not be construed or taken as a ruse to deny their justified right to appear in the examination which is against to the canon of natural justice. It is, therefore, requested to reconsider the decision and allow all physically handicapped officials to appear in the exam under relaxed terms or at

least fix some reservation of the posts of IPOs which do not require any outdoor duties like circle, regional offices.

The matter will be examined.

Item No.60. Fixed Conveyance Allowance to Marketing Executives

The nature of duties of Marketing Executives has no fixed working hours and they have to travel miles together to complete their assignments. In metro cities, the amount spent by them to cover vast areas by vehicles exceeds their capacity.

Taking into account of these, and indispensability of their services, a fixed sum of Rs. 1000/- p.m. may be paid as Conveyance Allowance.

The matter will be examined.

Item No.61. Revision of FSC

The Fixed Stationery Charges fixed to office / officials does not commensurate with the expenses being incurred for the purpose due to spiral increase of commodities & inflation. The GDS are now getting ten times higher than the amount being paid to the Postal Assistants now. The present amount does not meet the 1/10th requirements and the SPM In-charges are incurring expenses at their own cost. It is requested to consider the same and revise the FSC with retrospective effect.

The matter is being examined.

Item No. 62. Enhancement of Split Duty Allowance

Even though the MOF vide its OM No. 09 (11) - E II B dt. 29.08.2008 has enhanced the rate of split duty Allowance to Rs. 200/- P. M, the same has not been communicated resulting non drawal of allowance in the enhance rate. It is requested to cause orders at once.

The matter is under examination in consultation with Integrated Finance Wing/Ministry of Finance, Department of Expenditure.

Item No.63. Transfer of all HSG I Posts to General line

After upgrading the status of the ASPOs into gazetted one, continuing their posting against non-gazetted HSG I posts is irregular. It is requested that all HSG I posts earmarked now for IPO line may be converted to General line Posts immediately. In addition intervention is required to effect payment of Split Duty Allowance in places like Punjab where arbitrarily the Circle Administration stopped payment of this allowance.

The proposal is already under consideration.

Item No.64. Denial of ROHSC claim for emergent treatment due to non circulation of Health Ministry OMS

The following two OMD issued by Dept of Health pertaining to relaxation of Power for granting medical on emergency have not been circulated so far.

i. OM No. S 14025/7/2000 - MS dt. 28.03.2000

ii. OM No. S 14025/46/92 - MS dt. 04.02.1993

Resultantly in many divisions, the ROHSC claims on emergent treatment have not been entertained.

It is requested to communicate the same. Similarly, the OM related to extension of CS (MA) rules to pensioner residing in areas not covered by CGHS vide No. S-14025/4/96-MS dt. 05.06.98 has also not been circulated yet resulting denial of Medical treatment to pensioners.

The Staff Side was apprised of the fact that the orders issued by the Ministry of Health and Family Welfare are available on its web site. However, on the request of Staff Side, it was decided to circulate instructions dated 28.03.2000 and 04.02.1993.

Item No.65. Payment of honorarium to supervisors & Staff of Divisional offices for processing of PLI and RPLI proposals.

The CGM PLI Directorate in the meeting held on 01.10.2007 has agreed to revise the existing rate of honorarium and convert the same as incentive since the cap of Rs.4000/- per annum as total ceiling per officials has not been removed so far. However no orders have been issued so far. It is requested to revise the rate and brought it under incentive without any ceiling.

The matter will be examined.

Item No. 66. Providing administrative power to grant leave to staff by HSG-I Postmasters.

At present, the administrative powers to grant earned leave in the absence of casual leave are vested with the HSG I Postmasters IPO line. But the said provision is not available to General line Postmaster. This is a clear discrimination. The administrative powers provided to IPO line HSG-I Postmasters may be extended to general line HSG-I Postmasters also.

The proposal of the Staff Side was agreed to.

Item No. 67. Grant of OTA/Excess Duty Allowance to the SPMs working in single/Double handed Post offices.

(i) In the absence of PA, the SPMs working in 'B' class offices may be granted minimum of 3 hours OTA to look after the duty of PA.

(ii) Similarly, in 'C' class offices, where the work load exceeds 8 hours and more, compensation in the shape of Excess Duty Allowance may please be considered.

This issue comes under the ambit of Government of India instructions and, therefore, it will not be possible for the Department of Posts to take a view in the matter in isolation.

Item No.68. Counting the training period for benefits of promotion under TBOP / BCR scheme

Despite the clear instructions contained in Directorate letter No. 44-47/98-SPB.II dated 31-07-2000 & 27-07-2001, that the period of induction training may also be counted as qualifying service for the benefit of TBOP / BCR promotions, this has not been implemented in many circles.

To cite an instance, the circle IFA, Tamil Nadu Circle has denied such kind of benefits to those recruited and deputed for training before 01-01-86. Based on the opinion, the Chief Postmaster General, Tamil Nadu Circle has issued instructions vide his letter No. STA/80-1/00/Rlgs dated 21-02-2003 in which it was stated that the period of Induction training can be taken for the benefit of promotion under TBOP / BCR only if the person selected was under training on 01-01-86 or deputed for training on or after 01-01-86, apart the fulfilment of other conditions such as obligatory nature of such training, immediate promotion on completion of such training.

Resultantly, the officials granted with BCR promotions based on the Directorate orders dated 31-07-2000 taking into account of their training period for promotion have faced recovery and re-fixation. The opinion of the circle IFA to cut short the benefits from 01-01-86 is wrong and arbitrary one. It is, therefore, requested to cause necessary instructions to all the circle heads to count the training period without any restriction and stop recovery immediately. Similarly, the induction training period of the promotes to LGOs may also be taken as service rendered in Postal Assistant cadre if opted for fixation and other benefits.

On the persistent demand of the Staff Side, the Official Side agreed to make an attempt with the Department of Personnel and Training.

Item No.69. Granting Service benefits to erstwhile RTP candidates deputed to APS taking into account of their service rendered on RTP

Consequent upon the dismissal of civil appeal No. 5739 of 2005, the benefit was extended to the officials who approached court. Meanwhile, all circle heads were called for to collect the particulars of the similarly situated persons to extend the benefits. It is requested to cause appropriate orders to extend the benefits to the similarly situated persons.

The matter will be discussed in detail in a meeting separately.

Item No.70. Creating HSG-I Posts in MMS.

1622 HSG-I Posts were sanctioned during March 2001 by upgrading the HSG-II and LSG posts to HSG-I for operative offices. No HSG-I post was allotted to MMS divisions. Necessary steps may be taken to sanction at least one HSG-I post in each MMS Division.

The matter will be examined.

3. Item Nos. 71 and onwards could not be discussed for want of time. On the demand of the Staff Side, the Chairperson agreed to discuss these items in a subsequent meeting. The date and time for the meeting will be decided with the approval of Chairperson, Departmental Council (JCM) and Staff Side will be apprised of it.

4. The meeting ended with Vote of Thanks to the Chair.

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MINUTES OF THE MEETING OF DEPARTMENTAL COUNCIL (JCM)

A meeting of the Departmental Council (JCM) under the Chairpersonship of Secretary(Posts) was held on 10.02.2012. The following were present:

Official Side	Staff Side
1. Ms. Manjula Prasher, Secretary(P) & Chairperson, Depttl. Council(JCM)	1. Shri K.V. Sridharan Leader
2. Ms. Yesodhara Menon, Member(P)	2. Shri Giriraj Singh,
3. Ms. Suneeta Trivedi, Member(Plg.)	3. Shri M. Krishnan,
4. Shri Santosh Gauriar, Member(O)	4. Shri D. Theagarajan
5. Kalpana Tiwari, CGM MB&O	5. Shri D. Kishan Rao
6. Shri S.K. Sinha, CGM PLI	6. Shri Ishwar Singh Dabas
7. Shri Tilak De, DDG(MM&Estates)	7. Shri T. N. Rahate
8. Shri V.P. Singh, DDG(Estt.)	8. Shri P. Suresh
9. Shri Salim Haque, DDG(P)	9. Shri Pranab Bhattacharjee
10. Ms. Aindri Anurag, DDG(PO&CP)	10. Shri A.H. Siddiqui
11. Shri A.S. Prasad, DDG(FS)	11. Shri K. Ragavendra
12. Shri V.K. Tiwary, DDG(R&P)	12. Shri S. Karunanidhi
13. Shri Subhash Chander, Director(SR&Legal)	13. Shri Surinder Pal

The meeting started with introductory remarks of the Chairperson wherein she apprised of the staff side about the proposal of recognition of federations heaving been taken up for consideration and approval of the competent authority. This was followed by the staff side thanking the Chairperson for convening the meeting as per the schedule. Thereafter agenda items were taken up for discussion. The gist of discussions held during the meeting is as follows:-

Annexure - I

1. Long distance schedules of MMS

The staff side was apprised of the instructions having been issued to Heads of Circles on 15.06.2010 to increase the utilization of vehicles by extending the existing schedules up to 300 kms. The position about clearance of Ministry of Finance regarding purchase of new vehicles as also replacement of old vehicles happening much faster was also explained to the staff side.

The contention of the staff side was that the aforesaid instructions are not being observed and it was agreed to reiterate the said instructions.

2. Diversion of MMS vehicles

The staff side averred that the vehicles allotted to MMS for operational purposes were diverted to Circle/Regional offices, which is adversely affecting the efficiency of mail delivery. They desired issue of strict instructions in the matter so that vehicles are used for the purpose for which they are procured.

The instructions issued in this regard by the Department from time to time were brought to the notice of the staff side with an understanding to reiterate the instructions once again.

3. Holding of examination for filling up the posts of AMM in MMS

The staff side pointed out delay in finalization of Rules of Recruitment for the post of Assistant Manager in MMS, with a request to finalise it on priority. The Chairperson advised the official side to complete the pending action in regard to finalization of Recruitment Rules within 2 months.

4. Holding of DPC for filling up the posts of Deputy Manager MMS

It was agreed to complete the process within 2 months.

5. Appointment to the grade of Supdt. Stg. In RMS

The contention of the staff side was that the 4 posts of Supdt. Sorting in RMS which were meant for general line officials are either manned by ASPs or by PSS/PMS Group B officials. Further, the Circles in which these posts exist are also not known. During discussions, a reference was also made to 4 posts of AD (Recruitment) out of which 3 are lying vacant. Besides requesting for filling up of the above posts, the staff side mentioned about their merger with main stream of Group B posts and increasing quota of General line officials from the existing 6% to a higher percentage.

The Chairperson advised the Personnel Division to find out the availability of posts and to fill all the posts meant for general line officials from that category only within three months.

6. Acute shortage of 'C' Bags

The staff side was explained that for the year 2011-2012, much of the supply has already started and there are only 2 companies which are yet to start it. Further, action has already been initiated to ensure timely supply of bags for 2012-2013 & 2013-2014. The staff side was also apprised about the constitution of a Committee which will consider decentralization of procurement of stores of other than prescribed sizes, and the Committee will submit its report within one month.

7. Change of nomenclature of cleaners in MMS

Redesignation of Cleaner as Helpers may go against their interest and, therefore, it was agreed to drop the item.

8. Change of Recruitment Rules ensuring parity in recruitment to the posts of Postmen and Mailguards in the Department of Posts

The Recruitment Rules for the posts of Postmen and Mailguards have been revised and notified in the Gazette of India after due deliberations. In the background of the above, the item is treated as closed.

9. Recruitment in the cadre of erstwhile Group D upgraded as Multi Skilled Employees in the Department of Posts

In the background of Revised Rules of MTS it was agreed to close the item.

10. Providing additional hand to single handed offices due to decentralization of RD Work etc.

The staff side drew attention to the agreement reached in an earlier meeting of the Departmental Council (JCM) in 2006 in the wake of which a Sub Committee was constituted, which submitted its report in favour of the proposal. In turn, it was explained to them that norms for the work of decentralized schemes like RD/MIS have already been finalized and further, redeployment was within the power of the CPMSG.

11. Implementation of recommendations of the 5th CPC with regard to payment of cash handling allowance to treasurers and Asst. Treasurers in Post Offices.

The Staff Side was informed that the proposal was taken up with the Ministry of Finance in 2010 but it was not agreed to. However, it was decided to once again take up the matter with the Ministry of Finance.

12. Payment of OSA and other benefits to MMS staff on par with RMS Staff.

The proposal of the Staff Side was agreed to. Order in this regard will be issued shortly.

13. Allot 19% Group B vacancies for General line and permit all Group C officials in Postal, RMS, Admn. And Postal A/Cs with minimum 20 years of service to appear in the exam by dispensing with present reservation of posts to RMS & Admn. Staff.

It was agreed to constitute a Committee which will look into the matter (other than Postal Accounts) and submit its report within 2 months.

14. ACP Scheme to wiremen and electrical staff.

In the background of instructions issued by the Department vide No. 2-13/2009/PCC dated 12.08.2012, it was agreed to close the item.

15. Streamlining the work of Cash Certificates and causing uniform work procedure.

The staff side was informed about the norms having been issued on 26.04.2010, a copy of which was supplied.

16. Anomaly in the preparation of PA gradation list. Date of confirmation should not be taken now and date of appointment be taken for construing seniority. Fixing seniority based on the date of confirmation is unconstitutional and discriminatory and dropping of confirmation examination.

It was agreed to refer the matter to the Committee constituted to consider item No.13.

17. Ensure speedy verification of caste.

It was agreed to reiterate the instructions of DOPT to the Maharashtra Circle.

18. Merger of Despatch Riders with the Drivers.

In the background of different rules of recruitment for the post of Despatch Riders and Drivers, the proposal could not be agreed to.

19. Allowing lift operators to sit for the LGO examination.

It was explained that it was a different category altogether and thus it would not be possible to allow the Lift Operators to sit for LGO examination.

Annexure -2

1. Non absorption of Lift Operators

Referring to the case of 5 Lift operators working at Howrah Post Office building, the Staff Side was informed that it appeared to be a case of absorption of Casual Labourers and not Lift operators and therefore it was agreed to drop the item.

2. Relaxation of educational qualification in respect of widow applicant for compassionate appointment.

The staff side was apprised of the position that prior to implementation of the recommendations of 6th CPC, in case of widows the provision to relax the educational qualification existed subject to the condition that it would not adversely affect the work. The above clause has been found missing in the 6th CPC recommendation and, therefore, its continuance thereafter will be ascertained from the Department of Personnel & Training.

3. Request for correct identification of Speed Post Hubs.

The staff side was informed that selection of Speed Post Hubs was done as part of Mail Network Optimisation Project after a comprehensive study of the network and taking into account mail volume Air/Rail/Road connectivity into account. In regard to Asansol, the Chairperson explained her discussions with the CPMG West Bengal in which he was asked to increase the mail business during the next 3 months and the position will be reviewed thereafter. The point of Guntakal having better connectivity than Kurnool this justifying its identity as hub was also mentioned by the staff side. M B division will have this examined.

4. Request to issue instructions to the Heads of Circles to follow the Directorate order in respect of Speed Post Norms.

The instructions have already been issued and therefore it was agreed to drop the item. A copy of the instructions will, however, be made available to the staff side.

5. Request to extend the Station Tenure to Senior Manager Cadre in MMS.

The proposal of the Staff Side that rotational transfers should be done on time, was agreed to by the Chairperson.

6. Incentive structure for handling UIDAI (Aadhar) cards to the PO staff.

The contention of the staff side was that Aadhar Cards were being handed over to the Postmen for delivery along with other dak which form part of their normal duties without considering their limitations in this regard. Mention was also made about higher rate of incentive being paid in Andhra Pradesh Circle with a request to follow it in other Circles.

It was clarified to the staff side that there is a provision to ensure delivery of Aadhar Cards within 15 days from the date of booking and it was quite a relaxed condition, in comparison to other Speed Post articles. In the matter of payment of incentive, the Chairperson agreed to reiterate the instructions in relation to Speed Post articles (including Aadhar) of the Department to all Heads of Circles. Higher incentive cannot be approved.

7. Reassessment of the Role of the Office Supdts. Working in Circle Administrative offices including the office of the DPLI and upgradation of them as the holder of Gazetted Group-B posts.

It was not agreed to. The item may be closed.

8. Promotion of senior most HSG-I in each regional office as office Supdt.

It was not agreed to. The item may be closed.

9. Release the Pension/DCRG of employees against whom minor penalty proceedings concluded after retirement.

In the light of instructions having been issued by the Department and reiterated vide letter dated 10.02.2012, it was agreed to close the item.

10. Pay protection to employees who seek transfer to a lower post under FR 15(a)/transfer under Rule 38.

It was agreed to have a relook into the matter.

11. Construction of Departmental Buildings for Postal Accounts Offices at Hyderabad, Trivandrum and Patna.

The Staff side was informed that all the 3 projects will be considered for construction during the 12th Plan period, subject to availability of funds.

12. To fill up the time scale Driver Post at MMS.

It was agreed to have a relook into the matter of filling up of all residual vacancies of Drivers in the MMS.

13. Revival of Bandel and Barasat RMS in West Bengal Circle.

The staff side contented that the closure of these offices was against the agreement reached with them and requested for their revival. The staff side was explained that in view of the networking exercise, L1 and L2 has to be followed and therefore this item become irrelevant. It was further clarified that in the wake of networking exercise, number of mail offices with less than 10,000 mails are being allowed to continue. In the light of the above discussions, the item is treated as closed.

14. Problem arisen subsequent on centralization of Tax related work at HO in S.B.Branch.

The staff side was apprised that TDS is a mandatory income tax requirement and is part of the statutory requirement when commission is paid to agents. There is every possibility that the issues raised by them will be sorted out by the new software. It was further stated that in case the issue does not get resolved with the new Financial Services software, this would be examined separately.

15. Posting of in charge of BPC - regarding.

It was agreed to look into the matter.

16. Request for procurement and supply of scanner to HOs and SOs in Maharashtra Circle effecting MSEDEL bills on e-payment.

The staff side was informed that the matter had been discussed with the CPMG Maharashtra Circle and the possibilities were being explored to split the existing Barcode of Maharashtra State Electricity Board so that it comes within 12 digit Bar code reader. It was also explained that the Department would not be in a position to procure scanner so as to suit the requirement of different organizations, utilizing the services of the Post Office. In the background of the above, the item was closed.

17. Delivery/Remarks on Speed Post articles pertaining to Pass Port - Clarifications sought for.

After discussions, it was agreed to reiterate the instructions of the Department to all concerned.

18. Irregularities in the accounting procedure in Post Offices - case of Delhi Circle.

It was agreed to look into the matter.

19. Postal Assistant Direct recruitment - compulsory education in regional language - regarding.

The staff side was informed that in the new recruitment rules for PA/SA, the condition has been changed as regional language/Hindi. After detailed discussions, it was agreed to close the item.

20. Reduction of tenure in the Naxalite threat areas in Baster division, Chattisgarh circle.

The staff side was informed that the issue falls within the purview of the Circle Office.

21. Holding of JAO part II Examination - regarding.

It was informed to the staff side that the matter was earlier taken up with the Ministry of Law & Justice and is now under consideration in consultation with the Department of Personnel & Training. It was also stated that in case of eligible candidates, the examination may be conducted without much delay.

22. Arbitrary & irregular Audit objection and recovery of licence fee from the officials provided with rent free recommendation.

In the wake of instructions issued by the CPMG West Bengal, it was agreed to drop the item.

23. Removal of age limit for appearing in IPO exam.

After detailed discussions it was agreed to drop the item.

24. Evolution of norms for all duties performed by Multi tasking staff (erstwhile Group-D).

The staff side was informed that norms for all the duties performed by MTS are being evolved.

25. Creation of justified additional posts while implementing new system for delivery work and allowing postmen to write correct remarks for non delivery.

The issue is under examination by the Postmen Committee, under the Chairpersonship of CGM PLI.

26. Grant of uniform and kit maintenance allowances.

The fact of the matter having been taken up with the Department of Personnel & Training vide letter dated 02.02.2012 was brought to the notice of the staff side.

27. Providing Security to cash overseers.

The staff side was informed that the present cash limits are not so high to provide for the security and further the Circle Heads would be instructed to ensure adherence to the line limits by all concerned. It was also agreed to examine the feasibility of raising line limits and to provide security guards in the Post Offices located in highly sensitive areas. The issue of utilizing services of the bank branches located in the area will also be examined.

28. Incentive to Mail overseers for procuring PRLI Business.

It was agreed to issue a clarification to the effect that Mail Overseers are also eligible for incentives on par with other departmental officials and depending upon the suitability, they can be engaged for this work.

29. Weight and size limit of express post parcels delivery of by Postmen.

It was agreed to reiterate the existing instructions on the subject to all Heads of Circles.

30. To keep status quo in the post of Departmental Stamp Vendor.

The staff side was informed that the issue is covered by the standing instructions on utilization of surplus manpower and redeployment of posts and therefore, the plea to maintain status quo cannot be approved.

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MEETING WITH THE MINISTER AND SUBMISSION OF JCA MEMORANDUM

Meeting with Sri. Sachin Pilot, Hon'ble Minister of State of Communications, was held today (21.01.2012) at 11.00 AM. Meeting lasted for 30 minutes. The staff side presented a memorandum to the Minister, containing the issues which needs Minister's intervention. (See the copy published in the website). Minister agreed to examine each case on its merits and take early decision. The following issues were discussed with the Minister, in detail.

- (i) Issues relating to Gramin Dak Sevaks
- (ii) Issues relating to casual, Part-time, Contingent employees
- (iii) Revision of overtime allowance

Regarding GDS issues like status, promotion etc. Minister assured to examine the cases in detail and taken a decision at the earliest. **Regarding reduction of existing allowances of GDS, the Minister gave on the spot instructions to the Secretary, Department of Posts, to issue orders protecting the existing TRCA in full. Further regarding cash handling point Minister directed Secretary that it should be finalized before 31st January 2012.** He assured that the other issues like Bonus ceiling, providing norms for left out items etc. will also be given sympathetic consideration. Regarding casual labourers issues Minister gave direction to the Postal Board to expedite the orders. Minister further assured that he will definitely call for the files relating to the other items mentioned in the memorandum and an indepth examination of the issues will be made and decision taken early.

The staff side thanked the Minister for giving us an opportunity to present our cases in front of him. The staff side was represented by Com. M. Krishnan (S/G, NFPE), Shri. D. Theagarajan (S/G, FNPO), Com. K. V. Sridharan, (G/S, P3, NFPE), Com. L. D. Kaushik (P3, FNPO), Com. Ishwar Singh Dabas (G/S P4, NFPE) Com. Ashok Sharma (P4, FNPO), Com. Giriraj Singh (G/S, R3, NFPE), Com. Devendra Kumar, Com. Pawan Kumar (R3, FNPO), Com. P. Suresh (G/S, R4 NFPE), Com. Satish Chander (R4, FNPO), Com. Pranab Bhattacharjee (G/S, Admn. NFPE), Com. S. B. Yadav (AIPAEA), Com. O. P. Khanna (G/S AIPAOA), Com. S. S. Mahadevaiah (G/S AIPEDU), Com. Gautam Das (Org. Secy., NUGDS), Com. R. N. Parashar (ASG, NFPE).

JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL ORGANIZATIONS
ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION
NATIONAL UNION OF GRAMIN DAK SEVAKS
NEW DELHI

Ref: PJCA/GENL/2012 Dated - 21.01.2012

**MEMORANDUM SUBMITTED TO SHRI SACHIN PILOT, HON'BLE MINISTER OF
STATE FOR COMMUNICATIONS & INFORMATION TECHNOLOGY ON 21.01.2012**

To,

SHRI SACHIN PILOT
Minister of State for
Communications & Information Technology
Government of India, New Delhi - 110003

Respected Sir,

We record our immense pleasure for the kind gesture of the Hon'ble Minister of State for Communications & I. T. for arranging an interview with the staff unions to discuss the pending issues.

We record our sincere thanks to the Hon'ble Minister and we assure our fullest cooperation in the improvement of service to public. We further desire to bring the following issues which are pending for a long to the kind notice of Hon'ble Minister requesting his kind intervention for the mitigation of the same.

1. Issue relating to Gramin Dak Sevaks

The following long pending issues of the three lakhs Gramin Dak Sevaks may kindly be considered favourably.

- (a) Grant of civil servants status for all purposes.
- (b) 25% outside quota recruitment in Postmen promotion may be withdrawn.
- (c) Enhancement of Bonus ceiling to Rs.3500/- at par with regular employees.
- (d) Revision of tightened norms for cash handling etc.
- (e) Stop reduction of existing allowance (TRCA) and grant full protection.
- (f) Review of the tightened norms for compassionate appointment.
- (g) Scraping of the newly notified "GDs Conduct and Engagement Rules" and restore previous "GDS Conduct and Employment Rules".

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- (h) Counting of GDS service for pension on promotion to the post of postmen and Group 'D' (MTS).

2. Grant of Minimum Pay to the casual labourers working in postal department and regularization.

Despite crystal clear orders in existence to grant the minimum of Group 'D' Pay on pro-rata basis to the casual labourers as per the Sixth CPC report, it has not been extended so far to the casual, part-time, contingent employees working in the Postal department. There is an inordinate delay in releasing the orders. In all other departments pro-rata payment has already been made in the year 2008 itself. Notwithstanding the implementation of the recommendations of the committee on casual labour issues constituted by the Postal Board, it is requested to cause immediate orders to pay the minimum of the pay to the casual labourers w.e.f. 1.1.2006. Action may also be taken for regularization of the service of casual, part-time, contingent employees.

3. Regularization of RTP Services and ending the discrimination between the restwhile RTPs

- (i) As per the Directorate letter dated 19.4.96, the implementation of the Ernakulam CAT judgment granting the past RTP service as regular service for all purposes was restricted only to the applicants of the O.A. This is against to the decisions of the various judicial pronouncements that the benefits should be extended to the similarly situated persons.
- (ii) During 1970 to 1974, even the pre training services of certain officials engaged as postal clerk were regularized. The RTPs were trained and utilized full time in the clerical posts to manage all the works of the post office. They were recruited only under the Postal Assistant recruitment Rules and no separate recruitment rules were framed at this time.
- (iii) The CAT, Chennai held that the services rendered by the ex RTPs at APS shall be counted as qualifying services for all purposes. The Chennai High Court, on appeal by the department has upheld the decision of the CAT in WP no 37117 to 37119 of 2002 and directed the department to extend the benefits. Based on this the service rendered by RTP was regularized for several APS RTPs.
- (iv) In another case, the Apex court under Civil Appeal No.5739 of 2005 filed by Sri M. Mathivanan, Postal Asst, Cuddalore division upheld the decision of extending the benefits and dismissed the appeal filed by the department with costs. Several APS RTPs were regularized based on this also.
- (v) The Directorate has directed the Circle Heads to collect, compile and furnish details of ex-RTPs deputed to APS to consider for extending the benefits to all similarly situated persons. There after there is no action in this regard.
- (vi) The Mumbai High Court has also delivered favourable judgment in this regard on 31.8.2010.
- (vii) When the issue was earlier taken up through the Minister of State by our union, the department has called for the particulars about the RTPs from all circles vide its letter no 44-1/2011- SPB II dated 13.01.2011.
- (ix) We are not demanding the wages for the past periods and only seeking the service be taken for promotion. This will not affect any one's seniority since during 1983 to 1989, there was

no recruitment due to ban in filling up of vacant posts. By construing their service, they will get their LSG and other promotions earlier which will not have any financial benefits to them since all of them, by that time will be in Pay Band II. If their services of RTP are taken for MACP, they will get some monetary benefits for which also there is no provision in the existing rules.

Since this will not have any financial implications, it is requested to kindly consider the same without sticking to the Apex Court judgment issued in 1986 in different context in this case by brushing side the bare facts of justification and other subsequent judgments.

4. Creation of System Administrators cadre & extend other facilities

A rapid modernisation takes place in the department and around 1872 crores have been allotted for further extension of modernization. To modernize the existing Post offices, the role of the existing System Administrators are laudable. They are working from dawn to dusk for the efficient functioning of Pos in computers. But for their active involvement, the modernization of Postal Services could not be possible without incurring any expenditure to the department in the initial stage. Most of the softwares were developed by these section of employees. Now the Department is stating that creation of system Administrator posts is not viable. We have already dropped the demand of creation of System Administrators which carry 5400 Grade Pay as there is no full time justification for such post. 'System Assistant' cadre with Grade Pay of Rs.4200/- is in existence in other Government departments. Similar kind of System Assistant cadre may please atleast be created in the department and all the existing personnel may please be absorbed in the existing vacancies since the role of these Technocrats are very much essential for the maintenance of computers & software.

5. Revision of OTA rates and stop recovery of OTA paid to the officials who are engaged compulsory on OTA overlooking the pay ceiling.

At present, over time Allowance is being paid at the rate of Rs.15.85 per hour which was fixed by the Fourth Pay Commission in 1987. There was to revision eventhough the committee of secretaries to look into the OTA issue has decided to continue the scheme of OTA without revising the rate of OTA. In the Railways the rate has already been revised. Further the pay ceiling as fixed by 4th CPC as Rs. 2200/- P.M. has not also been revised. As per the new pay, almost all crossed the ceiling amount and they have been ordered to perform OTA compulsory and in many cases they have been charge sheeted for not performing OTA. The meager amounts paid at the rate of Rs. 15.85 has also been recovered subsequently. In all the departments, except Postal, the OTA rates have been revised.

It is therefore requested to kindly cause action to revise the OTA rates and waive the OTA amount already paid based on the duty performed due to unscientific application of OTA ceiling fixed by the 4th CPC.

6. Grant of cash payment for uniforms and kit items for Postmen, Mailguard, MTS/Group 'D'

At present the quantity of the uniform supplied is not good. Abnormal delay is also taking place. Action may be taken for cash payment for uniforms and kit items.

7. Delay in filling up of vacancies in all cadres especially in Postal civil wing and Postal Accounts and Postmen cadre.

- (a) Even though Government has lifted ban on filling up of vacant posts in 2009 itself, the recruitment process for filling up of vacant posts in civil wing and Postal Accounts are yet to be completed. Postmen posts are also lying vacant due to non-conducting examination. Action for filling up vacant posts in their cadres may also be expedited.
- (b) Further it is requested to take action to revive all the 2/3rd vacant posts kept in skeleton for the period from 2005 to 2008. In metro cities/sub urban areas additional justified Postmen post may be created. Action may also be taken to fill up all MTS posts.

8. Decentralisation of PLI/RPLI work

It is requested to roll back the decentralization of PLI/RPLI work.

9. Extend Apex court Judgement in the case of Relaxation of Recruitment Rules (RRR) candidates to all approved candidates awaiting absorption

It is requested to kindly extend the benefits already provided to RRR candidates of Tamilnadu circle to the similarly situated candidates, They are praying mercy and fair play from the Minister as they are being continuously engaged over 14 years and there is no chance for any employment at this stage.

10. Convening the 11th Meeting of Postal Service Staff Welfare Board

The Hon'ble Minister of State for communication & IT has fixed to 11th meeting of postal services Staff Welfare Board on 05.04.2011 for discussions on 27 items in the agenda which was subsequently postponed. Almost all the items placed in the agenda are pertaining to the welfare of the staff. We request the Hon'ble Minister to convene the meeting and decide the items as notified in the agenda as welfare measure to Postal staff.

11. Counting of Special pay to PO & RMS Accountants on TBOP promotion

For implementation of High Court, Karnataka judgment in W.P. No. 7593/2003 dt. 18.11.2010 on this issue, the Ministry of Law has opined that this is not a fit case by way of filing SLP before Apex Court. However, the Directorate has sought the opinion from all circles about filing SLP against Karnataka High Court orders. A kind attention is drawn to order 1 of Appendix 8 of FR & SR 1 which is stated inter alia: -

"The Special Pay would henceforth be termed as Special Allowance as recommended by 5th CPC in para 109.5 of the report and would be granted as hitherto fore **subject to same conditions** as are stipulated in FR 9 (25)"

(Dept of per & Trg OM No. 4/4/97-Estt (Pay II) dt. 22.4.1998)

The Karnataka High Court has upheld the order of Ministry of Personnel granting special Allowance subject to the same conditions of special pay vide FR 9 (25). In the Draft memo circulated by Directorate to all Heads of Circles seeking their opinion, the following are not reflecting the facts of the case.

- i) In para 6, 3rd line it has been mentioned that "special pay having been converted into special Allowance" Whereas in Government order, "as per recommendations of 5th CPC, special pay has been termed as Special Allowance."

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- ii) In para 6, 9th line, it has been mentioned that "Payment of special pay was completely stopped," - but the stoppage of special pay was not accepted by Govt. As per Vth CPC recommendations, the Special pay is now termed as Special Allowance and would be granted as hitherto are subject to same conditions as are stipulated in FR 9 (25)

Under these circumstances, it is not fair to move with SLP in this case as the DOPT vide its OM dated 22.04.1998 clearly stipulated that the special pay was now termed as special allowance subject to the same condition and as such the problem of pay fixation by taking Special Allowance can be sorted out.

It is therefore requested to kindly implement Karnataka High Court decision to all the similarly situated officials and render justice to the aggrieved officials.

12. Recovery of alleged overpayment of pay and allowances to postman on account of fixation from the officials of Accounts branches of HPOs

The drawing & disbursing officers should not be made as scapegoats in this case. According to Rule 87 of P&T FHB Vol I, any excess payment can be recovered at any time. The Apex Court also confirmed that any excess paid due to administrative mistake, there is no rule which prohibits such recovery (Udaysankaran Vs. Union of India JT 1996 (4) SC). The most pertinent point is that the Inspection Parties of ICI and Audit have approved and certified such drawal in many places. There was confusion in interpreting the orders then for which Group C officials are becoming the victims.

On 13.1.09 The Secretary (P) assured to reconsider the issue and ensure no recovery on part of APM Accounts & Accountants. The Secretary observed as unfortunate in the case of Rule 14 initiated charges on the date of superannuation of Sri. V. V. Nargida, APM, Accounts Pune city as he did not pay Rs.727671.61 towards contributory factor for excess drawal to postmen on implementation of 5th CPC orders.

Instead of filing SLP against the decision of the principal CAT, the department has resorted to imposing recovery on APM Accounts and Accountants for the excess drawal resultantly, many officials were charge sheeted and lakhs of rupees is being ordered as recovery. This is totally unjust and against to the natural justice. The Secretary during the talks held on 10.01.2012 has agreed to consider the issue on humanitarian angle.

It is therefore requested to kindly protect the innocent officials from the recoveries arbitrarily imposed in many circles.

13. Denial of three MACP benefits to the Promotees in the Department of Posts

As the promotion to Postal Assistant acquired by writing competitive examination is equated with one MACP promotion, the senior promotees even after acquiring 30 years of service in Postal Assistant cadre could not get the benefits of Rs.4600/- Grade Pay under MACP, where as their juniors are reaching the benefits without any hurdle.

Similarly the Group 'D' promoted to Postmen and then appeared for Postal Assistant examination and becoming Postal Assistant could avail only upto Rs.2800 Grade Pay whereas he was earlier

availed 4200 Grade Pay under the BCR Scheme. This has caused a resentment among the postal employees and the officials may be discouraged in writing promotional examination if this anomaly is not sorted out. It is requested to kindly consider that in the case of promotees, if they completed 10 years service in the cadre continuously they shall be accorded MACP promotion with next grade Pay.

Further application of bench mark shall be deleted upto pay band II levels as in the Postal there is no provision of review of C. R. entries at divisional level and whatever be the entry made by the divisional superintendent, it becomes final. It is requested to consider deletion of bench mark application in case of officials up to pay band II level in the Department of Post.

14. Stop harassing staff on Contributory factors for simple and flimsy reasons by misusing the provision of unbecoming of Govt. servant' deviating the rules contained in Volume II, FHB etc.

The Directorate guidelines issued vide letter No. 6/8/59-Disc dt. 09.7.1959, 25/44/60-Disc dt. 30.11.60 and 15-9/74-INV dt. 10.02.75 and subsequent orders are being violated and the officials are being proceeded under contributory negligence factors on flimsy reasons and awarded with huge recoveries. The provisions contained in Rule 106,107,108 & 111 of Postal volume III and the provisions of honest errors can be condoned contained in Rule 204 A (1) Vol. II and the provision of Rule 58, Appendix 4 of FHB Vol. I in dealing of recovery have been totally ignored and sidelined. The main intention of the Govt. while deciding the degree of an officer's pecuniary liability , it will be necessary to look not only to the circumstances on the cases but also to the financial circumstances of the officer since it should be recognized that the tendency should not be such as to impair his future efficiency.

We placed this item in the Departmental Council for issuing proper guidelines in deciding, such cases. But it is constrained that the orders issued vide letter No. 14013/03/2010 - VP dt. 22.06.2011 does no mention about all the above said provisions and not a speaking one. Resultantly no one is showing any cognizance to such clarification and innocents are being harassed continuously.

In many cases, the officials at the verge of retirement are being charge sheeted and amount recovered making them as scape goats - The real culprit and main offender become scot free. The main offenders are being dealt with casually. In many places instead of initiating action to recover the amount from the depositors in respect of minus balances, straightaway charge sheets are being issued to recover the amount. The contributory negligence provisions is being misused as a tool against the innocent employees.

It is therefore requested to direct the department to kindly cause appropriate instructions by citing all the above said orders on the subject and to avoid misuse of the provisions.

We seek the intervention of benign Hon'ble Minister of State on the above said items for the immediate settlement of these problems for which we will ever be grateful.

We assure our fullest cooperation in the improvement of service and providing better customer satisfaction to the public.

NOTICE OF INDEFINITE STRIKE FROM 17.01.2012 SERVED BY POSTAL JOINT COUNCIL OF ACTION (PJCA) COMPRISING NFPE,FNPO,AI POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION AND NATIONAL UNION OF GARMIN DAK SEVAKS-MEETING OF SECRETARY (POSTS) WITH THE POSTAL JOINT COUNCIL OF ACTION

MEETING NOTICE

**Government of India
Ministry of Communications & IT
Department of Posts(SR Section)**

**Dak Bhawan, Sansad Marg,
New Delhi-110 001**

F. No. 8/15/2011-SR

Dated : 30th December, 2011.

Notice of indefinite strike from 17.01.2012 served by Postal Joint Council of Action (PJCA) comprising NFPE,FNPO,AI Postal Extra Departmental Employees Union and National Union of Garmin Dak Sevaks-Meeting of Secretary (Posts) with the Postal Joint Council of Action.

This has reference to notice of indefinite strike from 17.01.2012 served by Postal Joint Council of Action. The issues raised in the Charter of Demands were discussed with PJCA in the meetings held on 27.12.2011 under the respective Members of the Postal Services Board and minutes of these meetings have been issued.

2.In order to review the follow up of the decisions taken in the aforesaid meetings and to have further deliberations with the staff side, Secretary (Posts) will take a meeting with Postal Joint Council of Action on 10.01.2012 at 1100 hrs in Shri G.P. Roy Committee Room, Dak Bhawan.

3. Please make it convenient to attend the meeting.

Sd/-
(Subhash Chander)
Director(SR&Legal)

Copy to: All Postal JCA Leaders.

MINUTES OF THE MEETINGS TAKEN BY RESPECTIVE MEMBERS OF POSTAL SERVICES BOARD WITH POSTAL JOINT COUNCIL OF ACTION ON THE CHARTER OF DEMANDS SERVED WITH NOTICE OF INDEFINITE STRIKE WITH EFFECT FROM 17.01.2012

As per decision taken at the level of Secretary (Posts), the issues raised in the charter of demands were discussed in detail with the Postal Joint Council of Action under the Chairpersonship of respective Members of the Postal Services Board. The first meeting started at 10.00 hrs. under the Chairpersonship of Member (Operations) (also holding additional charge of Member (Technology). Followed by meetings taken by Member (Personnel), Member (PLI) and Member (Planning). A list of officers and office bearers/members of the Postal Joint Council of action who attended the meeting may be seen at Annexure-I. The meeting started with welcome address of Member (Operations) and thereafter the issues raised in the charter of demands were taken up and the gist of discussions held during the course of the meetings is as follows:-

1(a) Mail network optimization project

Following issues were discussed in the meeting:

- (i) Member (O) as Chairman explained that we need to constantly develop and improve our services. Staff side also supported and said that they are not against modernization of the department.
- (ii) The Chairman agreed with the staff side that Heads of circles should honour the decision taken at apex level. He reiterated that the department doesn't want to close or change the public interface and sorting will be done by RMS staff.
- (iii) Staff Side raised a number of issues of Maharashtra Circle. Since it was not possible to discuss the issues related to only one circle, it was decided to hold a separate meeting on the issues pertaining to Maharashtra Circle, some time later.
- (iv) The Staff side expressed their apprehension about the implementation of network redesign for first class mail saying the L-2 mail offices will have very little mail to process and may lead to closure of these offices in future. They also expressed their apprehension that in urban areas and especially metro cities the merger may lead to closure of RMS Divisions. It was explained to the staff side that the Department would like to implement the new network design for first class mail with further assurance that no L-2 mail office will be closed till the completion of the MNOP Project. It was further assured that no staff will be transferred from one city to another unless some officials are themselves willing to move to bigger stations. It was also assured to staff side that the merger of mail offices will be put on hold in Mumbai and Chennai till the new sorting machines are in place.

(v) It was also informed that for the mail offices under the revised network, the Department is going to train the officials of the RMS to handle the new business . Training will also be given in areas of investigation of frauds and monitoring of frauds. It was also assured that in case the new network leads to any back routing of mail, the Department would be open to reassess the arrangements based on the volume of mail that is being back routed.

(vi) The Staff side pointed out that the orders issued by the Directorate vide No. 6-5/2011-D dated 20.10.2011 regarding the administrative control over speed post centres/sorting Hubs have not been implemented by the Circles.

(vii) The Chairman assured that Heads of Circles would be reminded to submit their compliance report on Directorate O.M. dated 20.10.2011 within a week's time. The same will also be monitored through Video Conference. It was decided to discuss this issue with Heads of Circles in the VC scheduled to be held on 12.01.2012.

(viii) Instructions regarding putting in complete address of the addressee in the system at the booking point have already been issued , but the same are not being followed in many circles. It was assured to reiterate the instructions.

(ix) The Chairman agreed for providing department transportation for the staff deployed at AMPC, Delhi to and from Dhaula Kuan. Suitable instructions have already been issued. to CPMG Delhi Circle.

1(b) Closure/merger of post offices

The staff side was apprised of the instructions issued by the Department vide letter No. 14-16-2011-Planning (Pt) dated 25.8.2011 based on the decision taken in the meeting held on 1.7.2011. However the aforesaid letter was found not to have been endorsed to the staff side and a copy of it was ordered to be made available to them immediately. On the point of financial viability in the context of simultaneous relocation of Post Offices in new emerging areas in lieu of closure of Post Offices, the staff side wanted modification of the said instructions to which Member(Planning) as Chairperson agreed for further examination in consultation with Secretary (Posts).

2(a) Grant of Central Government Civil Service Status to Gramin Dak Sevaks.

The staff side was apprised of the background of instruction of EDA/GDS system in the Department of Posts, especially in the context of their conditions of engagement which are totally different from regular Government employees. Special mention was made about their part time nature of work and the additional source of income which were the basic conditions for their engagement. While commending the role of Garmin Dak Sevaks in the functioning of Department of Posts, Member (Personnel) as Chairperson of the committee explained to the staff side the improvements which have taken place in their engagement conditions over the years.

2(b) Scrapping of new recruitment rules for appointment of Postmen which curtails promotional avenues of the GDSs.

The staff side was explained the rational behind amending the rules of recruitment which was to infuse young blood into the system so as to make it more efficient. On the persistent demand of the staff side to bring back the old system, the Chairperson, citing the example of quality improvement by the intake of direct recruit IPOs, requested the staff side to let the first recruitment process be completed and its impact seen and if there is a need, the issue can be reconsidered after that.

2(c) In regard to the proposal of the staff side regarding payment of employees share towards service discharge benefits scheme, the Chairperson advised them to take up the matter in a different forum.

2.(d) Enhancement of bonus ceiling of GDS to Rs. 3500/-

The Staff side was informed that the ceiling was fixed with the approval of Cabinet keeping in view the recommendations of Nataraja Murthy Committee Report and findings of Departmental Committee thereon.

2(e) Withdrawal of tightened norms for cash handling.

The Chairperson agreed to have a relook into the matter.

2(f) Stop reduction of TRCA in case of reduction of work load.

This will be looked into, in the light of decision arrived at about review of norms for cash handling and also the number of such cases, all over.

2(g) Compassionate appointment of GDSs.

The system of awarding graduation points was ordered to be reviewed, keeping in view the requirements of GDSs functioning.

2(h) Filling up of GDS Mail Men posts in RMS.

While expressing inability in filling up of GDSs Mail Men posts, the Directorate told the staff side about examining the feasibility of redeploying these posts in new schemes e.g. employment in IAP areas.

3. Revision of wages of casual labourers etc.

The staff side was apprised that a committee had constituted under the Chairpersonship of CPMG Assam Circle to look into all the issues pertaining to casual labourers, which is likely to submit its report shortly. During the course of further deliberations in the matter, the Chairperson advised the staff side to submit their view point to the Committee which would also be taken into account, even though this process may result in few days delay in submission of the Committee's report.

4. Revision of OTA rates.

The staff side was apprised that the Department is not competent to take a decision in the matter of revision of OTA rates as the issue falls under the purview of the Ministry of Finance,. The staff side made a mention of the revision in OTA rates having taken place in the Ministry of Railways on which the Chairperson directed the officers concerned to have complete information on the subject for having a detailed examination. In the performance of OTA, it was decided to reiterate the instructions already issued in this regard by SR Section.

5. Implementation of assurances made on 12.07.2010.

The staff side agreed that in quite a large number of cases follow up action had already been taken by the Department but there were certain issues in regard to which necessary action was yet to be taken. Specific mention in this regard was made of fidelity bonds to which Chairperson gave instructions for expeditious disposal of the pending issues.

6. Immediate finalization of cadre restructuring.

The staff side was apprised that in so far as cadre restructuring of Postal Accounts wing is concerned, the proposal already stands submitted to Integrated Finance Wing for submission to Secretary (Posts). As regards other cadres in the Department of Posts which are under consideration of the Committee constituted under the Chairpersonship of DDG(P), few sittings have already taken place and submission of the report will be got expedited.

7. Decentralisation of PLI/RPLI etc.

The staff side was explained in detail about the competition being faced by the Department in the field of PLI/RPLI and the benefits that will be derived out of the decentralisation process. The staff side expressed their apprehension about the relocation of staff in regard to which Member (PLI) as Chairperson explained as to how the role of DPLI was going to be refined by making the job more productive. It was further explained that the staff of PLI will play an important role on increasing the business. On the issue of posting back of staff to divisions who are presently on deputation to PLI jobs, it was informed that it was for the heads of Circles to take initiative and individuals to apply for repatriation. The staff side was further asked to make a separate reference to the Department for further follow up action in SR Section.

8. Filling up of GDSs Posts

The staff side was apprised of the suitable instructions regarding filling up of vacant posts of GDSs having already been issued by the Department vide letter No. 17-103/2007-GDS dated 17.02.2011. Consolidated instructions on the issue are being reiterated.

9. Ensure 100% filling up of LSG, HSG-I Promotional posts before implementation of Post Masters cadre

The Chairperson agreed to look into the matter keeping in view the vacancies in these grades that expired on the date of notification of the rules of recruitment pertaining to Post Master cadre. As regards eligibility of accounts line official for PSS Group `B` it was informed that this was not in line with the provisions contained in the rules of recruitment.

10. Creation of a separate cadre of System Administrators

The issue is a part of the subject matter being considered by cadre restructuring committee. However, it is not feasible to create a separate cadre as they are recruited as PAs/SAs. They can be compensated for travel by maintaining a log book

11 (a) Combination of beats/double duty , stop harassment of staff by insisting on 100% delivery under Project Arrow etc.

The issue related to Post Man cadre are under consideration by a committee which was constituted under the Chairperson of CGM (Mail Business). However the staff side requested for an expeditious follow up action by the Committee and desired that an officer with longer practical experience and knowledge about the problems faced by Postmen may be made the Chairperson. The Chairperson agreed to examine the demand of the staff side in consultation with Secretary (Posts).

11 (b) Good quality uniform and other kit items

In the context of delayed supply of uniforms by various Circles particularly delay particularly in Delhi Circle was highlighted during the meeting. Member (Planning) as Chairperson, directed official side to find out from all circles regarding the status of supply of uniforms. As regards quality being purchased, it was directed to associate representative of the staff side. In the process of purchase of uniform cloth the proposal of cash payments for uniform was directed to be examined in the light of prevailing instructions on the subject.

12. Fixing norms of newly assigned work of Multi Tasking Staff

The staff side was apprised of the instruction already having been issued by the Department which take care of their grievance.

13. Grant of promotion to Drivers/artisans at par with Railway /Defence

In view point of the staff side was that MMS Drivers are plying heavy vehicles with more onerous responsibilities than mere staff car drivers and therefore they should be compared with drivers of the transport department The Chairperson agreed to have a detailed examination of the whole issue. As regards artisans, the staff side was apprised of the Department already having made sincere efforts in consultation with Ministry of Finance but the proposal did not find favour on the grounds that the cadre of charge hand stands merged with that of Artisan Grade-I. However it was agree to have a further relook into it.

14. Declare SBCO staff as divisional cadre and stop harassment under contributory factors

The proposal was discussed but could not be agreed to.

15. Filling up of Civil Wing Posts

A meeting in this regard has already taken place under the Chairmanship of CE (Civil) and it was decided by the Chairperson to make available a copy of the minutes of the meeting to the staff side immediately.

16. Functioning of Postal Accounts offices.

The cadre restructuring proposal of the Postal Accounts Wing has already been submitted to JS & FA for further submission to Secretary (Posts)

17. Counting of past service as RTPs for promotion and MACP

In the light of the Supreme Court judgement on the subject, there was no scope for further examination of the proposal.

18. Implementation of apex court judgement in case of Relaxed Rules of Recruitment (RRR) candidates

The judgement of the apex court has been implemented in letter and spirit which clearly stated that this should not be treated as precedent for the purpose of any other case or cases. In view of the above there is no further scope to reexamine the matter

19. Stop victimization under contribution negligence factor.

The Chairperson explained to the staff side that it would not be possible to issue any sweeping order in the matter as each and every case needs to be decided on its merits and competent authority while disposing of the matter does not take into account all the relevant factors including the involvement of the officials.

20. Stop discrimination towards PO & RMS Accounts Cadre

It was decided to refer the matter to the committee constituted for cadre restructuring.

21. Enhancement of LR strength

It was not found possible to enhance the LR strength as determined by the staff side.

22. Ensure prompt grant of Child Care Leave

Suitable instructions in this regard already stand issued.

23. Review of MACP clarificatory order and rectify the issues like non drawl of special allowance etc.

The issue was referred to the committee constituted on allowances. The committee has submitted its report which is under consideration of the Department.

24. Drop FR 17-D etc

The staff side was apprised of liquidation of arrears in the matter of Rule 9 (Pension Rules) disciplinary cases with further clarification that all out efforts are being made to clear the pendency. As regards imposing of FR 17 A, the staff side was explained that Department's instructions on the subject provide for invoking the said provision only in case of incitement, violence etc. with further clarification that Heads of Circles would be addressed to follow these instructions scrupulously.

25. Legitimate right to avail holidays etc.

It was agreed to reiterate the instructions of the Department issued in this regard from SR Section to be followed in normal course.

The meeting taken by Members of the Postal Services Board ended with vote of thanks to the Chair.

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INDEFINITE STRIKE CALLED OFF

SETTLEMENT REACHED AFTER FIVE ROUND DISCUSSIONS WITH POSTAL BOARD

**Minutes of the meeting taken by Secretary (Posts) with
Postal Joint Council of Action (JCA) on 10.01.2012, 12.01.2012 & 13.01.2012
on the charter of demands served with notice of indefinite strike
with effect from 17.01.2012**

In continuation of the meetings taken by respective Members of the Postal Services Boards on 27.12.2011 with the Postal Joint Council of Action (JCA) and to review the follow up action taken on various issues raised in the charter of demands, Secretary (Posts) took a meeting on 10.01.2012 starting at 11.00 Hrs in Dak Bhawan. A list of officers and officer bearers/members of JCA who attended the meeting may be seen at Annexure-1. The meeting started with welcome address of Secretary (Posts) and thereafter the issues raised in the charter of demands were taken up and the gist of discussions held during the course of the meeting is as follows.

1 (a) Mail Network Optimization Project

Attention of the staff side was drawn to the relevant part of the minutes of the meeting taken with JCA on 27.12.2011. Besides, with reference to the concern expressed by the staff side in the matter of high percentage of "Returned to Sender" (RTS) mail under Speed Post BNPL scheme, the staff side was informed that the existing provisions of the IPO Act do not confer any authority on the Department to charge from the customer in RTS cases. However the new tool under the project has enabled the Department realize the high instances of RTS mail and take up the issue with such customers. It was also informed that in order to address the problems relating to back routing of Speed Post, recently 21 new intra- Circle hubs have been created.

With respect to the proposed network redesign for the first class mail in terms of L1 and L2 mail offices, the Chairperson informed that the Project seeks to streamline core mail operations, expedite processing of mail and increase mail and parcel traffic. The Chairperson assured that L2 mail offices will not be closed for the next three years. L2 mail offices in metro cities (other than those in Delhi & Kolkata where AMPCs are under installation), will not be closed for the next two years. When AMPCs will be installed in these cities, the matter relating to consolidation of mail offices will be discussed with the staff Side. The staff side expressed its reservations about the proposed implementation plan for First Class mail in terms of its impact on closure of mail offices and

transfer of staff. On the issue of change of administrative jurisdiction over Speed Post Centres/ Sorting Hubs, the staff side was informed that instructions were issued to the circles earlier in this regard. From the report received from 20 circles, it is ascertained that 53 out of 87 Sorting Hubs are already functioning under the administrative control of an RMS Division. Proposal for change in administrative jurisdiction from Postal to RMS Division has been received from MP circle in case of two Sorting Hubs, which will be examined.

Minutes of the meeting dated 27.12.2011

Following issues were discussed in the meeting:

- (i) Member (O) as Chairman explained that we need to constantly develop and improve our services. Staff side also supported and said that they are not against modernization of the department.*
- (ii) The Chairman agreed with the staff side that Heads of circles should honour the decision taken at apex level. He reiterated that the department doesn't want to close or change the public interface and sorting will be done by RMS staff.*
- (iii) Staff Side raised a number of issues of Maharashtra Circle. Since it was not possible to discuss the issues related to only one circle, it was decided to hold a separate meeting on the issues pertaining to Maharashtra Circle, some time later.*
- (iv) The Staff side expressed their apprehension about the implementation of network redesign for first class mail saying the L-2 mail offices will have very little mail to process and may lead to closure of these offices in future. They also expressed their apprehension that in urban areas and especially metro cities the merger may lead to closure of RMS Divisions. It was explained to the staff side that the Department would like to implement the new network design for first class mail with further assurance that no L-2 mail office will be closed till the completion of the MNOP Project. It was further assured that no staff will be transferred from one city to another unless some officials are themselves willing to move to bigger stations. It was also assured to staff side that the merger of mail offices will be put on hold in Mumbai and Chennai till the new sorting machines are in place.*
- (v) It was also informed that for the mail offices under the revised network, the Department is going to train the officials of the RMS to handle the new business. Training will also be given in areas of investigation of frauds and monitoring of frauds. It was also assured that in case the new network leads to any back routing of mail, the Department would be open to reassess the arrangements based on the volume of mail that is being back routed.*
- (vi) The Staff side pointed out that the orders issued by the Directorate vide No. 6-5/2011-D dated 20.10.2011 regarding the administrative control over speed post centres/sorting Hubs have not been implemented by the Circles.*
- (vii) The Chairman assured that Heads of Circles would be reminded to submit their compliance report on Directorate O.M. dated 20.10.2011 within a week's time. The same will also be monitored through Video Conference. It was decided to discuss this issue with Heads of Circles in the VC scheduled to be held on 12.01.2012.*

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- (viii) *Instructions regarding putting in complete address of the addressee in the system at the booking point have already been issued, but the same are not being followed in many circles. It was assured to reiterate the instructions.*
- (ix) *The Chairman agreed for providing department transportation for the staff deployed at AMPC, Delhi to and from Dhaula Kuan. Suitable instructions have already been issued. to CPMG Delhi Circle.*

1 (b) Closure/merger of Post offices

The staff side drew attention of the Chairperson to the variance that existed between what was minuted as a result of discussions held in June/July 2011 and what has been circulated amongst the Heads of Circle vide letter No. 40-6/2011-PLG(Pt.) dated 25.08.2011. The Contention of the staff side was that merger of a post office with another post office actually tantamount to closure of Post office to which they cannot agree. The matter regarding rationalization of Postal network was discussed. Staff side agreed that post offices may be shifted in cases of litigation and poor condition of buildings. Staff side also agreed that closure of post office should be accompanied by simultaneous relocation of the same to other areas. However, the staff side stated that there should not be temporary merger of Post offices. The matter was discussed and it was agreed that there was a need for rationalization of postal network **instead of resorting to temporary merger of post offices, Circles will identify areas where new post offices are required and would also identify post offices that do not meet the norms and do not have sufficient work. Circles will submit a report to the Directorate for examination.**

2(a) Grant of Central Civil Servants status to Gramin Dak Sevaks

Attention of the staff side was drawn to relevant portion of the minutes of the meeting held on 27.12.2011. In the matter of scrapping the new recruitment rules for promotion of Postmen, the staff side was explained the view point of Department of Personnel and Training regarding prescribing some minimum quota of direct recruitment element, all recruitments to be made at the level of either MTS or Postmen, and was asked to give suggestions in the light of the above for further consideration by the Department.

2(a) Grant of Central Government Civil Service Status to Gramin Dak Sevaks

Minutes dated 27.12.2011

The staff side was apprised of the background of instruction of EDA/GDS system in the Department of Posts, especially in the context of their conditions of engagement which are totally different from regular Government employees. Special mention was made about their part time nature of work and the additional source of income which were the basic conditions for their engagement. While commending the role of Garmin Dak Sevaks in the functioning of Department of Posts, Member (Personnel) as Chairperson of the committee explained to the staff side the improvements which have taken place in their engagement conditions over the years.

Minutes dated 10.01.2012

2 (b) In the matter of enhancement of bonus ceiling Gramin Dak Sevaks to Rs.3500/- the staff side was apprised of the position as reflected in the minutes of the meeting held on 27.12.2011. It was

further made clear that as per decision taken in the meeting held with the staff side earlier, the matter was examined in consultation with Integrated Finance Wing where it failed to find favour. 2 (c) The issue of withdrawal of upward change in norms for cash handling etc. was decided to be relooked into, as per minutes of the meeting held on 27.12.2011. Further the issue of stopping reduction of TRCA in case of reduction of work load will be reviewed in the light of decision taken on the issue of norms for cash handling.

Note: - Minutes dated 27.12.2011

2(e) Withdrawal of tightened norms for cash handling

The Chairperson agreed to have a relook into the matter.

(NB: The basic issues such as Civil servant status, Bonus etc. will be further discussed in the Minister's meeting)

2 (d) Compassionate appointment of GDS

The System of awarding marks for making compassionate appointment in case of GDS will be examined in the light of the proposal given by the staff side.

2 (c) Filling up of GDs Mailmen posts in RMS

As recorded in the minutes of the meeting held on 27.12.2011 the feasibility of redeployment of mail men posts in new areas eg. Employment in IAP areas will be examined.

The Staff side desired the following issues to be examined:

(a) supply of chappal (b) repairs/replacement of fans (c) review of cash conveyance allowance. It was agreed to look into these.

3. Revision of wages of casual labourers

The staff side was apprised that a committee had been constituted under the Chairpersonship of CPMG Assam Circle to look into the issues pertaining to casual labourers and it is likely to submit its report shortly. The staff side was advised to give additional inputs, if any, to the Committee which would be taken into account while finalizing the recommendations.

4. Revision of OTA rates

As recorded in the minutes of the meeting held on 27.12.2011, it was decided to examine the proposal keeping in view the OTA rates that are being observed in the Ministry of Railways and Ministry of Defence. The operational requirements of the Department were highlighted by the staff side which were duly appreciated during the discussions. In the matter of punishment of officials due to non performance of OTA duty, earlier instructions of the Department were reiterated on 09.01.2012 and the staff side was supplied a copy of it.

5. Implementation of assurance made on 12.07.2011

The following issues were discussed in the meeting:

(a) Counting of special pay to PO and RMS accountants by implementation of judgment of High Court of Karnataka.

The judgment of High Court of Karnataka in the matter of treating special allowance for fixation of pay etc. was quoted by the staff side with a request not to file an SLP in the matter particularly when the Ministry of Law and Justice opined against it. The staff side was informed on the action taken in the matter in the form of calling for relevant information from the circles to be examined in consultation with the Integrated Finance wing.

(b) Restriction on tenure posting in single/double handed Post offices.

The Staff side was informed that an order relaxing the restriction in the matter referred to above is under issue.

(c) Grant of Special allowance to unqualified Accountants.

It was informed that instructions already exist on the subject which would be got reiterated.

(d) Protection of pay of defunct PO and RMS Accountants

The Staff side requested to extension of benefits as decided in the case of Natha Singh, Punjab Circle. It was agreed to circulate the clarification given to Punjab Circle to the remaining circles also.

(e) Discontinue the fidelity Bond to SPM/Treasurers

The matter will be looked into.

(f) Arbitrary and forcible allotment of staff quarter

The view point of the staff side was well taken. It was informed that the information regarding vacant staff quarters lying in various circles had been called for in the light of which policy guidelines will be formulated covering inter alia forcible allotment of quarter including post attached quarters especially where such post attached quarters is outside the premises of the post office building, as pointed out by the staff side.

(g) Non supply of balance statement every year to officials covered under NPS.

The contention of the staff side was that the issuing of the balance statement to officials covered under New Pension Scheme was not being attended to with the result that they are not aware of details of their credits etc. The staff side also mentioned that in the earlier meeting, the Department made a commitment to start issuing balance sheet by 31.03.2011. In this context, the staff side was apprised of the issue of password to the members of the scheme which would be enable them to approach the main server for this purpose. Further instructions will also be issued for issue of balance statements to all members of the scheme.

(h) Enhancement of financial powers LSG, HSG II and HSG I

The matter is under examination.

(i) Recovery of over payment on account fixation of pay, and allowances to Postmen/ bonus to GDSs

The view point of staff side was that recovery should not be made from the salary of APM Accounts/ Accountants due to over payment made to Postmen in the process of implementation of Fifth Pay Commission recommendations. The Staff side however contended that the Department should have

filed an SLP against the judgment of High Court to avoid making recoveries from the salary of APM Accounts/Accountants. Stressing on the point of making recoveries from Postmen's salary who got over paid, it was stated that in case it was not possible, the excess paid amount should be got written off. The Staff side apprised the Secretary that huge amounts are being recovered from Accountants/APM Accounts and, therefore, requested her to decide the cases from humanitarian angle. Secretary assured that the matter will be examined in Directorate.

(j) Honorarium for invigilators engaged in Departmental Examinations

The matter is already under process for considering enhancing the honorarium.

(k) Allowing the physically handicapped candidates for appearing in IPOs examinations

The Staff side was informed that the matter has been taken up with the Ministry of Social Justice and Empowerment the nodal Ministry for the purpose. All information required by the nodal Ministry has been supplied and the matter is being favourably considered.

(l) Grant of cash handling allowance to PO Treasurers at par with Cashiers and the grant of allowance to all irrespective of their position in MACP

The matter regarding bringing Treasurers at par with Cashiers will be examined. As regards payment of cash allowance to Treasurers irrespective of benefit extended under MACP, the issue has been the subject matter of a Committee appointed for examination of various allowances in the Department and report of the committee is under examination.

(m) Holding of Department council (JCM) meetings.

The staff side was assured of holding of timely Departmental Council (JCM) and periodical meetings. It was decided that the meetings would be held regularly beginning from February 2012. The Staff side made a suggestions for having a standing committee meeting before holding of the Departmental Council meeting and the suggestion was agreed to. The meeting of the standing committee will be held prior to the Department Council meeting (JCM).

6. Immediate finalization of cadre restructuring

As recorded in the minutes of the meeting held on 27.12.2011 the proposal is under consideration of a Committee under the Chairmanship of DDG (P). The staff side expressed their concern about undue delay in finalization of the proposal on which the Chairperson desired finalization of this process by 31st March 2012. It was assured that the time lines would be adhered to. As regard restructuring of Postal Accounts officials, it was informed that the proposal was cleared by JS&FA and stands referred to Secretary (Posts). It was also decided to have separate committee under the Charipersonship of Ms. Sandhya Rani, PMG (BD), Andhra Pradesh Circle with Director (MV) as the other official member and S/Shri Giriraj Singh and D. Theagarajan as staff side members, to consider cadre restructuring of MMS Staff. The Committee will submit its report within three months from the date of formation.

7. Decentralisation of PLI/RPLI

The staff side was explained in detail about the competition being faced by the Department in the field of PLI/RPLI and the benefits to be derived by decentralizing the functions. The staff side

expressed apprehension about relocation of staff due to the process of decentralization. Member (PLI) explained as to how the role of DPLI was going to be redefined by making the job more productive and the fact that job description for each category of staff had been worked out and the staff of PLI will play an important role in increasing the business and providing after sale service. The request of the staff side to permit the Circle/Regional Office branch of PLI to accept, process and service the policies relating to their Headquarter cities where they were located was accepted to. The issue relating to payment of incentive though not discussed in the meeting will be examined by CGM PLI as it form a part of Charter of Demands.

8. Filling up of all vacant posts including GDS posts.

The Staff side was informed of the mass scale recruitment of regular employees made in the year 2010-11. The staff side was further apprised of the suitable instructions regarding filling up of GDS Posts issued by the Department vide letter No. 17-103/2007-GDS dated 17.02.2011. The instructions were reiterated vide letter of even number dated 06.01.2012. in regard to the proposal of the staff side to redeploy of 2/3 posts for the period up to 2008 kept in skeleton, it was informed that the posts were decided to be abolished by an Inter Ministerial Committee and hence it was not possible to redeploy the same.

9. Ensure 100% filling up LSG, HSG - 2, HSG -1 promotional posts before implementation of Post Masters cadre. Eligibility of Post Masters cadre official for appearing in IPOs/PSS Group 'B' examination as also the accounts line officials.

The staff side was explained of the difficulty in filling up of HSG I posts on regular basis due to non finalization of revised rules of recruitment. It was also assured that the matter will be taken up with UPSC, to finalise the same on priority. As regards, filling up of LSG & HSG-II Posts, the staff side was apprised that the instructions were issued to all the circles to fill up vacant posts. This was subsequently followed up by a DO reminder from Member (Personnel) also. As regards, eligibility of officials for Postmaster cadre to appear in the IPs/PSS Group 'B' examination, it was decided to reexamine the issue. The eligibility of POs/RMS accounts officials for opting for Post Master cadre will also be considered.

10. Creation of a separate cadre for System Administrators

The issue is a part of the subject matter being considered by Cadre Restructuring Committee. The staff side explained in details the nature of duties of System Administrators which inter alia include acting as a trainer and demanded for grant of travel allowance as per SR 25 and Road Mileage in the event of their moving out of station. The Committee has given its recommendations. Appropriate orders will be issued shortly.

11 (a) Combination of beats/double duty, stop harassment of staff by insisting on 100% delivery under Project Arrow etc.

As a follow up of the minutes recorded for the meeting of 27.12.2011, the composition of the committee which was appointed to consider issues relating to Postmen was revised and an order to this effect was issued on 09.01.2012. The Committee has been given one month time to submit its recommendations.

The Staff side expressed their concern about supply of good quality uniforms and other kit items. The following decision were taken in this regard:

- (a) A proposal will be sent to the Department of Personnel & Training to revise the rates of uniforms, kit items etc. which were fixed in the year 2002.
- (b) A clarification will be sought from the DOP&T on the rate of trouser cloth fixed at Rs. 86 per meter and then linking it up with the DGS&D rate contract.
- (c) Replacement of umbrella with rain coat for Postmen appeared to be justified and will be taken up with DO P&T.

12. Fixing norms for newly assigned works of Multi Tasking Scheme (MTS). Allow to decline Postmen promotion for MTS under seniority quota without losing MACP promotion:

The duties to be performed by MTS have been clearly defined by the Department. The issue of allowing MTS to decline promotion to Postmen cadre under seniority quota without losing MACP promotion will be looked into.

13. Grant of promotion to Drivers/Artisans at par with Railways/Defence.

The view point of the staff side was that MMS Drivers are plying heavy vehicles with more onerous responsibilities than staff car drivers and therefore they should be compared with drivers of the transport departments. The Chairperson agreed to examine the issue in details keeping in view the practice followed in Ministry of Railways and Defence, State transport or any other Government department where drivers have to drive similar vehicles.

As regards artisans, the staff side was apprised of the sincere efforts already made by the department in consultation with Ministry of Finance. The proposal did not find favour on the grounds that the cadre of charge hand stands merged with that of Artisan Grade-I. However, it was agreed to have a further relook into the issue.

14. Declare SBCO staff as divisional cadre and stop harassment under Contributory factors.

The existing system of transfer of SBCO staff for rotational transfer within the cluster of divisions will be reiterated. In exceptional circumstances Director HQrs., in consultation with AO/ICO (SB) may consider movement of officials outside the cluster. As regards the issue of recovery under contributory negligence factors the proposal of the staff side will be examined.

15. Filling up of Civil Wing Posts

CE (Civil) was asked by the Chairperson to initiate urgent action to fill up all vacant posts. The staff side raised question of lapse of a number of posts due to these remaining vacant for more one year. CE (Civil) informed that the proposal for revival of all those posts was referred to DDG (Establishment).

As regards creation of new offices of Civil Wing the staff side was informed that it would not be feasible.

The demand for transfer of existing staff within jurisdiction of the Postal circle, the staff side was informed that there were very limited number of posts in Civil Wing and even out of these

around 40% posts were lying vacant and, therefore, it was not feasible to examine the proposal. However the position will be reviewed when all the administrative posts in the Civil Wing are filled up. The staff side brought to the notice of the Chairperson the need for restructuring of Civil Wing cadres and finalization of the pending rules of recruitment. It was agreed to pursue the same on priority.

16. Functioning of Postal Accounts offices

It was explained to the staff side that DAP offices in Guwahati and Shillong, have been established. The question of providing facilities for the staff Raipur will be looked into by DDG (PAF). As regard Uttarakhand and Jharkhand, the proposal will be examined after introduction of technology.

The question of grant of Group 'B' Non-Gazetted status to Senior Accountants will be considered as per the decision made by the other organized accounts cadres.

It was agreed to take action on priority for filling up of accounts posts in Postal Accounts Wing. The question of discrimination in promotion against the MTS officials to the cadre of LDCs after 2006 including the seniors in the Sorting cadre will be examined. The staff side was also apprised that at present there is no proposal to decentralize the Postal Accounts.

17. Counting of past service as RTPs for promotion and MACP

In the light of the Supreme Court judgment on the subject, there is no scope for further examination of the proposal.

18. Implementation of apex court judgement in case of Relaxed Rules of Recruitment (RRR) candidates.

The judgment of the apex court has been implemented in letter and spirit which clearly state that this should not be treated as precedent for the purpose of any other case or cases. In view of the above there is no further scope of re-examining the matter.

19. Stop victimizing under contributory negligence factor.

The Chairperson explained to the staff side that it would not be possible to issue any sweeping order in the matter as each case needs to be decided on its merits and the competent authority while disposing of the matter does take into account all the relevant factors including involvement of the official and the appellate channels are available.

20. Stop discrimination towards PO & RMS Accounts Cadre.

It was decided to refer the matter to the committee constituted for cadre restructuring for examination.

21. Enhancement of LR strength

It was not found possible to enhance the LR strength as demanded by the staff side.

22. Ensure prompt grant of Child Care Leave

Suitable instructions in this regard already stand issued.

23. Review of MACP clarificatory order and rectify the issues like non-drawal of special allowance etc.

The issue was referred to the Committee constituted on allowances. The committee has submitted its report which is under consideration in the Department. It was agreed to issue the following clarifications:

- (a) Grant of MACP will not be deferred on the ground of contemplated disciplinary/vigilance proceedings.
- (b) Instructions on review of ACRs/APARs by screening committees will be reiterated.
- (c) Recovery ordered by DAP in AP and West Bengal Circles in the matter of pay fixation on MACP in case of MTS is being looked into.
- (d) Cases relating to declining promotion prior to issue of MACP order (prior to 2009) would be examined and appropriate orders issued.

24. Drop FR 17-A etc.

The staff side was apprised of liquidation of arrears in the matter of Rule 9 (Pension Rules) disciplinary cases with further clarifications that all out efforts are being made to clear the pendency. As regards imposing of FR 17A, the staff side was explained that the Department's instructions on the subject provide for involving the said provisions only in case of incitement, violence etc. the instructions were reiterated on 09.01.2012.

25. Legitimate right to avail holidays etc.

The staff side expressed their serious concern about deputing of officials at odd hours in the name of organizing melas etc. Instances were brought to the notice when officials were called as late as 8 to 9 pm and 1.30AM for holding meetings/melas etc. Special mention was made by the staff side about Karnataka Circle. It was agreed to call for a report from the Karnataka Circle based on which suitable action will be taken.

In view of the detailed discussions held and decisions taken, the staff side was requested to call off the proposed strike.

The meeting ended with a vote of thanks to the Chair.

2. Modification in Minutes - Sought for

We have pointed out that some assurances given during discussion is omitted in the minutes. Secretary, Department of Posts, agreed to include agreed items and a revised minutes will be issued on 16.12.2012. Staff side sought following additions/alterations/modification in the minutes.

Item 1 (a) - Mail Network Optimisation Project

1. L2 mail offices in metro cities (other than those in Delhi & Kolkata where AMPCs are under installation) will not be closed for next three years. (In the minutes it is wrongly shown as two years. Regarding L2 offices it is correctly shown as three years in the minutes)
2. It was further assured that requirement of more L1 offices will be considered.
3. The staff side expressed its reservations about the proposed implementation plan for first class mail and also the installation of AMPCs in terms of its impact on closure of mail offices and transfer of staff due to declining mail traffic in future. It is assured that a review will be undertaken after two years.

-
4. Regarding transfer of administrative jurisdiction for speed posts hubs to RMS superintendents, it is agreed to decide the cases of other circles also expeditiously.
 5. It is assured that Postal Assistants will not be drafted for sorting work and only RMS staff will do the sorting work.

Item 1 (b) - Closure/merger of Post offices

1. The words - "and poor conditions of buildings" - should be deleted.
2. The words - "there was a need for rationalization of Postal network" - should be deleted.

Item 1 (c) - Fixing norms for CRC, EPP and Logistics

The following may be added in the minutes "Norms for CRC, EPP and Logistics will be examined separately.'

Item 2 (a) - Grant of Civil Servants status to Gramin Dak Sevak

Item 2 (b) - The following may be added Bonus - "However another attempt will be made to send the case for approval of Finance."

Item 2 (c) - The staff side desired the following issues to be examined.

Item (d) - Providing norms for new work like RPLI etc.

3. Revision of wages of casual labourer

The staff side expressed its concern over the inordinate delay in payment of revised minimum wages w.e.f. 1.1.2006. It is assured that a decision in this regard will be taken shortly.

4. Revision of OTA rates

Regarding waiver recovery of OTA already paid, it is agreed to re-examine the issue.

5. Implementation of assurance made on 12.07.2011 (m) Holding of Departmental Council JCM meetings.

It was agreed that a DO letter from Member (P) will be sent to all Circle Heads to ensure prompt holding of JCM Regional Council meetings and other periodical meetings such as Four-monthly, bi-monthly and monthly meetings at Divisional level.

7. Decentralisation of PLI/RPLI

The issues relating to payment of incentive instead of honorarium to the Divisional office staff will be examined by CGM PLI. It was assured that all the officials deputed to CO/RO for PLI/RPLI work will be repatriated to their parent divisions immediately.

9. Ensure 100% filling up of LSG, HSG-II, HSG-I promotional posts.

About the eligibility of Postmaster cadre officials for officiating in HSG-I vacancies, it was agreed to issue necessary clarifications.

10. Creation of separate cadre for System Administrators

Add the words - "and also trainers allowance". Add - "Revival of the three DDG committee for deciding the nature of duties and responsibilities etc will be done.'

11. (a) Combination of beats/double duty, stop harassment of staff by insisting 100% delivery under project arrow etc.

1. Next sitting of the Postmen Committee will be held on 16.01.2012 at 3 PM.
2. It is agreed that a DO letter will be sent by Member (P) to all Circle Heads to fill up all vacant posts of sorting postmen, cash overseer, mail overseer and Head Postman.
3. Instructions will be issued to all Circle heads for timely payment of speed post incentive to Postmen staff.
4. Till the Postmen committee finalises its report and decision thereon is taken by the Department, no abolition or redeployment of Postmen posts will be done. Status quo will be maintained.

13. Grant of promotion to Drivers/Artisans at par with Railways/Defence

After "However it was agreed to have a further relook in the issue"

Add - "Within three months".

14. Declare SBCO staff as Divisional cadre and stop harassment under contributory factors

After - "As regards the issue of recovery under contributory negligence factors".

Add - "Such as SB minus balance etc. the proposal of the staff side will be examined with due consideration of the man-power shortage factor."

15. Filling up of civil wing posts

Minutes of the separate meeting held with CE on 12.01.2012 will be supplied to the staff side.

19. Stop victimizing under contributory negligence factor

However the earlier orders on the subject will be reiterated.

20. Stop discrimination towards PO & RMS Accountants cadre

The issue of redistribution of LSG/HSG II posts and counting the date of passing the Accountant examination for seniority for promotion will be considered.

21. Enhancement of LR Strength

Add - "as per DO P&T instructions on the subject. The staff side pointed out that the existing 10% LR posts are remaining vacant in the Postmen/MTS cadre in many Divisions. It is agreed to issue instructions to all Circle heads to ensure filling up of all vacant LR Post.

22. Ensure prompt grant of Child Care Leave

It was agreed to issue further instructions to all concerned.

24. Drop FR 17-A etc.

Specific instructions will be issued to Chief PMG Maharashtra Circle and Tamilnadu Circle in this regard.

25. Legitimate right to avail holidays etc.

Earlier Directorate orders on this subject has been reiterated to implement it in letter and spirit.

**REGULATION OF STRIKE PERIOD -
REITERATION OF INSTRUCTIONS
ISSUED VIDE LETTER NO. 8/27/97 SR (Pt)
DATED 23.06.1998.**

D.G. Posts No. 8/15/2011-SR

dated 1st February, 2012.

All Head's of the Circle,

As you aware, the Postal Joint Council Action served a notice of Indefinite Strike with effect from 17.01.2012 accompanied by a 25 point Charter of Demands. All the items were discussed in detail in a series of meetings taken by Secretary/Members of the Postal Services Board and minutes of the meeting were sent to you vide communication dated 16.01.2012.

2. In this regard attention is invited to para 24 of the minutes of the meeting dealing with imposing FR-17A against strikers. Instructions on the subject were issued by the Department vide D.O. letter No. 8-27/97-SR (Pt) under the signature of the then Member Development which inter alia states that the provisions of FR-17A in respect of Departmental Employees and Rule 23 of ED Conduct and Service Rules -1964 in respect of EDs (Since substituted by GDS (Conduct & Engagement Rules, 2011) may be invoked only in cases of incitement, instances of violence / sabotage etc. The Department is following these instructions in the matter of regulating the strike period/strike situation. It is requested to review the action taken in this regard in the light of the aforesaid instructions, under intimation to this office.

Sd/-

(Subhash Chander)
Director SR &Legal

**MEMBER (P) ADDRESSED TO
ALL HEADS OF CIRCLES FOR TIMELY HOLDING OF
JCM REGIONAL COUNCIL AND OTHER
PERIODICAL MEETINGS AND
COPY ENDORSED TO FEDERATIONS.**

D.O. No. 8/15/2011-SR

dated 25th January, 2012

All Head's of the Circle,

Dear

As you are aware, the Postal Joint Council of Action served a notice of indefinite strike with effect from 17.01.2012, accompanied by a 25 point Charter of Demands. All the items were discussed in detail in a series of meetings taken by Secretary/ Members of the Postal Services Board and minutes of meetings were sent to you vide communication dated 16.01.2012.

2. In this regard, your attention is invited to para 5(m) of the minutes of the meeting, vide which all Heads of Circles have been requested to ensure timely holding of JCM Regional Council and other periodical meetings. This is to further remind you to comply with the above said decision so that the Staff Side has no grievance in this regard.

With regards,

Yours sincerely,

Sd/-

(Yesodhara Menon)
Member (P)

Grant of Cycle maintenance allowance to postmen-Regarding.

D.G. Posts F. No. 1-02/2012-PAP

dated 17th January, 2012.

All Head's of the Circle,

The undersigned is directed to say that the issue of grant of Cycle Maintenance Allowance to Postmen without any limitations of distance of their beats has been under consideration of a Committee on special Allowance, headed by Shri Santosh Gauriar, Chief Postmaster General, Madhya Pradesh Circle.

2. The recommendations of the Committee have been examined in consultation with the Integrated Finance Wing of the Department and the Competent Authority is please to approve that all the postmen, who are utilizing cycles for delivery of mails, be granted Cycle Maintenance Allowance without any distance criteria, after due approval of the Divisional Heads concerned subject to satisfaction of prescribed conditions. This will be further subject to strict adherence to the instructions on rotation of postmen beats.

3. These orders shall take effect from the date of their issue.

4. This has been vetted by the Departmental IFW vide their Diary No. 20/FA/12/CS dated 17.1.2012.

Sd/-
(Surender Kumar)
Assistant Director General (Estt.)
Tel. 011-23096031

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/Cadre Re-structuring/7/2010

Date : 05-10-2011

To,

The Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110 001

Kind Attention : Shri Salim Haque

DDG (P) & Chairman Cadre Re-structuring Committee

Subject : Proposal for Cadre re-structuring for Postman and Group 'D'/MTS Staff

Respected Madam/Sir,

Regarding cadre Re-structuring of **Postman and Multi Tasking Staff (MTS)** my Union is submitting proposal as below -

Our India Post is having total number of **Posts 51,524 (Postman 50,200 & Mailguard 1,324)** and **MTS Posts 31,700 (in Post Offices 17,700 and RMS 14,000)**.

- (i) Postman are doing the duties of delivery of articles.
- (ii) Selling postal stamp and stationery when he is working as Stamp Vendor and **give enquiries** counter work to the members of public who attend the counter and other work of selling postal stationery etc.
- (iii) He is also doing the work of **Sorting just like a Sorting Assistant**. The Sorting work is **different than SA** as he is sorting articles beatwise. One Sorting Postman sort out atleast **3,375 letters**. For real functioning for **5 to 6 Postman there should be one Sorting Postman**.
- (iv) He is also **supervising** the Group 'D'/MTS Staff as well as **Junior Postman**, when he is **working as Overseer** and **Head Postman** he is supervising **all Postmen/ Group 'D'/MTS** and helping the PRIP, postmaster for APM supervision and delivery work. So also for every 5 to 6 postman one post of Head Postman/Overseer must be there. So that smooth working will be there.
- (v) When he is working as a **cash Overseer** he is taking highest responsibility while conveying the cash 155015 POs. In R/O Cash conveyance from PO to Bank and vice versa, HO to SOs and vice versa upto BOs it involves a **risk and maximum**

post of Cash Overseer should be created for atleast **20 to 25 Post Offices, one post of Cash Overseer** should be there or according to **cash limit**.

- (vi) As a Mail Overseer he is doing a job of **SDI/ASP** also, hence, we propose as -
For inspection and visit to 1,29,497 BOs and to keep watch on working of BOs and GDS Staff. The Post of Mail Overseer is very necessary and hence for 25 to 30 BOs one Post of Mail Overseer should be there. For **Cash Conveyance** through Cash Overseer, Cash Van and Security should be made available.

Category	Grade Pay	Percentage	Approximate number of Postman who will Benefit
Postmen	2000	30%	1506
Stamp Vendor	2400	6%	3012
Stg. Postman	2800	20%	10040
Head Postman	4200	24%	12048
Overseer			
Cash Overseer	4600	10%	5020
Mail Overseer	4800	10%	5020

MTS Post 31700 (Postal 17700, RMS 14000)

- (i) **LB/Mail Peon** has to work outside Post Office like Postman to clear **L/Bs within 25518** Post Office Area. He has to clear LB's within **5 to 6 kms** Area, one LB Peon working for clearance of LB.

JAMADAR

To keep supervisory watch on Junior MTS Staff, to keep watch on public counter and such types of responsible duties and hence in offices HO, HSG-II, HSG-I each office should have two post of Jamadar and LSG Offices one post of Jamadar to avoid any intoward incident and keep discipline.

CHOWKIDAR/NIGHT WATCHMAN

To keep watch on office property including Government Cars, to check the public and visitors. The following posts be provided i.e. for HO = 4+6 Post of Jamadar, GPO = 10, Divisional Office = 2, Regional Office = 4, Circle Office 4 to 6. So far, present volatile circumstances are concerned the necessity of chowkidar is quite necessary for all the PO's to guard the treasury and property.

For Office security in night the post of night watch should be made for office standardwise HSG-II, HSG-I, HO and MDG, 2 Post each office, GPO = 6 to 8 Post. The recruits may be from military personnel and provided with adequate weapons.

DAFTARY

In Circle Offices, R/O Offices, Divisional Offices and PLI section offices maximum posts of daftaries should be made available for smooth working of these offices.

(ii) Similarly, Group 'D' staff now designed as Multi Task Staff Employees are doing the work of different nature as **Hamal, safaiwala, farash, sweeper, mali, letter box peon, Hall Jamadar, chowkidar, Night Guard, Daftary** etc. They may be given following Grade Pay -

Cadre	Grade Pay	Percentage	Approximate number of MTS who will benefit
MTS	1800	25%	7925
LB Peon/Mail Peon	2000	15%	4755
Hall Jamadar	2400	20%	6340
Chowkidar	2800	10%	3170
Night Guard	4200	20%	6340
Daftary	4600	10%	3170

Liftman Cadre

Liftman should be granted grade I, II and special grade as per car/mail driver and they should be allowed promotion as per car/mail driver.

The details are enclosed on behalf of Staff Side. We request the Department to consider our proposal.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)
General Secretary

CC for information and necessary action

1. Secretary General, FNPO
2. Leader of Staff Side
Departmental Council (JCM)

Sd/-

T.N. Rahate
General Secretary
NUPE P-IV (CHQ)

PART A

VILLAGE POSTMEN

In regard to the Village Postman, no doubt the strength is rapidly going down but the existing staff who are required to perform duties can be termed as 'Travelling Post Office'. The job of Village Postmen is very intricate and its full range can be known if the Chapter on Sub Accounts, printed in P&T Manual, Volume VI, Rules 649, 650, 650A, 651, 652, 653, 654, 655, 656 and 657 are read carefully. We have not reproduced these rules and expect the Commission would obtain the relevant information from the official sources.

POSTMAN

It is a known fact that the **Postman** is placed in Group C cadre equivalent to the **Time Scale Clerk**. On attending duty the Postman arranges the letter en-route his beat, he also sorts and lists his beat letters **just as Sorting Assistant does**.

The Postman has to move in beat locality comprising of numerous types of people. Good, bad or worst persons are to be met with.

The postman is literate in computer operation and application.

While in the beat the Postman is proposed to do the **pick-up services**. The relevant information on this count is required to be feeded in the computer as the postman is earmarked for the said job.

The Postman of the Department not only does the job of delivery of various types of mails including **Express Mails, EMS** and other important articles. He also carries out the survey of Data collection, distribution of survey and 17 (seventeen) additional duties for Postman/Delivery Staff **Dated 25-11-2008**. Feed back and other official items in all kinds of **hot, cold & rainy weather**. It is like brisk travelling and the job is arduous one. The Postman in all respect equals the duty of **Head constable of Police** who is better placed than the expectations of the Postman Staff. Looking at his nature of work he is given Pay Scale of Grade Pay Rs. 2000/- and he may be given the percentage as 15%.

STAMP VENDORS

This is an exclusive category in the Postal Dept. The individual is selected from amongst the postman, qualified for the job. The nature of work **done by the Stamp Vendor** (Departmental) is of significant importance because it is one of the revenue earning sources. A Stamp Vendor is required to obtain the permissible postal stationery according to his status of **bond from the treasury** and arrange to sell it at the PO

counter to the member of public. He is required to maintain the accurate account of sales of the postal stationery. The postage stamps are in various denominations. So, the work of stamp vendor is like a **Postal assistant in major part**. Any new scheme launched for revenue enhancement by the Govt, the S/V has a major role to play as he is in direct contact with the member of Public at the Counter of PO. In every delivery PO one Supervising Counter should be there. This work should be given DSV to look after the court stamp sale. Looking at his nature of work it is suggested that his payscale deserves to be drawn at **Grade Pay 2400/-**. **The percentage maybe 6%.**

SORTING POSTMEN

The Post of 'Sorting Postman' be redesignated as 'Beat Sorter'. He has to perform the duty of perfect sorting of letters with maximum speed to send postal articles for delivery according to scheduled timings. He is to leave home in early hours to resume his duty and stay in the office to perform split duties for which he has to incur extra expenditure due to additional trips on each spell of his duty.

The sorting Postman has to sort the articles, according to the beat wise, for total number of beats in the office. For this type of work he is required to read the address of the articles in full and if any **erroneous address code number** is noticed he has to ensure that the article goes to the correct beat postman or the correct destination. In contrast the **Senior Sorting Assistant does only pin code wise sorting**. So the work of sorting postman is **equivalent to the work of the Senior Sorting Assistant**.

Sorting Postman is required to possess the full knowledge of all the best addresses in the jurisdiction of his PO. If any **mis-sent article** or Group D mis-coded article is found by him in the process of sorting he is **required to re-direct the article** at the correct destination with **minor corrections needed**. In the process of sorting he is required to **read full address for correct sorting**. By continuous process of reading under variation of **sun-light his eyes** are strained and thus prone to be liable for **eye-treatment**. **The postman is ready to handle the complete mail agencies works that is receiving mail bags, despatching mail bags etc. But he ought to get independent time factor as allowed to the PAs. It is justified to give a separate Stg. Postman Post. He should be put in the Grade Pay of Rs. 2800/-. The percentage may be 20%.**

HEAD POSTMAN

The duties of **Head Postman** are as under (Source - P&T Manual Volume VI, Part III. Rule 691)

- (i) In the larger offices there are usually one or more Postmen designated as Head Postmen who are trusted with the duty of paying of **TMOs and conveying**

money to and from the **Treasury, Sub-Treasury or town Sub-Offices**, Head Postman may also be required to take out for delivery articles that have been returned by the other Postmen as unclaimed or refused and to take up the work of any Postman who are temporarily absent.

- (ii) For the sake of greater security, a Head Postman may be ordered by the Postmaster to accompany the Postman to whom several insured articles or **money orders** of considerable aggregate value have been made over for delivery or payment.
- (iii) Head Postman may be employed to make enquiries into minor complaints, verify payment of money orders and test the work of Postmen and letter box peons whom they can be spared for such purpose.

The post of Head Postman is a promotional grade from senior most Postmen. He has to perform certain duties **entailing check and supervision over the performance of Postmen**. Proposed **Grade pay Rs. 4200/-**.

OVERSEER POSTMAN

The Overseer Postman post is a promotional grade from Senior Postmen. They use to perform the nature of duties as like Public Relation Inspectors. He is to submit his diary of the work done during the day to the Postmaster. The **Overseer Postmen** are mainly entrusted to **supervise and check the work of Postmen**. He is also to verify the payment of certain percentage of **money orders** paid to the payees by the Postman attached to Post Offices in his jurisdiction. Particulars of the money orders verified by him and the result of the verification should be recorded. **Proposed Grade Pay Rs. 4200/- Head Postman and Overseer. Percentage maybe 24%.**

CASH OVERSEER

Cash Overseer has to convey on his person cash **worth lakhs of Rupees unescorted**. The said cash is collected from the **Sub Post Office, bank and deposited** in the nominated Post Offices/Banks. In the context of the present vulnerable conditions around, the work done by the **cash over-seer is not only risky but it is awfully terrible**.

The duties of **Cash Overseer** are very well defined in the Rules. The duties prescribed by the Department for **Cash Overseers** are detailed in **Chapter 10 of P&T Manual Volume VI, Part III**. We are reproducing only one Rule out of many which are relevant to the duties assigned to a Cash Overseer. The Commission may peruse the **Rule 583-A of P&T Manual Volume VI, Part III**, which reads as under. However, the Cash Overseer is **excluded for payment of cash handling allowance**. He is rightly entitled for the said allowance. **His Grade Pay may be fixed as Rs. 4800/-**. **Percentage may be 10%.**

MAIL OVERSEERS

In the **P&T Manual Volume VIII, Part III, Chapter 7**, the duties of Mail Overseers in the Postal Service are published. We have also reproduced the entire **Chapter 7**, containing the duties and responsibilities of this category. The Commission, we hope, will appreciate and give a proper weightage to the enormous **responsibilities shouldered by Mail Overseers** in performing their duties.

Duties of Mail Overseers :

(i) The Overseer is primarily responsible for the efficient working of the **Mail Line or lines under his charge**, but he may also, under the orders of the Head of Circle, be required to convey or escort remittances of cash between two offices either under a regular system or as occasion arises. He will be held personally responsible that the mails are conveyed at the prescribed rate of speed. He must constantly travel over his beat to supervise the beat workers and to satisfy that the proper number are always present at the different stages when the mail arrives. Where huts are provided for beat workers, the overseer must see that they live in them and not in the neighbouring villages and that where there are no hut at a stage, the beat workers must await the arrival of mail at some selected spots. Should an Mail Overseer, at any time notice any damage to a **telegraph line**, the nature and position of the accident should be reported by him at once to the nearest post office. The **Beat-men** should be instructed to similarly report any damage noticed by them. Where the cash conveyance work is heavy, the Head of Circle may sanction Mail Overseers exclusively for such work. They will be designated as Mail Overseers. It is, however, open to the Head of Circle to specify any other duties to be attended to in addition to Mail Conveyance.

ii) Mail Overseer, performs inspection of **20 and more BOs SOs in a month**. He has to **travel long distance** in the mofussil areas comprising of **hills, rivers, raw roads** with no facility of conveyance or escort. When he is delayed he has to take a shelter somewhere **during night hours**. If the **mail overseer** dares to find and notify the errors to **BPM/SPM** of the local office he runs a **risk of assault/attack** by the locals. Specially, so in the **remote localities** as the locals are quite unaware of the Postal Rules and Regulations. However, the **Mail Overseer** is duty bound to furnish the inspection report to the **SDI/ASP/SP/SSP**. So, the work of the Mail/Overseer carries great importance. However, no TA DA is paid to Mail Overseer. In fact, he should be paid not only TA/DA but should also be given the **Grade Pay Rs. 5400/-**. **The percentage may be 10%**

Part B
(Group 'D') Multi Tasking Staff

In Postal Department the Group 'D' staff now known as Multi Task Staff Employees (MTS) are attending different type of **work like sweeper, mali**, when working in PO's he is **facing the articles, changing stamps, Letters Stamps at Administrative Office as peon, carrying mail bags, cleaning street letter boxes**, supervising situation outside counters, **working as a security guard while doing job of night guard or chowkidar, maintaining files** and reference books etc. when doing the **work of Daftary**. MTS has been given **Grade Pay Rs. 1800/-**. **The percentage maybe 15%.**

LETTER BOX PEON

In the recent past and earlier also **L.B. Peon** are educationally qualified. With CPC has revived the Qualification as SSC passed.

Qualification to be revised to SSC Passed. Their nature of work is such;

Letter Box Peons **first opens office letter boxes. Secondly, he goes to open the street letter boxes by walking upto beat and above 10-15 km far with 10 to 20 kg. weight. Letter Box with old time plate to be removed and new time plate to be fixed.** The L.B. Peon has to move in **beat locality** comprising of **numerous types of people**. The L.B. Peon starts **facing the articles**. The L.B. Peon does the **Stamping of the articles** received from letter boxes and prepares the **Bundle of articles. Prepare Mail Bags. Loading and unloading bags** to Mail Motor, Vehicles.

Letter Box Peons, employed in Post Offices that have town, sub or branch offices attached to them, may be employed in addition to their other duties, in conveying mails upto end of the town/sub or branch offices. Their services may also be utilised as **Packers**. They have to work in all seasons to **avoid damage to articles**.

Letter Box Peons are **permitted to pay telegraphic money orders**.

He may be given **Grade Pay Rs. 2000/-**. **Percentage may be 15%.**

HALL JAMADAR

He have to keep watch over the members of public attending the Post Offices. He has to handle the situation in Post Offices outside the counter. He may be given **Grade Pay Rs. 2400/-**. **Percentage may be 20%.**

CHOWKIDAR

He is responsible for security of building. He should remain alert when anyone enters in the **Postal/Administrative Office** premises. He may be given **Grade Pay 2800/-**. **Percentage maybe 10%.**

NIGHT GUARD

The **night guard** whose duty stretches beyond is also a person for careful consideration. The night guard is not provided with any meaningful **weapon to guard** or for self defence not even a **lathi**. The person who guards the office having substantial **securities, cash and valuables factually does** the work akin to a **policeman** (CPO Constable). Though he is deprived of any lethal weapon for safety and security yet he performs his duty in the night/day sacrificing his health. In modern times when burglary, explosions, **night theft** etc. have become unpredictable occurrences. Night Guard should be provided with arms (guns) and training should be given. The services of the night guard have become indispensable. **Grade Pay 4200/-** should be given. Percentage **maybe 20%**.

DAFTRY

The Daftries are responsible for the proper upkeep of records, stitching of files, mending and pasting of registers found torn. The Board of Arbitration under the Joint Consultative Machinery, gave an award in **March 1972** that the Daftries in Departments other than stores in the Railways should also be placed in the scale of **Rs. 80-110. The 3rd, 4th and 5th Pay Commission**, while admitting all the above facts, have unjustly placed the category in the revised scales of pay far below to our expectations.

The following items of duties are to be performed by the Daftries of Postal Store Depots:

- (i) To collect forms, publications, articles etc. in different godowns as indicated in the pickers diary/invoices, etc. by the Supply Clerks after noting the quantities collected in the records of respective stock branch.
- (ii) To count the forms/publications/articles, etc. at the time of collection from different godowns.
- (iii) To **supervise the works** done by the **packers** for removal of stores to the respective godown and **preparation/closing of bags** of forms, articles and sending there of and **also opening of closed bags** received from outside officers.
- (iv) To write down the names of the offices of destination and to affix the office stamp on the tag label to be tied at the necks of the **bags to be despatched** for identification.
- (v) To make over form bags prepared to the forwarding section with the **help** of the packers.
- (vi) To count the forms/publications, articles, etc. at the time of verifications.
- (vii) To maintain the **files and put up files** to the clerks, as and when required.
- (viii) To **count forms, articles** when delivered or received.

He should be given **Grade Pay Rs. 4600/-**. **Percentage may be 10%**.

Thanking you,

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/Cadre Re-structuring/8/2011**Date :** 12-10-2011

To,

Shri Salim Haque, IPS,
DDG (P) and Chairman,
Cadre Re-structuring Committee,
Dak Bhawan, Sansad Marg,
New Delhi-110 001

Subject : Proposal for cadre restructuring.
Case of Postman, Group 'D'/MTS Staff

Respected Sir,

Kindly recollect the discussion of the meeting held on 28-9-2011 under your Chairmanship for cadre restructuring in Postal Department, wherein Unions were asked to give proposals if any, and therefore my Union, furnish the following proposals for cadre restructuring of Postman and Group 'D'/MTS Staff in detail.

A Postman appointed in the Department is retiring as Postman only, though he is working in various capacity of **supervisory** as well as **responsible jobs, but is not given any promotion.**

The details of duties performed in capacity of 1) DSV; 2) Sorting Postman; 3) Head Postman/Overseer; 4) Cash Overseer; 5) Mail Overseer.

After implementation of 6th CPC, the Postal Department has issued Orders for **17 additional** duties of Postman cadre dated 25-11-2008 the **copy of this Orders are enclosed herewith** for kind perusal. Those **additional duties** are of **higher grade** and of **new technology** and for this the Postman Staff should be **given Training Course at three stages**, as Postman get routine training at initial stage for postman duties only, but in **entire service no any other training** is given to Postman cadre.

Union proposes that Postman should be **given training courses at three stages, after completion of one or two years service in Postman Post.** Thereafter the Postman should be given upper level training keeping their employment as PA/SA etc. in view.

Secondly, Union point out here that in other **Central Government Department** there is automatic promotion in every cadre, but only in **Postal and RMS** Department Postman and Mailguard cadre and Group 'D'/MTS cadre, there is **no provision for automatic promotion**, or in-citu upgradation.

At present for promotion to next cadre i.e. **PA or SA, Postman** has to appear for LGO examination (competitive with merit) but mostly maximum Postman Staff is not able to get this promotion and all the **chance being executed** and Postman has to **retire** only as Postman.

Though (i) Postman is working as **delivery man**; (ii) Departmental **Stamp Vendor**, types of **duties of PAs/SAs such as Enquiry Counter and attending all the work at enquiry counter**; (iii) Sorting Postman, Sorting of Mails not only this but Postman has to perform the nature of duties done by SA; (iv) **Supervisor as Head Postman, Overseer**, (v) **Cash Overseer, Mail Overseer, nature of duties done by PRIP, APM, Cashier, SDI, ASP Types.**

Union mostly bring it to your kind notice that the **Postman cadre in capacity of Mail Overseer** works are types of duties of **ASP and SDI** i.e. verification of **cash balance of BO's** in the Division and inspection of BO's in the Division, make enquiries, verification of DD cases also fraud cases by recording the statements of charged officials and submitting a report to the Divisional Head.

Though this Postman cadre are performing the above mentioned duties but **no any training** is given to them, they are not knowing the **new technology, computer softwares, marketing DOPLI, RPLI, BPL, SB, Accounts, Mail Sorting, Currency Notes checking etc.**

Union therefore demands that this **Postman cadre** should be **trained as Multi Task Employees** and for that Postman cadre should be given **three Training** course at three stages in different three type for Postal work i.e. **Mail Sorting, Marketing, SB Counter, PA Counter booking, Computer Working, New Softwares, PLI, RPLI, Self defence, Fire Fighting Training and others.**

Postman 1st Training Course - One year syllabus, Basic Computer Training, Register Booking, MO Booking, SPL Booking, PL, VPL Booking etc.

Postman 2nd Training Course - Counter Booking, Knowledge of Delivery System, Primary SB Rule, Financial Handbook, Primary Knowledge of Conduct and Disciplinary Rules, Simple English/Hindi Drafting.

Postman 3rd Training Course - Higher knowledge of SB Rules, FHB Disciplinary Rules, Business Development, PLI, BPC, Marketing, Knowledge of Fresh Computer etc.

These three training should be given **within 3 years** after completion of one or two years of service and that is yearly training with 1st completion Training Course **should be allowed for next training course.**

After completion of **three training courses** Postman cadre should be given **non-functioning selection grade** with **grade pay of Rs. 2400/-** with a separate **seniority and 50% post**, vacant post of PA/SA should be filled in from this **seniority list as per seniority for automatic promotion**, and remaining **trained postman senioritywise** till they are given promotion should be given duties of **Sorting Postman** and **other duties of delivery PA** and **despatch PA branches** of Post Offices, should be **posted Head Postman, Overseer, Mail Overseer, Cash Overseer.**

Sir, if proposal accepted of **three training courses** will definitely increase the level of **good working** and those **young trained postman** will give a **very good output.**

Secondly, **remaining 50% vacant post every year** post of PA/SA may be filled in by **LGO Examination** from **Postman, Group 'D'/MTS Staff** and **GDS Staff.**

MTS Cadre

Regarding MTS cadre it is to mention here that for cadre restructuring of this Group 'D'/MTS cadre Union state that since the appointment in Postal Department they retires without any promotion and are working as **Hall Jamadar, Chowkidar, Night Watchman, Daftary, Xerox Operator, Printing Operator, Framing, Stamping, Sweeper, Gardener, Mail Peon, LB Peon** etc. The particulars of nature of duties are enclosed herewith alongwith **10 additional duties** ordered after 6th CPC dated.....

Those new **additional duties are of Technical knowledge** of upper grade and is required full knowledge of new technology and for that they should be given **Three Trainings Course in three stages.** Each year one Training Course be ordered and within **3 years these three Training Courses** should be completed after completion of one or two years in service, as they are not given any Training since their joining the Department, but the year they are working on those responsible jobs.

According to Rules of Central Government automatic promotion is given to each cadre. In fact, every Department is having scheme of **automatic promotion in each cadre** except **our Postal Department** in PO/RMS and Adminstrating wing, only competitive examination postman or LGO is there and that too **with merit** due to this 90 to 95% MTS are deprived with promotion as they are not able to pass the examination within the **chances admissible** to appear in the Exam and they are being retired as MTS only, MTS working

as packer, LB Peon like Postman, collecting letters from **beat area, Mail Peon, Mailguard Supervisory** work as **Hall Jamadar, Night Chowkidar like constable, Daftary** is working on computer like PA..

During Service MTS type of works as **Postman, Mailguard Constable also driver**, working on important and responsible posts.

Now this is high time to educate this **MTS Staff** by giving them training in R/O **computer Technology, new system of postman delivery, marketing, DOPLI Account, Mail Sorting, checking of Currency notes**, and MTS should be made trained as **Multi Tasking** Employees.

- MTS staff should be **given training course at three stages** for new Postal Work, xerox, printing machine, **marketing, driving, postman delivery, work of sorting postman, overseer, mail overseer, computer** all postal Department works in three terms - **1st term course, 2nd term course, 3rd term course**. In 3 years, after completion of one or two years of service and after completing three Training course MTS cadre should be given **non-function selection grade with GP of Rs. 2000/- with a separate seniority**.
- 50% vacant Post every year of Postman should be filled with this **non-function selection grade** list as per seniority.
- Remaining candidates of NFSG, till the time are not getting senioritywise postman promotion be allowed to work as Mail Peon, LB Peon, Chowkidar, Jamadar, Hall Jamadar, Night Watchman, Daftary, Driving, Machine Operator, etc.

Due to **Three Training Courses MTS Staff** will be **trained in very good way** and **young and energetic persons** working in MTS cadre department will get **best output** and as per seniority they will be absorbed in automatic promotion.

- 50% vacant post every year of postman may be filled in by examination from **MTS, GDS Staff only**.

Union demands -

Postman Cadre

- (A) (1) Postman should be given **three Training Courses** in **three stages** in 3 years after completion of one or two year term to give full training of knowledge of Postal Departmental Working and each Training Course successful candidates of Postman cadre be made as **non-functionary, select grade list with grade pay of Rs. 2400/-**
- (2) 50% vacant Posts every year of PA/SA be filled from the candidates of above **non-functioning select grade** list as per seniority.

-
- (3) Remaining candidates from select list be utilised as **Sorting Postman, Head Postman, Overseer, Cash Overseer and Mail Overseer**, as per requirement of the Department.
- (4) 50% remaining vacant posts every year of PA/SA cadre be filled in through LGO Exam, by Postman, MTS and GDS staff.

After getting posting from **non-FSG to PA/SA** those Postman be allowed for automatic promotion or through examination in PA/SA cadre.

MTS Cadre

- (B) (1) MTS should be given **three training course in three parts in three years** after completion of one or two years of service giving full knowledge of Postal Department working. After each Training Course a list of successful MTS cadre be made, the **non-FSG** list of those candidates should be given Grade Pay of Rs. 2000/- with seniority.
2. 50% vacant Postman posts every year should be filled in from above non-FSG list automatically through seniority.
Non-FSG MTS after getting upgradation as postman be allowed automatic promotion or promotion through examination.
3. Remaining MTS candidates from non-FSG list be utilised as LB Peon, chowkidar, **driver, night watchman, machine operator** etc.
4. Remaining 50% vacant posts every year of postman be filled in from **MTS and GDS** staff through Postman Examination.

Liftman Cadre

Liftman should be granted grade I, II and special grade as per car/mail driver and they should be allowed promotion as per car/mail driver.

You are requested to kindly consider our proposal on humanitarian ground rather than technicalities.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)
General Secretary and
President FNPO

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

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Ref. No.: NU/P-IV/SPL Meeting/Postmen Problems/5/2010**Date :** 27-09-2010

To,

The Secretary, Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110 001

Subject : Request for Special Meeting with
Chairman CGM (MB & O) & Sr. DDG (Mails) to discuss the problems of
Postmen Staff as decided in the meeting of 12-7-2010 and
also Department Council Meeting of dated 27-8-2010

Respected Madam,

As you know better about the discussion held in the meeting captioned above and the personal meeting with your kindself, it has been discussed and decided to hold the next meeting before October 2010.

From our Union/Federation, the details of the Postmen problems to be discussed in the meeting is enclosed herewith. Kindly fix the date and time for this meeting and arrange to intimate at my Mumbai Office to enable me for making reservation to attend the meeting in time. This meeting may pleased be fixed before the month of October 2010 as I have to attend Circle Conference at Kolkatta during 22-10-2010 to 27-10-2010.

It is therefore requested for issue of guidelines of the meeting which will be participated by NFPE/FNPO Secretary General and P-IV General Secretary alongwith Deputy General Secretary. It is requested for cause issue instructions to all the concerned Authorities for making relief arrangement of all the participants to enable them to attend the meeting in time.

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

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Ref. No.: NU/P-IV/SPL Meeting/Postmen Problems/5/2010**Date :** 27-09-2010

The report of IWSU might have received, Union request that a copy of that report may please be send to us to enable us to discuss the issue in the said Special Meeting. If it is not possible atleast a copy of report may be provided in the meeting.

A line in reply is expected.

Thanking you,

Enclosed : Items for the Special Meeting

Yours Sincerely

Sd/-

(T.N. RAHATE)
General Secretary

CC to

1. Secretary General
FNPO
2. All Circle Secretaries
NUPE P-IV

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

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Ref. No.: NU/P-IV/P'men Issues/7/2012**Date :** 31.01.2012

To

i) Shri S.K. Sinha, IPS
Chairman, Postmen related issues committee
C.G.M. (PLI)
O/o. Chanakyapuri P.O. Complex,
New Delhi 110 001.

ii) Shri V.P. Singh, IPS
DDG (Estt.)
Dak Bhavan, Sansad Marg,
New Delhi 110 001

Sub : Postmen related issues placed before new Chairman Shri S.K. Sinha, IPS CGM,
PLI & DDG (Estt) and other related officers.

Respected Sir,

The undersigned expresses his sincere thanks for the realistic comprehension of the problems of the Postmen and a meeting held in the presence of DDG (Estt.). It was heartening to note that the authorities have given careful listening to the problems of the Postmen establishment and assured to look into the problems with positive consideration.

Sir, it is learnt that you have closely and studiously studied the defacto problems of the Postman Establishment. You are also well aware of the changed scenario in the metro

cities and also in the citadels, the former small cities are turning into big cities and the former big cities into Metro Cities. But the postal institution, it is observed has not kept pace with the change, rather fast change in the modern circumstances.

For the past one decade or more there has been drastic reduction in the Postman Establishment by 2/3 preparation and the pace of recruitment was absolutely slow and sluggish. To add to the woes of Postman Establishment no vision was given to the fact of retiring staff, VRS staff, reason staff, deceased staff etc. This has made the determination of Postman Establishment incorrect and misleading. The unions do accept that the receipt of ordinary mail has been reduced marginally. But, to offset this point number of new complexes, high rise buildings, against former four storey buildings and chawls have come up with jet speed. Assuming that formerly there were about 50 to 100 receipt of ordinary mail, but it can not be denied that at present atleast 20 to 30 ordinary mails is received daily. Point is that to deliver these small quantity of mail the Postman has to do his work by walk of door to door.

- i) In this connection in Metro Cities hardly 20% buildings have remained as four storey buildings. 75% of the buildings are converted into high rise buildings and many more new construction of high rise buildings are coming up. So, it is requested just to study independently the recommendation made by the IWSU a copy may be supplied to the union. It is observed that the IWSU appears to have based its recommendation on the time factors given in the MTT. Since the MTT time factor is inapplicable in the present circumstances, it is stated that the calculation sheet prepared by the concerned IWSU the copies may be supplied.
- ii) It is also observed that at the time of compiling time factor for P.A's a Union representatives was present. On the same line while compiling time factor for Postman Establishment a representative of the Postmen union may be taken, specially in Metro Cities.
- iii) The time factor of 0.42 prescribed for multi storey buildings for delivery of unregistered mail is for those buildings which has delivery box available at the ground floor, so to

claim in multi storey buildings additional time factor of 0.80 to 0.42 is necessary for door to door delivery.

- iv) Since, the delivery of speed post is address specific the Postman has to suffer a lot in the matter. Because at the time of serving and intimation more time is taken to copy long bar code number having ten digits. As per instructions given by some of circle heads, the articles containing cheques, driving licence, passport, Adhar cards, Call letters etc. are ordered to be delivered to any family member at the given address. But some times it is experienced that the recipient of the article in the family forgets to give the mail to the proper person in the family and the blame is put on the Postman Staff, sometimes the Postman is beaten by the member of public and has to be admitted in the hospital for treatment with legal process. Therefore the risk and responsibility of the Postman has increased so the time factors of 2.50 for SPL Articles are demanded.
- v) Due to MNUP scheme the receipt of mails in delivery PO's will reach very fast, so considering this point the Postman Establishment will have to cope up with the speed and race of the delivery. Just not to over burden any single Postman with the work, the subordinate authorities may be instructed to equalize the beat distance as far as possible.

It is therefore, requested that the demands made in this submission may kindly be considered positively and the calculation sheet by the IWSU supplied for study.

Thanking you,

Yours faithfully,

Sd/-

T.N. Rahate
G/S, NUPE, P-IV

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

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Ref. No.: NU/P-IV/P'men issue/7/2012**Date :** 15.02.2012

To

- i) Shri S.K. Sinha, IPS
Chairman, Postmen related issues committee
C.G.M. (PLI)
O/o. Chanakyapuri P.O. Complex,
New Delhi 110 001
- ii) Shri V.P. Singh IPS
DDG (Estt.)
Dak Bhavan, Sansad Marg,
New Delhi 110 001

Sub : Postmen related issues placed before new Chairman, Shri S.K. Sinha, IPS, CGM, PLI & DDG (Estt.) and other related officers and Lacuna in Postmen norms in study report (ISWU)

Respected Sir,

In continuation to our letter of even No. dated 31.01.2012. It is requested to clarify the following points regarding execution of new norms of Postmen in the study report conducted by IWSU.

As per study report the time factor of 0.42 minutes is evaluate for sorting of ordinary articles in letter boxes installed at the ground floor of the multi storey building. But the norms for delivery of ordinary articles at the door steps at high rise building where there are no letter boxes installed at ground floor is not involved, which is utmost necessary as in maximum high rise building the letter boxes are not available and postman has to deliver lot of articles at the door step in high rise building consuming lot of time which is not given to the Postman. There is no new norm for it. Previously the norms for delivery of ordinary articles in multistoreys building was 0.80 minutes, but whether it is applicable now also is unclear.

Thus a new norms for delivery of ordinary letter in high rise building when there is no letter boxes installed at ground floor may be evolved.

In our opinion the new norms for delivery of article in high rise building at door step should be $0.72 + 1.80 = 2.52$ minutes i.e. 0.72 = new norms for delivery of article in ground floor. 1.80 = this is in addition norm to be taken into account per article by utilizing time by the postman to get clearance from watchman to wait for catching the lift to remain in the lift to reach the required floor, stoppage of lift at many floors, walking of postman in the corridors and waiting at door after knocking the door etc.

Though 1.80 minutes norms evolved in addition to the time factor accountable articles, but it should be applicable for ordinary articles. As there will be no change in the circumstances in this case also.

As per para-11 of the copy not supplied vide your letter No. 9-1/2005-W.S.I./PE-I dated 5.2.2010 the distance traveled in entering various houses is included in the time factor for delivery of article.

As per report this is only for ground floors and not for multi storied building as the same has not been mentioned in this report. Thus for evaluation of new norms for delivery of ordinary articles is very much necessary also it is worth to mention that when 1.80 minutes is being given for accountable articles for the purposes discussed above then why not for ordinary articles is the same. This is a lacuna in the study report and must be address by evaluation of new norms for delivery of ordinary articles at door step in the high rise building.

Also intimate whether in new study a norm for delivery article up to four storey building without lift have been evaluated or not? If not then what treatment has been given to these building may be clarified necessary action may be taken on the point discussed above under intimation to this union.

Thanking you,

Yours faithfully,

Sd/-

T.N. Rahate
G/S, NUPE P-IV CHQ

Email to DDG (Estt.)

Dear Sir,

Please add the edited green paragraph in the above draft minutes.

Also the note no. 11 is prepared in 1975-79, at that time the mails were more and the population was limited, now the mail has decreased but the population and buildings have increased hence the walking distance of the postman has increased. Therefore door to door delivery points should be included in the distance traveled. The old order (DG P&T No 31-38/79-PE-I dated 22.5.1979) is reproduced in note no. 11 without any amendments.

Changes in the above order is immensely necessary, and this is the most important part of norms for postmen establishment. It is necessary for this committee to make the above changes.

Please arrange another meeting to discuss the above issue along with IWSU report copy.

Thanking you,

T. N . Rahate
General Secretary
NUPE P-IV (FNPO)

**MINUTES OF THE MEETING OF THE COMMITTEE
CONSTITUTED UNDER THE CHAIRMANSHP OF CGM, PLI
TO CONSIDER THE ISSUES RELATED TO POSTMEN.**

D.D. Posts No. 09-01/2005-WS/PE.I

dated 7th February, 2012.

The meeting of the Committee was held on 25th January, 2012 at 1100 hrs. in PLI Directorate.
The meeting was attended by the following:

- i) Shri S.K. Sinha, CGM, PLI -- Chairperson
- ii) Shri V.P. Singh, DDG (Establishment)
- iii) Shri Satish Kumar, Director (Finance)
- iv) Mr. I.S. Dabas, General Secretary,
AIPEU Postmen & Group 'D'
- v) Mr. T N Rahate, General Secretary,
NUPE Postmen & Group 'D'/MTS
- vi) Mr. M. Krishnan, Secretary General, NFPE.
- vii) Mr. D. Theagarajan, Secretary General, FNPO.
- viii) Mr. K.V. Sridharan, General Secretary, AIPEU Group 'C'

2. The items assigned to the Committee as per the Terms of Reference were discussed at length as follows:

(i) **Extraction of data entry work from Postmen:** The staff side agreed in Principle that the postmen had no objection in performing the data entry work provided suitable time factor for this element of work was allowed in their overall work load. In view of this, the staff side was assured that appropriate action would be taken to evolve suitable time factor for data entry work by Postmen, keeping in view the pattern of work flow on this account in the post offices. It was agreed to finish this by 30th April, 2012. As some Postmen find difficulty in data entry, it was agreed that necessary training in this regard would be imparted to the Postmen.

(ii) **Irregular computation of working hours for Postmen working in field units:** Referring to the norms of postal establishment issued by the Postal Directorate vide F. No. 9-1/2005-WS-I/PE.I dated 5.2.2010, the staff side drew attention to the point that after 6 months of the implementation of revised norms, the CPMsG/PMsG were required to review the impact of the new norms and send their feed back to the Directorate. To this, the staff side was informed by DDG (Estt.) that the feed back from majority of the Circles has already been received, and the exercise with regard to assessing the impact of new norms is in process. However, the staff side expressed its reservation on the following items of revised norms for postmen establishment:-

a) The staff side mentioned that the time factor of 0.42 minutes provided for delivery of unregistered mail in multi-storied buildings (Sl. No. 2) is inadequate and which needs to be further relaxed;

b) The time factor of 2.00 minutes provided for delivery of Speed Post Articles (Sl. No. 11) should be brought at par with the time factor provided for Registered Mail, which is 2.50 minutes;

c) It was insisted that some ways and means should be found out to work out the time factor for door to door distance travelled by foot by the Postmen;

d) The time factor provided for travelling distance by foot and by bicycle in the hilly & mountainous terrains of less congested area needs to be relaxed in view of the extra physical efforts and time involved in covering such areas. The staff side was informed that this aspect is under consideration. On items (a) (b) & (c), it was agreed that the matter would be looked into by the official side and a considered view would be taken in the next meeting.

(iii) **Removal of minimum cycleable distance for grant of Cycle maintenance Allowance of Postmen:** The staff side was informed that necessary orders for grant of Cycle Maintenance Allowance irrespective of the distance covered by the Postmen have been issued by the Directorate. In view of this , the staff side agreed to close this item.

(iv) **Scheme of payment of incentive to Postmen for delivery of Speed Post articles:** After discussion, it was decided that the CGM, Business Development and Marketing Directorate would be requested to issue suitable instructions to all the Circles to the effect that the all payments of Speed Post delivery incentive bills pertaining to Postmen must be cleared by 31.3.2012.

(v) **Minimum and maximum area of beat to be covered on foot/bicycle during duty hours:** The staff side made the following points:

a) A decision should be taken to decide the maximum beat length which a Postmen is supposed to travel by foot or bicycle. To facilitate further examination of this aspect, the staff side agreed to bring to the notice of official side, some specific instances of every large beats covered by the Postmen in some parts of the country.

b) It was pointed out that the combination of beats being resorted to in the post offices having 4+strength of the postmen should be removed. After detailed discussion, a view emerged that combination of beats should be resorted to only by exception as it adversely impacts the delivery efficiency.

c) It was pointed out by the staff side that Postmen face difficulty in delivery of registered parcels weighing more than 5 kgms. each and EPP articles for which maximum weight of 35 kgms. per articles has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivering EPP articles should be fixed, or the rates of coolie charges fixed in the past should be revised for efficient delivery of registered parcel.

3. It was decided to hold the next meeting of the Committee on 5th March,2012b at 1100 hrs. in PLI Directorate.

4. The meeting ended with Vote of Thanks to the Chair.

Sd/-
(V.P. Singh)
DDG (Estt.)

**NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & GROUP D/MTS
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP D/MTS
NEW DELHI - 110 001.**

No.JCA/Postmen/2012 13-03-2012

To

Sri.V.P.Singh,
DDG Establishment,
Department of Posts, Dak Bhavan,
New Delhi - 110 001.

Sir,

Sub : Minutes of the Meeting of the Committee constituted under the
Chairmanship of CGM, PLI, to consider the issues related to Postmen.

Ref: Your No.09-01/2005-WS-1/PE dated 09-03-2012.

The following additions/alterations may please be made in the draft minutes.

Para 2(1) Extraction of data entry work from Postmen:

The following may be added:

"As some Postmen find it difficult to make computer data entry, it is also agreed to impart necessary computer training to Postmen".

Para 2(11)(b)

The word "etc" may be added within the bracket after the word driving licences to read as follows:

"....., the person specific speed post articles (Passports, Aadhaar Cards, Driving Licences etc.)".

Para2(11)(c)

The following may be added after the last line.

"The staff side however contended that eventhough it is written in Note II that distance travelled covered for entering various houses is included in time factor for delivery of articles, it is not reflected in the actual time factor provided. Note No.11 is prepared in 1975-79 and the old order is reproduced in Note 11 without any amendments. Changes in the above order is immensely necessary, as time factor for door-to-door delivery is the most important part of norms for Postmen establishment.

Official side informed that as per records this factor is actually taken into account while fixing the time factor by the work study unit and demand for further revision can be examined while the next review is conducted by the department. The Committee is not empowered to conduct fresh work study.

Para 2 (11)

The following para may also be added.

Para 2(11)(e) - The staff side mentioned that time factor is not provided to many items of work done by Postmen. Staff side gave a list of such items (given below) for which time factor is not provided.

1. Delivery of Acknowledgement due articles.
2. Hourly rest of Postmen staff while on duty.
3. Enquiry to ascertain complete address of addressees who have either left or given incomplete address.
4. Special trips for delivery of heavy articles like logistic mail etc.
5. Serving of intimation.

It is assured that these aspects will be taken into account when the next exercise for reviewing the time factor is carried out by the department. It is informed that the committee is not empowered to fix time factor for any new item of work without carrying out the prescribed work study and time tests.

Para - Additional points - (b)

The following line may be modified as shown below:

"However, the staff side mentioned that the Postmen were not able to write correct remarks for non-delivery of articles due to heavy work in the Project arrow offices".

This line may be modified as below:

"However, the staff side mentioned that the Postmen staff are finding it difficult to write the correct remarks for non-delivery of articles as the department is insisting to write particular set of remarks only for Project arrow offices. They requested that the remarks like "further enquiry" etc. may also be allowed to write to facilitate Postmen to elucidate proper addressees before affecting delivery or return of the articles as undelivered. Remarks written by Postmen may be accepted instead of compelling them to write only the remarks framed by the department.

Further it is pointed out by staff side that whenever there is heavy receipt of mails Postmen cannot deliver the excess mail on the same day. In such cases the remarks "no time for delivery" is to be allowed to be written on the returned articles instead of writing false remarks.

Para - additional point:

(c) The following may be added:

"As it stated that the present committee cannot fix time factor for left out items of work or review the time provided for door-to-door delivery, without conducting work study, the staff side requested that urgent action may be taken to carryout work study by the Department for providing justified time factor for the above items etc. Fixing of maximum beat length and maximum articles to be delivered by a Postman may also be referred to the work study unit for early decision".

Yours faithfully,

M. Krishnan,

Secretary General, NFPE.

D. Theagarajan,

Secretary General, FNPO

Ishwar Singh Dabas,

General Secretary,

AIPEU Postmen, Group D/MTS.

T.N.Rahate,

General Secretary,

NUPE Postmen Group D/MTS

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED UNDER THE CHAIRMANSHIP OF CGM, PLI TO CONSIDER THE ISSUES RELATED TO POSTMEN.

Minutes of the Meeting of the Committee constituted under the Chairmanship of CGM, PLI to consider the issues related to Postmen

D.G. Posts No. No:09-01/2005-WS-I/PE.I

Dated: 9th April , 2012

The meeting of the Committee was held on 5th March, 2012 at 1100 hrs. in PLI Directorate. The meeting was attended by the following:

- i) Shri S.K. Sinha, CGM, PLI Chairperson
- ii) Shri V.P. Singh, DDG (Establishment)
- iii) Shri Satish Kumar, Director (FA)
- iv) Mr. M. Krishnan, Secretary General, NFPE
- v) Mr. D. Theagarajan, Secretary General, FNPO
- vi) Mr. I.S. Dabas, General Secretary, AIPEU Postmen & Group `D'/ MTS
- vii) Mr. T.N. Rahate, General Secretary, NUPE Postmen & Group `D'/MTS

2. The items assigned to the Committee as per the Terms of Reference were discussed at length in the meeting. The gist of discussions and the decisions taken are as follows:

(i) **Extraction of data entry work from Postmen:** There was in principle agreement of the staff side that the Postmen had no objection in performing the data entry work provided suitable time factor for this element of work was allowed in their overall work load. The Committee noted that Meghdoot LAN norms for Postmen Module have already been circulated by the Department on 28.7.2008 for implementation in all computerized HPOs. It was, accordingly, decided that the time factor given for various activities in the Postmen Module of MD - LAN may also be provided to Postmen, if they undertake these activities. It was further decided that Directorate will consider to issue suitable instructions to all the Circles in this regard by 30th April, 2012 as some Postmen find it difficult to make computer data entry , it was also agreed to impart necessary computer training to Postmen.

(I) **Irregular computation of working hours for Postmen working in field units:** Certain items in the revised norms for Postmen as issued by the Postal Directorate vide F.No.9-1/2005-WS-I/PE.I dated 5.2.2010 were agitated by the staff side. After discussion, the following decisions were taken:

a) The staff side mentioned that the time factor of 0.42 minutes provided for 'delivery of unregistered mail in multi-storied buildings' (Sl.No.2) is grossly inadequate and needs to be relaxed. It was decided that while carrying out the review of Postmen establishment, the time factor for delivery of unregistered mail (other than in multi-storied buildings as given at Sl.No.1) in the revised norms will also be provided in cases of delivery of unregistered mail in multi-storied building in which mail boxes have not been provided at the ground floor;

b) On the demand of providing the same time factor for delivery of Speed Post articles as provided for Registered Mail, it was decided that 'while carrying out the review of postmen establishment, the person-specific speed post articles (Passports, Aadhaar Cards, Driving Licenses) will be provided the time factor of 2.5 minutes as provided for registered mail'.

c) The staff side vehemently demanded to work out suitable time factor for door-to-door distance travelled by foot by the Postmen. In the course of discussion, the Committee noted that this demand of the staff side is being met by providing time factor for delivery of unregistered mail (other than in multi-storied buildings) to unregistered mail delivery in such multi-storied buildings which do not have mail boxes on the ground floor. Moreover, the Committee also noted that no further action on this demand is perhaps called for in view of Note No.11 provided in the Directorate letter dated 5.2.2010 which is reproduced below:

"Distance travelled means distance covered on the main roads, lanes and bye lanes. Distance travelled covered for entering various houses is included in time factor for delivery of articles."

The Staff Side was of the view that since Note No. 11 was prepared many years back in 1975-79, it does not reflect the present ground reality. This aspect may be considered by the department at the time of next review.

d) The time factor provided for travelling distance by foot and by bicycle in hilly and mountainous terrains of less congested areas needs to be relaxed in view of the extra physical efforts and timing involved in covering such areas. The staff side was informed that this aspect is under consideration by the Directorate and comments of several Circles have already been received in this regard.

(iii) **Removal of minimum cycleable distance for grant of Cycle Maintenance Allowance of Postmen:** The staff side was informed that necessary orders for grant of Cycle Maintenance Allowance irrespective of the distance covered by the Postmen have been issued by the Directorate. In view of this, the staff side agreed to close this item.

(iv) **Scheme of payment of incentive to Postmen for delivery of Speed Post articles:** The Committee was informed that the CGM, Business Development and Marketing Directorate (BD & MD) has already been requested to issue suitable instructions to all the Circles to the effect that all payments of speed post delivery incentive bills pertaining to Postmen may be cleared by 31st March, 2012. It was, therefore, decided to close this item.

(v) **Minimum and maximum area of beat to be covered on foot/bicycle during duty hours:** The staff side demanded that the Department should prescribe the maximum beat length which a Postman is supposed to travel by foot / bicycle as there are several cases in which the Postmen have to travel 30-40 kms. per day in effecting their deliveries. After discussion, the Committee felt that the incidence of abnormally long Postmen beats is primarily because of non-review of Postmen establishment in a proper manner in several Divisions. It was further decided that :

a) The Directorate will consider to issue instructions to all the Circles to ensure proper review of Postmen establishment, which should inter-alia include proper measurement of beat length, the rationalization of beats and demarcation of beats in such a way that a Postmen is not required to travel unduly long distance in his duty hours;

b) It was pointed out that the combination of beats being resorted to in the Post Offices having 4+ strength of the Postmen should be removed. After detailed discussion it was decided that Directorate will consider issue of instructions to all the Circles to the effect that combination of beats should be resorted to only by exception as it adversely impacts the delivery efficiency;

c) It was pointed out by the staff side that Postmen face difficulty in delivery of registered parcels weighing more than 5 kgms. each and EPP articles for which the maximum weight of 35 kgms. per article has been fixed. It was highlighted that either some reasonable rate and mode of conveyance for delivering EPP articles should be fixed, or the rates of coolie charges fixed in the past should be revised for efficient delivery of registered parcel. It was decided that the Directorate will consider reiterating the instructions on coolie charges to all the Circles so that the delivery of heavy parcels is not adversely affected.

Additional Points:

a) The staff side drew attention of the Committee to note at Sl.No.8 in the Directorate letter No.9-1/2005-W.S.I/PE.I dated 5.2.2010 which stipulates that "**area having a density of population of 2500 per Sq. KM may be taken as congested area**" and pointed out that the same has been incorrectly printed as it should refer to 2500 per Sq. Mile instead of 2500 per Sq. KM. They quoted a clarification received from PTC, Mysore which has cited Directorate letter dated 19.2.1975 indicating establishment norms for Postmen and defining congested area as having a density of population of 2500 per Sq. Mile. After discussion it was agreed that Directorate would examine and issue suitable amendment / corrigendum to the Note 8 of the revised norms of postmen establishment.

b) Creation of justified additional posts while implementing new system for delivery work and allowing postmen to write correct remarks for non delivery: The staff side drew attention to Item No.25 minutes of the last JCM meeting issued on 1.3.2012 wherein it is mentioned that the issue is under examination by the Postman Committee being Chaired by CGM (PLI). After discussion, the view emerged that this item is not part of Committee's mandate as the issue pertains to creation / redeployment of post which is basically a policy issue. However, the staff side mentioned that the Postmen were not able to write correct remarks for non-delivery of articles due to heavy work in the Project Arrow Offices. It was, therefore, decided that the experience gathered after implementation of Project Arrow in various Post Offices could be examined and, if required, instructions with regard to delivery could be issued by the Directorate.

3. With the deliberations and decisions as noted above, the Committee concluded its work with regard to the Terms of Reference assigned to it. The Committee, however, felt that the Establishment Division of the Directorate may ensure follow-up action on the decisions of the Committee so that the issues are taken to their logical conclusion.

4. The final meeting of the Committee ended with Vote of Thanks to the Chair.

Sd/-

(V.P. Singh)

DDG (Estt.)

Copy to:

- i) Shri S.K. Sinha, CGM, PLI
- ii) Ms. Kalpana Rajsinghot, Director (Estt. & DE)
Shri Satish Kumar, Director (Finance)
- iii) Shri Prabhu Das Xalxo, ADG (Estt.)
- iv) Mr. M. Krishnan, Secretary General, NFPE
- v) Mr. D. Theagarajan, Secretary General, FNPO
- vi) Mr. I.S. Dabas, General Secretary, AIPEU Postmen & Group 'D' / MTS
- vii) Mr. T.N. Rahate, General Secretary, NUPE Postmen & Group 'D' / MTS

Copy for information to:

Director (SR) - with reference to SR & Legal Section's letter
No.1/2/2010-SR dated 9.1.2012 on Formation of a
Committee to discuss issues relating to Postmen -
Change in its composition.

**DELAY AND IRREGULARITIES IN IMPLEMENTATION OF
MACP SCHEME - CLARIFICATION REGARDING**

Government of India
Ministry of Communications & IT
Department of Posts
(Pay Commission Cell)

Dak Bhawan, Sansad Marg,
New Delhi - 110116
Dated : 18th Oct, 2010

No. 4-7/(MACPS)/2009-PCC

All Chief Postmasters General,
All Postmasters General
General Managers (Finance)
All Directors of Accounts Postal

**Sub : DELAY AND IRREGULARITIES IN IMPLEMENTATION OF MODIFIED
ASSURED CAREER PROGRESSION SCHEME - CLARIFICATIONS regarding.**

Sir/Madam,

I am directed to refer to this Directorate's OM dated 18 Sept. 2009 communicating the detailed guidelines for implementation of Modified Assured Career Progression Scheme (MACPS) and several other clarification issued on this subject.

2. The General Secretary, All India Postal Employees Union Group 'C' has represented to the Secretary (Posts) alleging that the Modified Assured Career Progression Scheme (MACPS) is being denied to eligible official in some Circles and sought the intervention of the Directorate in clarifying the position. The contentions of the General Secretary have been examined and the following clarifications are provided for guidance and strict observance.

Sl. No.	Point on which clarification sought	Status Position
1	Eligibility of MACPS to a direct recruited Postal Assistant conferred with TBOP - It has been represented that in some Circles the directly recruited Postal Assistants who were accorded financial upgradation under one time bound promotion scheme on completion of 16 years of satisfactory service are not being given the 2 nd MACPS on the ground that the officials have not completed 10 years of service TBOP Scale/Grade with grade pay of Rs. 2800.	Attention is drawn to Para No. 28 of Annexure-I to this office OM dated 18-09-2009. It is stated that a directly recruited Postal Assistant who got one financial upgradation under TBOP Scheme after rendering 16 years of service before 01.09.2008, will become eligible to 2nd MACP on completion of 20 years of continuous service from date of entry in Government service or 10 years service in TBOP grade pay or scale or combination of both, whichever is earlier. However, financial upgradation under MACPS cannot be conferred from a date prior to 01.09.2008 and such 2 nd financial upgradation for the above referred category of officials has to be given from

		01.09.2008. They will also become eligible for 3 rd MACP on completion of 30 years of service or after rendering 10 years in 2 nd MACP, whichever is earlier.
2	<p>Eligibility of MACP to a directly recruited Postal Assistant having qualified in PO & RMS Accounts Examination and opted initially for defunct scales and later opted out of it & who have got financial upgradations under TBOP and BCR subsequently -</p> <p>The staff side has alleged that Postal Assistants who have qualified in PO & RMS examination who initially opted for defunct scale and later switched over to normal line and accorded financial upgradations under TBOP/BCR schemes are denied 3rd MACP construing that PO & RMS Accountants is 1st MACP and TBOP/BCR are off set against 2nd and 3rd MACP.</p>	<p>PO & RMS Accountants examination is a qualifying one and the Postal Assistants who have passed the examination are posted as Accountants with some special allowance. They will be continued in the cadre of Postal Assistants in the common gradation list.</p> <p>The PO & RMS Accountants who initially opted for defunct pay scale of Rs. 380-620 and later switched over to normal line of promotion in PA cadre and given financial upgradations under TBOP/BCR Schemes will become eligible for 3rd MACP under MACPS provided that they have not earned any other regular promotion and subject to rendering of 30 years of continuous service from the date of entry in the PA grade or 10 years continuous service in the BCR grade, whichever is earlier. Denial of 3rd MACP on the said ground is not in order.</p>
3	<p>Eligibility of MACP to a promoted official to PA cadre and having completed 10 years of service in PA cadre -</p> <p>It was stated by staff representatives that in some Circles, the officials who were promoted from the lower cadres to Postal Assistants and on completion of 10 years in the said Postal Assistant cadre are not considered for 2nd MACP on the plea that they have not completed 20 years of service from the date of entry in clerical cadre.</p>	<p>The attention of the Circle is drawn to Para No. 28(A)(1) in the Annexure-1. In case of a lower grade official promoted to PA cadre, having got one promotion to PA cadre before completion of 10 years of continuous service, it will be off set against 1st MACP and on rendering 10 years continuing service in the clerical grade/scale or on completion of 20 years service from the date of entry would become eligible for 2nd MACP, whichever date is earlier. However, financial upgradation under MACPS cannot be conferred from a date prior to 01.09.2008 as the scheme became operational from this date only.</p>
4	<p>No. 4-Eligibility of MACP on completion of 30 years of service from date of entry as on 01.09.2008, declining regular promotion to LSG during 2009 and 2010 -</p> <p>The General Secretary intimated that certain officials who become eligible for</p>	<p>The attention is drawn to para 25 of Annexure 1 to order on MACPS issued on 18.09.2009 providing that “if a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not stagnated due to lack of opportunities. If,</p>

	3rd MACP on 01.09.2008 are denied the same on the ground that they have declined the regular promotion to norm based LSG in 2009 and 2010.	however, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground for withdrawal of the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion and the second and the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal." Therefore, the issue raised is already covered under Para 25 and in such cases where due date of financial upgradation precedes the refusal for regular promotion, financial upgradation under MACPS shall be allowed.
5	<p>Eligibility of MCAP due on 01.09.2008 for officials due to currency of the penalty of recovery in consequence of disciplinary proceedings or disciplinary proceeding contemplated.</p> <p>The staff side represented that some Circle have not considered the cases of officials for MACP on the date of introduction on the pretext that the punishment of recovery from their pay is current or disciplinary proceedings contemplated at the time of screening of the officials by the Committees which were constituted for considering financial upgradation under MACPS.</p>	<p>Para 18 of Annexure-1 to OM dated 18.09.2009 provides that - "In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued there under." Attention of the Circle is drawn to Department of Personnel and Training OM No. 22011/2/78-Estt. (A) dated 16.02.1979 communicated in DGP&T letter no. 35-1/79-SPB-II dated 07.05.79. According to these orders, the penalty of censure or recovery of pecuniary loss are not a bar for penalty for promotion if the findings of the DPC are in favour of the employee.</p> <p>Similarly, the officials who were facing disciplinary action as one the date of actual due date of their upgradation can only be not considered.</p>

3. The Circles are requested for bringing the above position to the notice of all Divisional Heads and concerned authorities for scrupulous observance and to avoid any grievances to the officials.
4. The limits for holding of Screening Committee as provided in Para 11 of this Directorate OM of even Number dated 18.09.2009 may be strictly adhered to on concluding action of Scrutiny Committee ordered under letter of even number dated 01.09.2010.
5. This issues with the approval of competent Authority.

Sd/-
(Surender Kumar)
Assistant Director General (GDS/PCC)

General Secretary T.N. Rahate
Visits almost every month Delhi CHQ Office

The details of the visit to the CHQ office has been published regularly in 'Postal Prakash' and the problems faced by Postmen and Group 'D'/MTS were discussed in many formal meetings held with Secretary (Post), Member (P) Member (O), Member (Planning), Member (HRD), Member (PLI), Member (D) & D.D.G. (Estt.) D.D.G. (Staff) and other D.D.G., Directors, A.D.G. Officer and after much discussion the problems of Postmen and Group 'D'/MTS were solved.

Shri T.N. Rahate General Secretary attended almost all the
Circle Conference & CWC meetings

General Secretary attended AIC : (i) NU GDSAIC - Kerala; (ii) NU R-III - Pondicherry, Tamil Nadu; (iii) NU R-IV - UP (Lucknow); (iv) NAPE P-III, Kolkata (Siliguri)

Meeting with Minister

Shri Kapil Sibbal, Minister of Communication & IT.
Shri Sachin Pilot, MOS C&IT
Shri Gurudas Kamat, MOS C&IT
Shri Milind Deora, MOS C&IT

Visit

- i) General Secretary visit to U.K., London from 18-10-2010 to 23-10-2010.

General Secretary T.N. Rahate to CPMG Meeting.

- i) CPMG, PMG, T.N. Circle.
- ii) CPMG and PMG, DPS, Jharkhand Circle.
- iii) CPMG & PMG, DPS, AP Circle.
- iv) CPMG & PMG, DPS & SSPOs, Delhi Circle.
- v) CPMG, PMG, DPS, Maharashtra Circle.
- vi) CPMG & PMG, DPS HQ, Punjab Circle
- vii) CPMG & DPS Haryana Circle
- viii) CPMG, DPS (HO), Himachal Pradesh
- ix) CPMG, and DPS HO, Uttrakhand Circle
- x) CPMG Rajasthan Circle
- xi) CPMG Kolkatta Circle and PMG & DPS Kolkatta

-
- xii) CPMG & DPS (North East)
 - xiii) CPMG, DPS (HQ), Karnataka
 - xiv) CPMG & DPS Assam
 - xv) CPMG, PMGs, DPS Bihar Circle
 - xvi) CPMG & DPS Uttar Pradesh Circle
 - xvii) CPMG & PMG Madhya Pradesh Circle
 - xviii) CPMG, DPS, Gujarat Circle
 - xxi) CPMG & DPS, Jammu & Kashmir Circle
 - xx) CPMG, Chattisghar Circle

Court Case

i) **Two Advance Increments recovery** Principal CAT Filed through OM No. 690/2006. Principal CAT Decision. Order date 6-9-2006, Department of Post circulated No. 2-4/2006 - PCC date 7-11-2006.

ii) **Fixation of Postmen & Mailguard Payscale** in the revised pay scale 1997 as per OM No. 258/97/PE-7 (PCC) dated 3-7-1998, 3050 scale. W.e.f. 1-1-96 or may accordingly be upgraded on notional basis w.e.f. 1-1-96 with actual payment being made 10-10-97. **SLP admitted in Supreme Court.**

iii) **Arbitrary Change in Designation of Group D/MTS, Packers staff as Peon.**

Notice to the Government and Dept of Post through **Delhi High Court** No. 10975-76 dated. 11-7-06 No. Reply to Govt and Dept. of Posts. Advocate Shoaib Shakeel is Union's Advocate and is arguing on behalf of Union. The hearing of the case is going on.

iv) **Arbitrary Change in Designation of Stg. Postman as Postman.**

Filing of New Cases in the Court

- i) Foreign Post Office Packers and all Packers working in Post Office and RMS Office. (OA No. 2724/1992 date 3-12-97 Sep. Order dated 17-7-2000. The Order of the Tribunal was subsequently complied and a compliance report dated 22-9-2004 was filed.)
- ii) Fix up the new norms of Postmen - justification. (Door to Door walk). (Department wants Door to Door Delivery. Union wants Door to Door walk.)
- iii) Filling up of **relaxation vacancies** in the Postal Department. (Non SSC and rejected cases of non-recognition). The cases were rejected because there were not many posts in GD.

General Secretary's Informal Meeting

General Secretary's informal meeting in Dak Bhawan with **Secretary (P)** and all Members of Postal Board, Member (P), (O), (D), (HRD), (Planning), (PLI), Sr. DDGs, CGMS (MB)s, CGM (PLI), GMS, DDGs, Directors discussed many problems of the Circle's and also met MOS & IT and other ministers.

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12

Date : 11-01-2012

To,
The Secretary, DOPT,
C-112, North Block,
New Delhi-110 001

To,
The Secretary, Expenditure,
Government of India,
C-128-129, North Block, New Delhi-110 001

To,
The Cabinet Secretary
Government of India
Rashtrapati Bhawan,
New Delhi-110 001

Subject : Consideration of appropriate Grade Pay of **Rs. 2400/-**, Rs. 2800/-, Rs. 4200/- etc.
to the **promotee Group 'D'/MTS to Postman/Mail Guard/PA/SA** and
promotee postman, mail guard

Respected Sir/Madam,

First of all thanks for the introduction of uniformity that has been brought out in terms of financial upgradation by introducing the Schemes of Modified ACP by discontinuing the previous Financial upgradation Schemes viz. TBOP/BCR and ACP Scheme which were applicable to the different cadres at various stages of official career of Postal Employees.

But in the process of bringing out uniformity, gross injustice and unequal treatment has been meted out to the Departmental Employee (i.e. officials promoted from lower Cadres/Grades) which has been depicted in the table (enclosed) with the appended analysis.

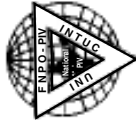
UNI

Phone : 2381 8330

F N P O

INTUC

Fax : 011-2332 1378



**NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & GROUP-D
CENTRAL HEAD QUARTERS, DELHI-110 054**

Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011

Date : 11-01-2011

- 2 -

Table showing the unequal treatment meted out to the officials promoted from lower cadre by way of Departmental Promotion Examination : Departmental Employee vis-a-vis Direct Recruitment

Departmental Employees Benefits under the Modified ACP Scheme					Direct Employees Benefits under the Modified ACP Scheme			
Entry Grade / Post / Lower Cadre with Grade Pay (Rs.)	Promotion earned by virtue of Departmental Examination in Higher Cadre and GP thereof (Rs.)	Second MACPS on completion of next 10 years service with GP Rs. 2000	Third MA CPS on completion of next 10 years service with GP Rs. 2400	Benefit after 10 years service in 2800 i.e. after completing 30 years	Postman cadre with GP Rs. (Direct Entry Grade)	First MACPS on completion of 10 years of service	Second MACPS on completion of 20 years of service	Third MACPS on completion of 30 years of service
1	2	3	4	5	6	7	8	9
Gr D Cadre with	Postman Cadre with	2400	2800	No financial benefit	2000	2400	2800	4200
GP Rs. 1800	GP Rs. 2000				Postal Asistant Cadre with GP Rs. (Direct Entry Grade)			
Postman Cadre with GP Rs. 2000	Postal Assistant	2800	4200	No financial benefit	2400	2800	4200	4600

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12**Date :** 11-01-2012**Analysis :**

1. As per provisions of the MACP Scheme, the promotions earned by an employee through the departmental promotional examination will be off set against the benefits of the said Scheme.
2. The official will be given total THREE PROMOTIONS in the entire Thirty Year's Officials career including financial up gradations and the promotions by way of Examination, if any. It means, it is restricted to three promotions.
3. If we, analyze the above tabular facts, particularly column No. 4 and 8 where the Grade Pay admissible at the end of Thirty years service is given for Promotee and Direct officials. The Departmental employee of Group D Cadre promoted to Postman Cadre at the end of thirty years' official career is end up with the Grade Pay of Rs. 2800/- (Col. No. 4) whereas the Direct official of Postman Cadre with Grade Pay of Rs. 4200/- (Col No. 8). Similarly, the Departmental Employee of Postman Cadre promoted to Postal Assistant Cadre at the end of thirty years' official career end up with the Grade Pay of Rs. 4200/- (Col No. 4) whereas the Direct official of Postman Cadre with Grade Pay of Rs. 4600/- (Col. No. 8). This could happen because, the promotions earned by an employee by way of Departmental Examination has been counted and ordered to be off set against the benefits of Modified ACP Scheme without any rhyme or reason lacking discernible sense or logic. The main culprit behind all this inequality and disparity is this counting feature of this Modified ACP Scheme.

Why it is unjustified and the difference between other promotions and promotions by way of Departmental Examination

1. The promotion earned by the employee concerned is by way of Departmental Examination and not offered by the Department like regular promotions which is based on seniority cum fitness basis.

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12 **Date :** 11-01-2012

2. The promotions earned is Cadre change alongwith responsibility (from Group 'D' to Postman and from Postman to Postal Assistant i.e. from lower cadre to higher cadre) unlike the Financial Upgradations under the various scheme viz. TBOP/BCR and earlier ACP Scheme where there is no any responsibility involved on account of receiving it.
3. To count one's own promotion earned by hard labour and industry goes against the principle of natural justice and smacks of partiality which has been resulted into unequal treatment to the Departmental Employee vis-a-vis Direct Recruitment.
4. Moreover, the service rendered by the Promotee employee at the end of thirty years service starting from the promotional cadre is less than the Direct Recruitment? Only because he has been promoted from lower cadre, is he not eligible to receive equal treatment at the hands of such financial upgradation Schemes of any type.
5. This has been resulted into clear cut dichotomy between Direct and Departmental Employee and putting the Departmental Employee in a disadvantageous position vis-a-vis Direct Recruitment without any justified and logical reason.
6. Any Government Employee in absence of any promotion in the existing lower cadre appear for the departmental promotional examination so that, he may get promotion in the higher cadre. If this promotion is going to be counted and off set against the benefits of any financial upgradation of any form, then it will result into great discouragement for the prospective employee who desire to appear for the examination. Secondly, this is onslaught on his urge to seek any betterment through departmental examination. Therefore, it is unjustified and unwarranted.

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12**Date :** 11-01-2012

7. If we take into consideration the chief characteristics of the promotion earned by way of examination, it is rather a FUNCTIONAL UPGRADATION with CADRE CHANGE and not FINANCIAL UPGRADATION as the present Scheme stand for. If two promotions are not on equal footing in any way, then why the FUNCTIONAL promotion has been counted at the time of granting the FINANCIAL UPGRADATION is beyond logic and reason.
8. It is pertinent to point out here that, under the provisions of the TBOP/BCR and earlier ACP Scheme, the service counted for the benefit of the said Schemes was the Entry Grade of the Promotional Cadre and not from the Grade of the lower cadre wherefrom the employee got promoted. Also the said Schemes never counted the earlier promotions earned by way of Departmental Examination. Then why this Modified ACP Scheme has taken into consideration the earlier promotions and the service rendered in the lower cadre before promotion in the higher Cadre is frustrated the straight logic.

Therefore the betterment and welfare of the entire Departmental Employee we demand and desire as follows so that the injustice and discrimination practiced towards them is eliminated altogether :

1. The promotion earned/acquired by way of Departmental Examination should not be counted and off set against the benefits of Modified ACP Scheme
2. Equal treatment vis-a-vis the Directly Recruited Employee.
3. Benefits of the this Scheme should be granted from the Entry Grade of the Promotional Post and not from the Entry Grade of the post joined directly as a Direct Recruited Employee ignoring the acquired promotion.
4. The counting of the Qualified Service to grant the benefit of Modified ACP

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Scheme starting from the Grade of the Promotional Post and not from the Grade of the lower cadre wherefrom the employee got promoted.

5. There can be restrictions to offer the THREE PROMOTIONS as FINANCIAL UP GRADATIONS to any employee as outlined in the Scheme on the part of the Government. But how can there be restrictions to acquire more than three promotions during the entire official career taking into considerations the promotion earned by him way of Departmental Examination is beyond logic. It is sheer discouragement which is not conducive to the overall personal development of any individual employee. So, it should be debarred from consideration and counting.

It is observed that there is some misconception regarding the promotion granted to Group 'D'/MTS to Postman, Mail Guard cadre, PA/SA cadre, Postman to PA/SA cadre before 1-9-2009. In fact these **officials were not knowing** that the VIth CPC will revise the period of financial upgradation from 16/26 to 10,20,30 years (MACPS I,II,III). Now as per conditions prescribed to earn MACP I,II,III financial upgradation the official has to work in the same grade for 10, 20 and 30 years. This is adversely spelling on the emoluments of the staff recruited earlier and were given TBOP & BCR financial upgradation. This is so, because while computing MACP Financial Upgradation, the earlier financial upgradation of TBOP & BCR are taken for calculating financial upgradation of the MACP's.

To illustrate this the following example is given -

Group 'D'/MTS	Promoted to Postman Cadre	Remark
TS Pay + 1800	TS Pay + 2000	Benefits of Rs. 200

In the above example, the Group 'D'/MTS might have spent more than three years to appear for the examination. So these three years are taken as first financial upgradation of the official. Supposing he spends above sixteen years in the Postman cadre he is deemed to have earned second MACP after spending 3+16 years = 19 years.

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12**Date :** 11-01-2012

If the said official is a BCR official in Postman cadre the total length of service spent will be $3+26 = 29$ years to make him eligible for **IIIrd MACP** he will have to work in the same Grade atleast for ten years. So, he will get **IIIrd MACP after 39 years of service**. This appears unreasonable. The matter regarding granting of MACP financial upgradation has thus become unreasonable.

- Whatever earlier promotions were granted from Group 'D'/MTS to Postman, Mailguard to PA, SA before Order issued MACP before should **not be computed as financial upgradation**.
- The financial upgradation may be given to the relevant officials by giving them the consideration of length of service including rendered before 31-8-2008.
- The intention of the VIth CPC appears to be giving 'financial upgradation' to the eligible officials. Thus there will be no loss of active service given by an official before 1-9-2008.
- There is also a confusion over the terms promotions and financial upgradation for example a Group 'D'/MTS or Postman comes up in the higher cadre of Postman, PA/SA by appearing for the examination with his own efforts and labour. There is no any supporting aid from the Administration for his labour and hard work. Consequently, to consider the said promotion as MACP is not appealing when a Group 'D'/MTS is promoted to the Postman cadre he is given **Grade Pay Rs. 2000/-** and to the SA/PA cadre he is given **Grade Pay Rs. 2400/-** resulting in a loss of **Rs. 400/-** to the said **promotee postman**.

When a promotee postman completes 30 years of service his loss is **Rs. 1400/-** in Grade Pay.

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12**Date :** 11-01-2012

The Union therefore demands that -

1. (MTS/Postman/PA/SA) from the same **cadre should get all the three MACP** after **completing 10, 20, 30** years of service and not after completing the total number of years of service.
2. So the Union suggest that when a Group 'D'/MTS is promoted before 1-9-2008 the Postman must get **Rs. 2400/- Grade Pay** from 1-9-2008 and if he is promoted after 1-9-2008 he must get Rs. 2400/- Grade Pay. (After 1-9-2008 those who are promotee from MTS to Postman should be given Grade Pay Rs. 2400/- and MTS, Postman to PA should be given Grade Pay 2800/-. Pay fixation should be given from the **date of promotee posting**.) If it is thought financial upgradation. Similarly, when Postman is coming from TBOP promotion he should get **Rs. 2800/- Grade Pay** and a promotee postman completing 30 years of services may be given MACP III **Rs. 4200 Grade Pay**.
3. MACP should be given after completing 10, 20, 30 years of service. Promotee (MTS to Postman, Mailguard to PA/SA are not getting MACP II or III. So all the promotees who were promoted before or on 1-9-2008 or on the date MACP Order was issued should be given one time relaxation and all the cadres should be given MACP after completing 10, 20, 30 years of service. Service Rules should be made applicable to those who are promoted after MACP Order,

Madam, since the employee in Group 'D'/MTS and Postman cadre also in PA/SA cadre did not have any pre-knowledge that the VIth CPC will recommend financial upgradation after 10, 20, 30 years the earlier officials prior to 1-9-2008 have been put to a loss of Rs. 1400/- per month. This loss is a recurring loss affecting the future pensionary benefits for lifetime.

U.N.I.

F.N.P.O.

I.N.T.U.C

National Union of Postal Employees Postmen & Group-D/MTS

(Recognised by Government of India)

Central Head Quarters, Delhi-110 054

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Ref. No.: NU/P-IV/MACP/Promotee/Postman, PA, SA/2/2011-12

Date : 11-01-2012

Union has no objection to make applicable the MACP I, II, III Scheme for the recruits taken in Government Service after 1-9-2008.

It is hoped that the issue will be kindly taken up by your kind Honour with the DOPT and other concerned Authorities to mitigate the injustice done to honest and sincere and hardworking Group 'D'/MTS, Postman, PA & SA staff. The Union also assures the full cooperation in the matter after getting a line in reply from your end.

Thanking you,

Yours Sincerely

Sd/-

(T.N. RAHATE)

General Secretary and
President FNPO

CC for information and necessary action

1. Shri Manmohan Singh
Prime Minister of India,
2. Shri Kapil Sibal
MOC & IT
3. Shri Sachin Pilot
MOS & IT

CC for information

4. Secretary General, FNPO
5. Staff Side Secretary, NJCM
6. All General Secretary (FNPO)
7. All Circle Secretary, NUPE P-IV

No. 25-20/2008-PE.I
Ministry of Communications & IT
Department of Posts
(Establishment Division)

Dak Bhawan, Sansad Marg,
New Delhi - 110 001
Dated : 12th July, 2011

To,
All Heads of Circles,

Subject : Change in designation of Sorting Postman - Clarification.

Sir/Madam,

Please refer to this Directorate's letter of even number dated 04.05.2011 vide which the post of Sorting Postman has been re-designated as Postman and both Postman and Sorting Postman have been given a common generic designation of Postman.

2. During the meetings of the Staff Federations with the Secretary (Posts), the Federations have raised following issues in connection with the implementation of the ibid order in the fields.

(i) Circles are either abolishing or redeploying the posts of Sorting Postman. Such posts may be restored.

(ii) All the Postmen are being put on the job of Beat Sorting at a time.

3. This is wrong interpretation and implementation of the said Order of the Directorate. Nowhere in the Order is it mentioned that posts of Sorting Postman are either to be abolished or redeployed and all the Postmen are to be put on the Beat Sorting work at a time. In fact, the Order is very lucid that post of Sorting Postman is re-designated as Postman and both Sorting Postman and Postman will have common generic designation of Postman. Therefore, such abolished or redeployed posts of Sorting Postman may be restored immediately. The designation of the existing Sorting Postman may not be changed.

4. Further, in the third para of the aforesaid Order, it is indicated that concerned Divisional Head or Sr.. Postmaster has to work out the exact requirement of Postmen

required for Beat Sorting on the basis of the total number of un-registered mail received for delivery as per the existing norms. Hence, concerned authorities in the Division have to decide the number of Postmen to be put on the Beat Sorting job in the basis of existing norms. Thus, all the Postmen are not to be put on the Beat Sorting work at a time. Rather, each one of them should be assigned the said job on turn-by-turn basis while observing the existing norms.

5. Further, the number of postmen deployed for Beat Sorting should be to ensure that Beat Sorting is completed one hour before the postmen leave for delivery so that necessary documentations and procedural requirement could be completed, which are necessary for carrying out the delivery effectively.

6. It is therefore, requested to please look into the issue personally and ensure correct and effective implementation of the Directorate's Order dated 04.05.2011.

7. It may please be accorded Top Priority.

This issues with the approval of the Competent Authority

Yours Sincerely,
Sd/-
(Prabhu Das Xaixo)
ADG (Estt.1)

1. EA to Secretary (Posts), Sr. PPS to Secretary (P)
2. PPS to Member (P)/Member (O)/Member (Tech.)/Member (HRD)/Member (Plg.)/Member (PLI)
3. JS & FA/CGM (BD)/CGM (MB)/CGM (PLI)
4. Secretary, Postal Services Board
5. All DDsG in Postal Directorate
6. Director, Postal Staff College, Ghaziabad
7. All Directors, Postal Training Centres.
8. Director General, P&T Audit, Civil Lines, Delhi-110054
9. Director of Accounts Postal, Civil Lines, Delhi-110054
10. All Directors of Accounts Postal, all Circles.
11. C&A (PB)/SPG/GA Sections, Postal Directorate
12. All Recognised Service Associations/Unions
13. Guard File

No 60-10/2011-SPB-I
Government of India
Ministry of Communications & IT
Department of Posts

Dak Bhawan, New Delhi - 110116

Date the 26th July, 2011

To

1. All Chief Postmasters General.
2. All Postmasters General.
3. Director, Postal Staff College, Ghaziabad, U.P.
4. Chief General Manager, Postal Life Insurance Directorate.
Chanakyapuri, N. Delhi.
5. Director, Postal Life Insurance, Kolkata.
6. All Directors, Postal Training Centres.

Subject : Increase in the number of chances to appear in the Limited Departmental Competitive Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant.

Sir/Madam,

I am directed to refer to the Directorates Letter No. 37-63/98-SPB-I (Pt) dated 20/26.8.1999 regarding increasing the number of chances to appear in the Limited Departmental Competitive Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant from 5 to 6. The matter has since been reviewed and it has been decided by the competent authority to increase the number of chances for OC candidates to appear in the Limited Departmental Competitive Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant from 6 to 8. It has also been decided to increase the chances for SC/ST candidates to appear in the said examination to 10 provided there are vacancies reserved for candidates belonging to SC/ST and in case any SC/ST candidate is appointed on the basis of his/her 9th or 10th chance he/she shall be appointed against the vacancy reserved for SC/ST, as the case may be, irrespective of his/her merit in the examination.

2. It is requested that these instructions may be given wide publicity immediately.

Copy to:

1. DDG (R&P)
2. All Office Unions/Associations

Sd/-
(B.P. Sridevi)
Director (Staff)

Yours faithfully

Sd/-
(B.P. Sridevi)
Director (Staff)

Government of India
Ministry of Communications & IT
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg,
New Delhi - 110 001

No. 18/03/2011-SR

Dated the 28th July, 2011

To

Heads of all Circles.

Subject : Clarification regarding giving option for alteration/withdrawal or inclusion of new membership of service associations/unions in the month of April each year to be made effective from the month of July of that year.

Sir/Madam,

I am directed to refer to the Department's letter no. 13-1/93-SR dated 25.02.1994 circulating Department of Personnel & Training's OM No. 2/10/80-JCA dated 31.01.1994 regarding procedure for verification of membership of associations for the purpose of recognition under CCS (RSA) Rules, 1993. In accordance with instructions contained in said OM, option, if any, for alteration, withdrawal or inclusion of new members is to be given in the month of April each year to DDO or any other designated authority.

2. The Department, vide letter No. 13/01/2010-SR dated 18.02.2010, modified 'letter of authorization' prescribed by the DOPT specifically in order to comply with the directions of the Hon'ble Court of Madras given in Writ Petitions No. 4704-4707 of 1999 and Contempt Petition No. 950/09. The modified 'letter of authorization' was endorsed with signature of Director (SR & Legal) with an objective to rule out the possibility of using the old forms bearing the signatures of the employees, as some of the associations had complained about it. The signature of Director (SR & Legal) has no relevance in regard to letters of authorization which may be used for change of option or for seeking new membership in the month of April every year.

3. All the 'letter of authorization' whether bearing Director (SR & Legal)'s signature or not, applied during the month of April may be considered as per the standing instructions and in view of the clarification in the preceding paragraph.

(Subhash Chander)
Director (SR & Legal)

Copy to All Unions/Associations.

Details of General Secretary Letters to DG/Secretary (P) and Department of Posts, All Circle and other departments from the year January 2010 to September 2011

January 2010 to August 2010

Please refer for all the letters dated from January 2010 to August 2010 published in the souvenir during CWC Trivandrum for details. The CWC was held on 21st to 23rd September 2010.

September 2010 to February 2011

Please refer for all the letters dated from September 2010 to February 2011 published in the souvenir during CWC Pondicherry for details. The CWC was held on 10th to 12th March 2011.

March 2011 to September 2011

Please refer for all the letters dated from March 2011 to September 2011 published in the souvenir during CWC Jammu for details. The CWC was held on 19th to 21st October, 2011.

October 2011 to March 2012

General Secretary Letters to DG/Secretary (P) and Department of Posts

1. NU/P-IV/Cadre Re-structuring/7/2010 dt. .05-10-2011 To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Kind Attention : Shri Salim Haque, DDG (P) & Chairman Cadre Re-structuring Committee. Subject :** Proposal for Cadre re-structuring for Postman and Group 'D'/MTS Staff.
2. NU/P-IV/Suggestions/Pondicherry Div/TNC/1/2011 dt. 15-10-2011. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Facility of parcel booking centre specially for Fab India Pvt. Ltd., Pondicherry - reg..
3. No. NU/P-IV/CHQ/Dy.GS/1/2011 dt. 25.10.2011. To The Secretary (P), Department of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Filing vacant post of Dy. G.S. NUPE, P-IV CHQ.
4. NU/P-IV/LGO/3/2011 dt. 25.10.2011. To The Secretary (P), Dept. of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Request to cancel the LGO examination conducted on 16.10.2011 in Circle irregularities occupied
5. No. NU/P-IV/CHQ/CWC/Resolution/4/2011 Date : 25.10.2011. To The Secretary (P), Department of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Resolutions passed in CWC of NUPE, Postmen and Gr. 'D' / MTS CHQ held at Sant Ravidas Sabha, Bhishan J&K Circle during 19th to 21st Oct. 2011.

6. No. NU/P-IV/CHQ/Dy.GS/1/2011 dt. 25.10.2011. To The Secretary (P), Department of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Filing vacant post of Dy. G.S. NUPE, P-IV CHQ.
7. NU/P-IV/LGO/3/2011 dt. 25.10.2011. To The Secretary (P), Dept. of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Request to cancel the LGO examination conducted on 16.10.2011 in Circle irregularities occupied
8. No. NU/P-IV/CHQ/CWC/Resolution/4/2011 Date : 25.10.2011. To The Secretary (P), Department of Post, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Resolutions passed in CWC of NUPE, Postmen and Gr. 'D' / MTS CHQ held at Sant Ravidas Sabha, Bhishan J&K Circle during 19th to 21st Oct. 2011.
9. No. FNPO/Corruption/Govt. Money Laundering/Bihar/2/2011-12 Dated 12.11.2011. To The Secretary (P), Deptt. Of Posts Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Mal-administration and financial laundering of Govt. money in Bihar Circle alongwith rampant corruption. Ref : This Unions letter of even No. dt. 14.6.2011
10. NU/P-IV/Gen./Har/1/2-11 dt. 12.11.2011. To The Secretary (P) , Dept. of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Issue of instruction to the CPMG Haryana Circle to cause to hold regular channel of meeting by the DPS with the Union representative.
11. NU/P-IV/Problems of Jammu & Kashmir Circle/1/2011 dt. 12.11.2011. To The Secretary (P) , Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Problems of Postal Employees in Jammu & Kashmir Circle
12. NU/P-IV/Increase/allowances/1/2011 dt. 12.11.2011. To The Secretary (P), Dop, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Delay in implementation of the recommendation by the VI CPC regarding increase in allowances.
13. NU/P-IV/False allegation/Raj Circle/1/2011 dt. 12.11.2011, To The Secretary (P) , Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : False allegations levelled against the office bearers of NUPE, P-IV Union Rajasthan Circle - regarding
14. NU/P-IV/Suggestion/advances/1/2011 dt. 12.11.2011. To The Secretary (P) , Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : To make separate provision in the fund for advances to Postman and Group 'D' / MTS employees regarding scooter / computer etc. advances.
15. NU/P-IV/Problems of Kerala Circle/1/2011 dt. 12.11.2011. To The Secretary (P), Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Request for mitigation of the problems of Kerala Circle
16. Ref. No. NU/P-IV/Suggestion/Advance/1/2012 Date : 30.1.2012. To The Secretary (P), Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : To make separate provision in the fund for advance to Postman and Group 'D' MTS Employees regarding scooter/ computer etc. advances.
17. Ref. No. FNPO/Payment of Messing allowance/J&K/7/2012 Date : 30.1.2012. To The Secretary (P), Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Payment of messing allowance to non-migrate employees working in Kashmir valley.

18. NU/P-IV/MTS Norms/1/2012 Date : 13.02.2012. To The Secretary (P) , Dept. of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Norms of work regarding MTS Group 'C' Cadre.
19. NU/P-IV/MTS Norms/1/2012 Date : 13.02.2012. To The Secretary (P), Dept. of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Norms of work regarding MTS Group 'C' Cadre
20. NU/P-IV/18th/AIC/05/2011-12 dt. 15-02-2011. To, The Secretary, Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : 18th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Gujarat Circle, Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110 from 29th April, 2012 to 1st May, 2012.**
21. NU/P-IV/18th/AIC/22/2011-12 dt. 25-03-2012. To, The Secretary, Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : 18th AIC & CWC of NUPE Postmen & Group 'D'/MTS in Gujarat Circle, Chaudhary Vishrantigrah, Koteswar Road, Opp. Hospital, Ambaji, Taluka Danta, Dist. Banaskanta, Gujarat-385110 from 29th April, 2012 to 1st May, 2012**
22. FNPO/Caretaker Allowance/2012. dt. 02-03-2012. To, The Secretary, Departments of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Payment of Caretaking Allowance to the Caretakers of Government Buildings hired or owned by the Government following the recommendations of 6th CPC. Ref.: Government of India, Ministry of Finance, Department of Expenditure No. F. No. 7/(21)/2008-E III (A) New Delhi Dated 22nd September 2008.**
23. FNPO/Implementation of Order/Administrative Cadre/1/2012. dt. 13-03-2012. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Implementation of Order No. 2-24/2011 - SPG GOI, Ministry of Communication & IT, Department of Posts, (Personnel Division), New Delhi, dated 11-1-2012 issued by Director (Staff) and other Transfer Posting Order**
24. FNPO/Injustice/Sunilchand/Delhi E Division/1/2012. dt. 16-03-2012. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Injustice done to EDA Shri Sunilchand Mathur in delaying his regular appointment as GDS.**
25. FNPO/CRC/2012. dt. 17-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi. **Subject : Appointment on Compassionate Ground - Case of Non-SSC Candidate.**
26. FNPO/NU 'C'/Rajasthan/2012. dt. 16-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Request for Vigilance Enquiry from Directorate, Dak Bhawan or CVC in case of illegal action taken by SPOs Bhilwara against Circle Secretary NUPE Group 'C', Rajasthan Circle, Shri R.K. Mina.**
27. FNPO/Haryana/Meetings/2012. dt. 17-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Non-holding of meetings with Unions representatives - Case of Haryana Circle.**
28. FNPO/Caretaking Allowance/2012. 19-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Payment of Caretaking Allowance to the**

Caretakers of Government Buildings hired or owned by Government following the recommendations of the Sixth Central Pay Commission. **Ref.:** Government of India, Ministry of Finance, Department of Expenditure, Order No. F.No. 7(21)/2008-E-III (A), Dated 22nd September, 2008.

29. FNPO/IPS Probationers/2012. dt. 19-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Protest for Stepmotherly treatment to FNPO - Case of non-invitation for Interaction with the IPS Probationers on dated 7-3-2012 at Postal Staff College, Ghaziabad, (Rafi Ahmed Kidwai National Postal Academy).
30. FNPO/Sahaliyat/Dak Bhawan/2012. dt. 22-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Request to update and regular **SAHULIYAT** Website.
31. FNPO/Gujarat/CRC/BLS/2012. dt. 26-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Appointment on Compassionate Ground - Case of Baldevbhai S/o Late Shri L.B. Senma, Ex-Postman, Ahmedabad GPO.
32. FNPO/GDS Appointment/Supreme Court Case/2012. dt. 29-03-2012. To, The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi. **Subject :** Supreme Court Judgement in case of Appointments, Selection of EDDA. **Ref.:** II case - Law Section SL No. 23, Union of India and others Vs. Bikash Kuanar, 3/2007, SwamynewS 68, 2006 SCC (L&S) 1937 - (10-10-2006) CA No. 4388 of 2006.
33. NU/P-IV/MP/Periodical Meetings/2012. dt. 29-03-2012. To, The Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Non-holding of periodical meetings at CPMG & PMG level.
34. NU/P-IV/Violation of Rule/SSPOs/Nashik Division/1/2011 dt. 15-10-2011. To, Smt. Radhika Doraiswami, IPS, Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Violation of Rules by the **SSPO's Nashik Division**, Nashik-422 001, Maharashtra Circle - Case of **Shri A.D. Wakare, Ex-Postman, Ojhar, Nashik Division**.
35. NU/P-IV/Mumbai City (E) Division/3/2011 dt. 15-10-2011. To, Smt. Radhika Doraiswami, IPS, Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Fawn and favour openly exhibited by the **SSPO's Mumbai City East Division** in official dealing with FNPO and NFPE - Case of Mumbai Region in Maharashtra Circle.
36. NU/P-IV/Compassionate Appointment/Non SSC/5/2011 dt. 15-10-2011. To, Smt. Radhika Doraiswami, IPS, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** To clear the backlog in filling up the vacancies on account of **Compassionate Ground** for the period from the **years 2005 to 2010-11** - regarding.
37. NU/P-IV/Blatant violation/Raj. Circle/1/2011 dt. 12.11.2011. To Smt. Manjula Parashar, IPS, Secretary (P), Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi 110 001. Sub : Blatant violation of all the ethics and union constitution by the AIPEU (All India Postmen and Group 'D'/ MTS Union) Rajasthan Circle Union - regarding.
38. NU/P-IV/Guidelines/Non delivery of overload articles/1/2011 dt. 21.11.2011. To Smt. Manjula Prasher, Secretary (P), Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi 110 001. Sub: Request for issue of guidelines / instructions in case of non delivery of the excessive mail

delivery of which is stretched beyond prescribed duty hours and the returned of such postal mail to the office becomes unavoidable.

39. NU/P-IV/Confusing of Instruction/RCM/2012 dt. 03.01.2012. To Smt Manjula Prasher, IPS, Secretary (P), Department of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Confusing instructions in the manner of delivery of contending passport, Driving Licence, Postal articles.
40. Ref. No. FNPO/Corruption/Gulbarga Divn./KTK Circle/1/2012 Date : 30.01.2012. To Smt. Manjula Prashar, IPS, Secretary (P), Dept. of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Alleged rampant corruption by the SSPO's Gulbarga Division, Karnataka Circle - Case of Shri D. Kalyan Rao.
41. NU/P-IV/Invitation, AIC/11/11-12. dt. 25-03-2012. To, Smt. Manjula Prasher, Secretary (P), Dept. of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation.**
42. FNPO/Assam/DPS/2012. dt. 09-03-2012. To, Smt. Manjula Parashar, Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Request for vigilance enquiry - Case of Power Corruption of DPS (HQ), Assam Circle**
43. NU/P-IV/Enquiry/Investigation/STSO/JTSO/1/2012. dt. 16-03-2012. To, Smt. Manjula Prashar, IPS, Secretary (P), Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Enquiry/Investigation of alleged corruption against Senior Time Scale Officers/Junior Time Scale Officers/Gazetted Officers and others to be done by the designated Officers in the CO and Directorate, New Delhi, Dak Bhawan.**
44. NU/P-IV/MH/Closer SO/BO/2011-12. dt. 21-03-2012. To, Smt. Manjula Parasher, IPS, Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Request to drop CPMG, Maharashtra Circle, Proposal No. Union/2-2/92/RCM/2011 dated 20-12-2011**
45. NU/P-IV/Invitation, AIC/12/11-12. dt. 25-03-2012. To, Smt. Yashodhar Menon, Member (P), Dept. of Posts, Dak Bhawan, New Delhi-110 001. **Invitation.**
46. NU/P-IV/Invitation, AIC/15/11-12. dt. 25-03-2012. To, Smt.P. Gopinath P, Member (HRD), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation.**
47. NU/P-IV/Cadre Re-structuring/8/2011 dt. 05-10-2011. To, Shri Salim Haque, IPS, DDG (P) and Chairman, Cadre Re-structuring Committee, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject : Proposal for cadre restructuring. Case of Postman, Group 'D'/MTS Staff.**
48. NU/P-IV/Cadre Re-Structuring / 9/ 2011 Dated 12.11.2011. To Shri Salim Haque, IPS, DDG (P) & Chairman, Cadre Re-Structuring Committee, Dak Bhawan, Sansad Marg, New Delhi 110 001. Sub : Proposal for cadre re-structuring case of Postman, Group 'D'/MTS Staff.
49. Ref. No. NUPE/P-IV/Irregular appointment/GDS/Nanded Div/M.H. Circle/1/2012 Date : 30.01.2012. To Smt. Yashodhara Menon, IPS, Member Postal Service Board, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Suspicious and delayed action regarding irregular GDS appointment by the ASP/SP Nanded Division, Nanded 431 602
50. NU/P-IV/RTI Act 2005/1/2010 Date : 15.02.2012. To The Central Public Information Officer, O/o. The Secretary, Dept. of Posts, Dak Bhavan, Sansad Marg, New Delhi 110 001. Sub : Information under RTI Act 2005
51. NU/P-IV/Invitation, AIC/14/11-12. dt. 25-03-2012. To, **Smt. Suneeta Trivedi**, Member (Development), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation.**

52. NU/P-IV/Invitation, AIC/13/11-12. dt. 25-03-2012. To, **Shri Santoshji Gauriar**, Member (O), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation.**
53. NU/P-IV/Bihar/2012. dt. 19-03-2012. To, Shri Subhash Chander, Director (SR & Legal), 319, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Subject :** Request for issue of necessary instructions in R/O dealing with Union Membership issues - Case of Bihar Circle
54. Ref. No. NU/P-IV/Spl. Meeting/Postman problems/6/2012 Date : 20.01.2012. To Shri S.K. Sinha, Chairman, Postmen related issues committee, CGM, PLI, O/o. Chanakyapuri Post Office Complex, New Delhi 110 021. Sub : Postmen related issues placed before new Chairman Shri S.K. Sinha, CGM, PLI.
55. NU/P-IV/P'men issue/7/2012 Date : 15.02.2012. To (i) Shri S.K. Sinha, IPS, Chairman, Postmen related issues committee, C.G.M. (PLI) , O/o. Chanakyapuri P.O. Complex, New Delhi 110 001. (ii) Shri V.P. Singh IPS, DDG (Estt.), Dak Bhawan, Sansad Marg, New Delhi 110 001. Sub : Postmen related issues placed before new Chairman, Shri S.K. Sinha, IPS, CGM, PLI & DDG (Estt.) and other related officers and Lacuna in Postmen norms in study report (ISWU).
56. NU/P-IV/Invitation, AIC/21/11-12. dt. 25-03-2012. To, Col. Kamleshwar Prasad, Member (D), Postal Board, Dak Bhawan, Sansad Marg, New Delhi-110 001. **Invitation.**

Andhra Pradesh Circle

1. NU/P-IV/Arrear to MMS Substitute/AP/1/2011 dt. 12.11.2011. To The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad 500 001. Sub : Non payment of substitute MMS Driver the arrears as per the revised scale of Rs.7100/- recommended by the VI CPC.
2. FNPO/AP/Strike/2012. dt. 17-03-2012. To, The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad-500 001. **Subject :** Request to drop Chargesheet issued **under Rule 16** - Case of **Shri K. Rajababu**, Sorting Postman, Akkyapalem SO, Visakhapatnam Division. **Ref.:** SSPOs, Visakhapatnam Memo No. INV/3-1/1/2011-12 dated 13-2-2012.
3. FNPO/Substitute MMS/2012. dt. 17-03-2012. To, The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad-500 001. **Subject :** Non-drawal of upgraded pay of Rs. 7100/- to the Substitutes working on place of MSS Drivers.
4. NU/P-IV/AP/Sardarali/2012. dt. 19-03-2012. To, The Chief Postmaster General, Andhra Pradesh Circle, Hyderabad. **Subject :** Fixation of Pay Case of Shri Sardarali, Postman, K.M. College SO.

Assam Circle

1. NU/P-IV/New Membership/Authority Letter/2012. dt. 05-03-2012. To, The Chief Postmaster General, Assam Circle, 4th Floor, Meghdoot Bhawan, Panbazar, Guwahati-781001. **Subject :** Authority Letter to Sign Authorisation Letters of NUPE Postmen & Group 'D'/MTS Union - Case of Guwahati Division.
2. FNPO/Casual Labour/Promotion/2012. dt. 07-03-2012. To, The Chief Postmaster General, Assam Circle, 4th Floor, Meghdoot Bhawan, Panbazar, Guwahati-781001. **Subject :** Promotion to **Part Time Casual Labour** as MTS - Case of **Smt. Munni Basfore, Safaiwala, Holiday Home, Guwahati.**

3. FNPO/Assam/Harassment/NCM/2012. dt. 02-03-2012. To, The Chief Postmaster General, Assam Circle, 4th Floor, Meghdoot Bhawan, Panbazar, Guwahati-781001. **Subject :** Request for consideration - Case of retention at CO Assam of **Shri Nipen Chandra Mahanta**, S.G. Daftary and Caretaker of Postal Holiday Home, Guwahati. **Ref.:** Your Office Order No. Staff/CO/Gr. D/Misc./07 dt. 05-06-2009.
4. FNPO/One Time Finalisation/Casual Labour/1/2012. dt. 27-02-2012. To, Shri Manojkumar, IPS, Chief Postmaster General, Assam Circle, (Chairman Casual Labour Committee), Guwahati. **Subject :** One time finalisation for **absorbing casual labours**, part time/full time, contingency employee etc in Group 'D'/MTS cadre and upgrading them to the regular PBs.

Bihar Circle

1. NU/P-IV/Trade Union Facility/Sitamarhi/Bihar/1/2011 dt. 11-10-2011. To The Chief Postmaster General, Bihar Circle, Patna GPO Complex, Patna-800001. **Subject :** To provide Trade Union facility as per the Constitution to the Union Executive/Office Bearer NUPE P-IV at Bihar Circle - regarding.
2. No. NUPEP-IV/Kit item/Patna/1/2011-12 Dated 12.11.2011. To Smt. Kavery Banarjee, The Chief Postmaster General, Bihar Circle, GPO Complex, Patna -800 001. Sub : Request for timely supply of kit items
3. No. FNPO/Corruption/Govt.Money Laundering/Bihar/2/2011-12 dated 12.11.2011. To Smt. Kaveri Banerjee, Chief Postmaster General, Bihar Circle, GPO Complex, Patna-800 001. Sub : Maladministration and financial laundering of Govt. Money in Bihar Circle along with Zampat Corruption. Ref : This Unions letter of even No. dated 14.06.2011.
4. No. FNPO/Non-implementation of Order CAT/Patna Bench/ Saharsa/2/2011 dt. 12.11.2011. To Smt. Kaveri Banerjee, Chief Postmaster General, Bihar Circle, GPO Complex, Patna-800 001. Sub : Non compliance of order of Hon'ble CAT Patna Bench by postal administration of Saharsa Division - Case of Shri Ram Milan Singh GDS BPM Mainigram B.O. under Mahishi S.O. Saharsa Division of Bihar Circle
5. NU/P-IV/Gen./CHQ/1/2011 dt. 21.11.2011. To Shri Sadullah Palvi, Divisional Secretary, NUPE P-IV, Patna Division, Patna - 4
6. NU/P-IV/Stepping up/Hoshangabad/M.P./1/2011 dt. 28.11.2011. To The Chief Postmaster General, M.P. Circle,
7. Bhopal-462012. Sub : Stepping up pay of Senior Direct recruit appointed before 01.01.2006 with Junior direct recruited official appointed on or after 01.01.2006 case of Ramvilal Gurjer Postman, Harda H.O. 461331, Hoshangabad Division in M.P. Circle

Chattisgarh Circle

1. NU/P-IV/Non Circulation of elected office bearers/1/2011 dt. 21.11.2011. To The Chief Postmaster General, Chhatisgarh Circle, Raipur-492001. Sub : Approval to the Division Union of Postman and Group 'D' and MTS (NUPE P-IV) of Chhatisgarh Circle.

Delhi Circle

1. NU/P-IV/Improper Behaviour/SPM/Sahadra/DE Div/1/2011 dt. 15-10-2011. To, Shri Adnan Ahmed, IPS, Director, Postal Services, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110 001. **Subject : The improper behaviour of SPM, Sahadra and alleged corrupt action.**
2. NU/P-IV/Delhi CC/2011 dt. 14-10-2011. To, The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110 001. **Subject : CHQ approval to newly elected Circle Body of NUPE P-IV of Delhi Circle Conference held on 12-10-2011.**
3. No. NU/P-IV/Delhi/2/2011 dt. 25.10.2011. To The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, Delhi - 110 001. Sub : Delhi Circle Conference of NUPE, P-IV held on 12.10.2011 case of CWC resolution on Jammu dated 19.10.2011 to 21.10.2011
4. No. NU/P-IV/Delhi/2/2011 dt. 25.10.2011. To The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, Delhi - 110 001. Sub : Delhi Circle Conference of NUPE, P-IV held on 12.10.2011 case of CWC resolution on Jammu dated 19.10.2011 to 21.10.2011
5. NU/P-IV/Problems in Delhi Circle/1/2011 dt. 21.11.2011. To Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi 110 001. Sub : Problems of the post offices in various division in the Delhi Circle
6. NU/P-IV/Irregular treatment/Nirman Bhavan/N.Delhi-81/1 dt. 28.11.2011. To Shri Adnam Ahmad, IPS, Directorate Postal Services, Delhi Circle, Meghdoot Bhawan Link Road, New Delhi 110 001. Sub : Irregular treatment to the staff by the SPM, Nirman Bhavan P.O. New Delhi 110 081. Regarding treating the period as "Dies non" even when on duty.
7. Date : 22.12.2011. To Sr. Supdt. of Post Offices, Delhi East Division, Delhi 110 051. Sub : Threatening agitation under Rule 07 of CCS (Conducts Rule 1964) Ref : SSP/Union/NUPE/P'man and MTS Delhi - 51 dated 23.11.2011
8. Ref. No. NU/P-IV/Pay Fixation/KNHPO/Group 'D' MTS/1/2012 Date : 20.1.2012. To The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, New Delhi 110 001. Sub : Pay Fixation of Group 'D' MTS in revise pay structure in accordance with the Recommendation of the VI CPC.
9. NU-P/IV/CHQ/New Delhi/2012 Date : 13.02.2012. To (1) The C.M.G. MTNL, Jivan Bharati Bldg. Connaught Circle, New Delhi 110 001 (2) Shri Kapal Sibbal, MOC & Z.T. Electronic Niketan, 6, COG Complex, New Delhi 110 001. (3) Shri Milind Deora , MOSC & IT, Samachar Bhavan, New Delhi 110 001. Sub : Irregular Service of MTNL 011-23818330 Internet Service to the Office of NUPE postmen and Group 'D' (CHQ), Dalvi Sadan, Civil Lines, P & T colony, New Delhi 110 054.
10. NU/P-IV/Cleaning of Water Tank/CHQ/1/2012 Date : 15.02.2012. To The Executive Engineer, (Postal Civil Wing), DAP Bldg., Civil Lane, New Delhi 110 054. Sub : Cleaning the water tank installed at the CHQ office of the NUPE, P-IV Union
11. NU/P-IV/CHQ/Repair/N.Delhi/1/2012 Date : 15.02.2012. To The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi 110 001. Sub : Urgent repairs to the compound wall of main gate of the premises of Dalvi Sadan, Civil Line, P & T Colony, New Delhi 110 054, Housing NUPE P-IV Group 'D'/MTS CHQ

Gujarat Circle

1. NU/P-IV/Group 'D'/MTS/Pay Fixation/2/2011 dt. 15-10-2011. **Reminder II.** To, Smt. Humera Ahmed, Chief Postmaster General, Gujarat Circle, Ahmedabad-380 001. **Subject :** MTS Fixation of **less than education of SSC** Standard (NTC) Group 'D' to bring them to the **PB-1 with GP Rs. 1800/-** as per the instructions given by the VIth CPC - Case of Ahmedabad GPO and Gujarat Circle.
2. dt. 21-03-2012. To, Shri C.P. Nayee, President, NUPE P-IV, CHQ, Ahmedabad. **Subject :** Petition Case of **Yusufbhai S/o Sallumiya Khokhar, Ex-Postman, Patan HO.**

Haryana Circle

1. NU/P-IV/Repairs & Refurnishing/Postal Colony/Punjab Circle/1/2011 dt. 12.11.2011. To Chief Post Master General Punjab Circle Sandesh Bhawan, Sector-17/E Chandigarh 160017. Sub : Repairs and refurnishing of postal colonies at Patnankot, Gurudaspur etc. in Punjab Circle

Himachal Pradesh Circle

1. FNPO/UP/Gurmukhsingh/Rule 38/2012. dt. 16-03-2012. To, Shri S.C. Jarodiya, Chief Postmaster General, Himachal Pradesh, Shimla-171009. **Subject :** Rule 38 Transfer - Case of **Shri Gurumukhsingh, PA, Una HO, HP Circle** to Ambala Division, Haryana Circle. **Ref.:** Your Office File No. STA/49-9/10 dated 9-6-2011.

Kerala Circle

1. NU/P-IV/18th AIC/GT/18/2011-2012. dt. 25-03-2012. To, Shri P.U. Muralidharan, General Secretary, NU GDS, Down Hill PO, Malapuram, Kerala-676 519. **Invitation. Subject : Request to attend 18th All India Conference and Open Session on 29th April, 2012 at 3.00 pm as Special Guest at Gujarat-385110.**
2. FNPO/GDS/Exm/Kerala/2012. dt. 29-03-2012. To, The Chief Postmaster General, Kerala Circle, Thiruvananthapuram-33. **Subject :** Examination for promotion to Postman, Group D/MTS from GDS. **Ref.:** Letter No. GEN/NUPE/P-IV/V dated 23-2-2012 from Circle Secretary, NU P-IV, Kerala Circle.
3. NU P-IV/Kerala/Substitute/2012. dt. 29-03-2012. To, The Chief Postmaster General, Kerala Circle, Thiruvananthapuram-33. **Subject :** Engagement of substitute for Postman duty - Case of Central & Northern Region of Kerala Circle.

Madhya Pradesh Circle

1. No. NUP-IV/Jabalpur/2011 dt. 12.11.2011. To The Chief Postmaster General, Madhya Pradesh Circle, Bhopal.-462012. Sub : Request for investigation - case of misconduct and misbehaviour Shri. Bandre, Senior Postmaster, Jabalpur . Ref : Complaint made by Shri Yadav D/S Jabalpur vide No. NUPE/CL-IV dt. 22.9.2011
2. No. NUP-IV/Jabalpur/2011 dt. 12.11.2011. To The Chief Postmaster General, Madhya Pradesh Circle, Bhopal-462012. Sub : Request to settle the long pending problems of Jabalpur Division..

3. No. NUP-IV/MP/1/2011 dt. 12.11.2011. To The Chief Postmaster General, M.P. Circle Bhopal-462012. Sub : Refusal of Government accommodation case of non issue of reservation of IQ/ Rest House at Jabalpur H.O. to President FNPO and G/S NUPE, P-IV
4. NU/P-IV/Improper treatment/Jabalpur/M.P./1/2011 dt. 28.11.2011. To The Chief Postmaster General, M.P. Circle,
5. Bhopal-462012 . Sub ; Improper treatment to the Divisional Secretary / CHQ Organization Secretary NUPE / P-IV Jabalpur Division (M.P. Circle)
6. NU/P-IV/MP/Periodical Meetings/2012. dt. 29-03-2012. To, The Chief Postmaster General, Madhya Pradesh Circle, Bhopal-462012. **Subject : Non-holding of periodical meetings at CPMG & PMG level.**

Maharashtra Circle

1. NU/P-IV/RTI/Reply/1/2011 dt. 15-10-2011. To The D.P.S., Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400 001. **Subject : RTI Information under Act 2005.** Case of Mumbai City West Division.
2. NU/P-IV/Transfer/UR 38/IJJ/Ahmednagar/1/2011 dt. 15-10-2011. To Shri K.C. Mishraji, IPC, Postmaster General, Pune Region, Pune-411 001. **Subject : Request for Transfer under Rule-38.** Case of **Shri L.J. Jadhav**, Postman, **Ahmednagar, MIDC, Ahmednagar.**
3. NU/P-IV/Delivery of RTO Document/1/2011 dt. 15-10-2011. To, Shri Faiz-Ur-Rehman, IPS, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Bldg., Mumbai-400 001. **Subject : Co-ordination with the Regional Transport Office, Mumbai - Regarding issue of driving licence, proper verification** of address with authorised documents.
4. FNPO/Union Subscription/New Member/DA (P)/Nagpur/1/2011. dt. 12.11.2011. To The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Building, Mumbai 400 001. Sub : Inclusion of new membership of service association / union in the month of April each year to be made effective from the month of July of the year.
5. NU/P-IV/Heartly congratulation/1/2011 dt. 12.11.2011. To Shri Col K.C. Mishraji, IPS, Postmaster General, Pune Region, Pune 411 001. Sub : Heartly Congratulation and Kudos to the awardee of Top Management Consortium to the PMG, Pune Region.
6. FNPO/Problems/GDS/Goa Div/1/ dt. 12.11.2011. To The Postmaster General, Goa Region, Panjim, Goa-403001. Sub : Problems of GDS employees in Goa Region / Division
7. FNPO/Union Subscription/GDS/Ahmednagar Division/1/2011 dt. 12.11.2011. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Bldg. Mumbai 400001. Sub : Non Circulation of order NO. 15/02/2010-SR dated 18.07.2010 issued by Govt. of India, Dept. of Post in the office of SSPO's Ahmednagar Division 440001
8. NU/P-IV/Evasive replay/SP/Sindhudurg/1/2011 dt. 12.11.2011. To Postmaster General, Goa Region, Panjim, Goa-403001 . Sub : Evasive replies by the SP Sindhudurg Division 416 812 - Maharashtra Circle
9. NU/P-IV/Load Shading/Kolhapur/MHC/1/2011 dt. 12.11.2011. To The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Building, Mumbai GPO, Mumbai 400 001. Sub : Load shading and worn out batteries of UPS at PO's in Kolhapur Division in Goa Region - reg

10. NU/P-IV/Clarification/GDS/Sunday, Holiday/ 2011 dt. 12.11.2011. To The Chief Postmaster General, Maharashtra and Goa Circle, Mumbai GPO Building, Mumbai 400 001. Sub : Request for clarification regarding variance of the virgin in the reply of Bi-monthly meeting of Agenda of NUPE Association with PMG Gao Region held on 20.09.2011 with DG, P & T letter No. 31-66/80 PE-II, dated the 26th Sept. 1980 (supplied at the time of meetings)
11. NU/P-IV/Violation of guidelines/ASP/Mallapur/Goa/2011 dt. 21.11.2011. To Shri. Charles Lobo, IPS, Postmaster General, Goa Region, Panjim, Gao 403 001. Sub : Violation of guidelines and instruction issued by the Directorate, New Delhi regarding dealing with recognized Union Office bearers by the ASP Mallapur Goa Region.
12. FNPO/Non Allot/GDS to P'man/DSP/Thane Central/1/2011 dt. 21.11.2011. To The Postmaster General, Mumbai Region, Mumbai GPO Building, Mumbai 400001. Sub : Case of Shri Dyaneshwar S. Patil, GDSMD, Kalher B.O. Dandekarwadi, Thane Central Division, allotted to North East Division vide BR2 Postman/MG Exam/Direct/2009-10 at Thane the 25.1.2011 by SSPO's Thane Central Division.
13. P-IV/Transfer under Rule 38/SBT/Kolhapur HO/1/2011 dt. 28.11.2011. To Postmaster General, Goa Region, Panji, Goa-403001. Sub : Transfer under Rule 38 from Kolhapur H.O. to Pune East Division, Pune Region - Case of S.B. Tade Peon, Kolhapur H.O.
14. NU/P-IV/Shortage of Staff/Chinchbunder HO/1/2011 dt. 28.11.2011. To The Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar H.O. Bldg. , Mumbai 400014. Sub : Shortage of Postman Staff in Chinchbunder H.O.
15. NU/P-IV/Shortage of Staff/Shankarnagar P.O./Nagpur/1/2011 dt. 28.11.2011. To Postmaster General, Nagpur Region, Nagpur GPO Bldg. Nagpur-440010. Sub : Acute shortage of Postman Staff at Shankar Nagar P.O. in Nagpur Region
16. FNPO/Inconvenience of MMS Schedule/Mhapusa/Goa/1/2011 dt. 28.11.2011. To Shri Charles Lobo, IPS, Postmaster General, Goa Region, Panji, Goa-403001 . Sub : Inconvenience in transport of mails with reference to MMS Schedule No. MMS/1/2/Schedule No. IV/11-12 dated at Mapusa dt. 1.7.2011 to be operated for trial basis.
17. FNPO/Frown and favour Exhibited/SP/Rtg/1/2011 dt. 28.11.2011. To Shri Charles Lobo, IPS, Postmaster General, Goa Region, Panji, Goa-403001. Sub : Frown and favour exhibited by the Superintendent of Post Offices, Ratnagiri Division.
18. NU/P-IV/Transfer/SMS/MIDC/Rtg./1/2011 dt. 28.11.2011. To Shri Joshi P.R., Superintendent of Post Offices, Ratnagiri Division, Ratnagiri-415615. Sub : Settlement of personnel grievances case of Shri S.M. Sawant Postman, MIDC, Ratnagiri.
19. NU/P-IV/Shortage of Staff/Shankarnagar P.O./Nagpur/1/2011 dt. 28.11.2011. To Postmaster General, Nagpur Region, Nagpur GPO Bldg., Nagpur-440010. Sub : Acute shortage of Postman Staff at Shankar Nagar P.O.
20. NU/P-IV/Review/Mumbai GPO/2010-2011 Dated: 12-12-2011. To, Shri B. Chandrasekhar, IPS, Postmaster General (MR), Mumbai GPO Bldg., Mumbai - 400001. Subject: Regarding hold in abeyance review of Mumbai GPO for the year 2010. Reference: MR/Estt/1-6/Review/Mumbai GPO dated at Mumbai - 01 the- 21-10-2011.

21. NU/P-IV/Recruitment/MTS/3/2011 dt. 22.12.2011. To Chief Postmaster General, Maharashtra & Goa Circle, Mumbai GPO Building, Mumbai 400001. Sub : Backlog in the recruitment of MTS/Group 'D' for the year 2009, 2010 & 2011 in Maharashtra and Goa Circle.
22. NU-P-IV/Review/Mumbai GPO/1/2010 dt. 29.12.2011. To , Shri Chandrasekhar IPS, Postmaster General, Mumbai Region, Mumbai GPO Building, Mumbai 400001. Sub : Regarding review of Mumbai GPO for the year 2010. Ref : i) MR/Estt/1-6/Review/Mumbai GPO-2011 dated at Mumbai-1, 21.10.2011. ii) MR/Estt/1-6/Review/Mumbai GPO-2011 dated at Mumbai-1, 21.12.2011.
23. NU/P-IV/Review/Mumbai GPO/2010 dt. 03.01.2012. To Shri Chandrashekar, IPS, Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai 400001.. Sub : Regarding review of Mumbai GPO for the 2010 and 2011. Ref : i) MR/Estt/1-6/Review/Mumbai GPO dt. at Mumbai 400001 the 21.10.2011 ii) MR/Estt./1-6/ Review/Mumbai GPO dt. at Mumbai 400001 the 8.12.2011
24. Ref. No. NU/P-IV/Mis/Transfer/Marcona/Parsekar/1/2012 Date : 20.1.2012. To The Postmaster General, Goa Region, Panji, Goa 403 001. Sub : Miss information emanating from the Lower Authority (ASP) Margoa Sub Division, Margoa 403 601 Shri N.T. Korlapkar
25. Ref. No. NU/P-IV/Shortage of staff/CHB HO/1/2012 Date : 20.01.2012. To The Sr. Supdt. Of Post Offices, Mumbai City East Division, Dadar H.O. Bldg., Mumbai 400014. Sub : Shortage of staff in Chinchbunder H.O. Ref : No. B-II/Union/CHB H.O./2011-12 dated 20.12.2011
26. Ref. No. NU/P-IV/Recruitment/BPM/Nanded/1/2012 Date : 20.1.2012. To The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Building, Mumbai 400001. Sub : To examine in detailed recruitment process in Nanded Division, Aurangabad Region
27. Ref. No. NU/P-IV/held in abeyance/reduce/P'man/Stg. P'man/A. Nagar H.O./1/2012 Date ; 20.1.2012. To Shri K.C. Mishraji IPS, Regional PMG, Pune Region, Pune 411 001. Sub : To hold in abeyance implementation of order No. PR/Estt./RS-34/(Ahmednagar) Dated 22.12.2011 regarding reduction of P'man and Sorting Postman in Ahmednagar H.O.
28. Ref. No. NU/P-IV/Review/Mumbai GPO/4/2011-12 Date : 23.01.2012. To Shri B. Chandrasekhar, The Postmaster General, Mumbai Region, Mumbai 400001. Sub : Request to keep held in abeyance case of Review of Mumbai G.P.O. for the year 2010 & 2011 and status-co to be maintained in Postman and MTS Cadre. Ref : 1) MR/Es#/1-6 Review/Mumbai GPO 2011 dt. 21.10.2011 2) MR/Es#/1-6 Review/Mumbai GPO 2011 dt. 21.12.2011.
29. Ref. No. NU/P-IV/Transfer/under 38/GKP/Mira Rd/Thane West Div./1/2012 Date : 30.01.2012. To Shri Faiz-Ur-Rehman, IPS, Chief Post Master General, Maharashtra Circle, Mumbai GPO, Mumbai 400 001. Sub : Transfer under Rule 38 - A case of Shri G.K. Pawar, Group 'D' MTS, Mira Road P.O. Thane West Division to Mumbai City East/West Division
30. Ref. No. NU/P-IV/Postman Estt./N/W/1/2012 Date : 30.01.2012. To The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Bldg. Mumbai 400 001. Sub : Dissatisfactory reply in regards to vacant post in Postman Establishment in Mumbai City N/W Division.
31. Ref. No. NU/P-IV/Gen./PMG/Nagpur/1/2012 Date : 30.1.2012. To The Postmaster General, Nagpur Region, Shankar Nagar, Nagpur 440 010.

32. Ref. No. NU/P-IV/Request transfer/RDA/Panji HO/1/2012. Date : 30.1.2012. To Postmaster General, Goa Region, Panji Goa, Panji 403 001. Sub : Request for transfer to Panji H.O. Goa Division to Sindhudurg Division case of Shri R.D. Acharekar Postman, Panji H.O.
33. Ref. No. NU/P-IV/Transfer/Rule 38/SDK/P'man/Beed H.O./1/2012 Date : 30.1.2012. To Postmaster General, Aurangabad Region, Aurangabad 431 002. Sub : Request for transfer under Rule 38 - Case of Shri S.D. Korde Postman Beed H.O. to Ahmednagar Division
34. Ref. No. FNPO/Transfer/UR 38/KBB/PA/Mumbai Central HPO/1/2012 Date : 30.01.2012. To Chief Postmaster General, Maharashtra Circle, Mumbai GPO Building, Mumbai 400001. Sub : Transfer of physically handicapped official nearer to his native place - Case of Shri Kishor B. Bhosale, P.A. Mumbai Central HPO
35. Ref. No. NU/P-IV/Quarter/Mumbai Region/1/2012 Date : 30.01.2012. CONFIDENTIAL. To Shri Faiz-Ur-Rehman, IPS, Chief Postmaster General, Maharashtra Circle, Mumbai GPO Building, Mumbai 400001. Sub : Subletting of Postal Quarters to unauthorized persons by the allottee of the Quarters in Mumbai Region and getting good compensation.
36. NU/P-IV/Mbi GPO/CAT Coolies/5/2012. dt. 09-03-2012. To, The Postmaster General, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400 001. **Subject : Regularisation of Part Time Casual Labours (CAT Cool.), North Eastern Circle.**
37. NU/P-IV/Shortage of Staff/CHB HO/1/2011. dt. 17-03-2012. To, The Senior Superintendent of Post Offices, Mumbai City East Division, Dadar, Mumbai-400 014. **Subject : Shortage of Staff in Chinchbunder HO. Ref.:** Your Letter No. B11/Union/CHB HO/2011-12 dated 9-2-2012.
38. NU/P-IV/MH/Solapur/2012. dt. 17-03-2012. To, Shri K.C. Mishraji, Postmaster General, Pune Region, Pune. **Subject :** Genuine and pressing problems of staff of Postman & Group 'D'/MTS Solapur Division. **Ref.:** Letter No. NUPE/SO Dn/2/2 dt. 27-2-2012 issued from Secretary, NUPE P-IV, Solapur addressed to **Shri B.P. Kamble, SSPOs, Solapur**
39. FNPO/MH/Rule 38/RBM/2012. dt. 17-03-2012. To, The Postmaster General, Mumbai Region, Mumbai-400 001. **Subject :** Request for consideration of Rule 38 - Transfer case of **Shri R.B. More, PA, Panvel HO** to Ahmednagar Div. Pune Region.
40. NU/P-IV/MH/North/2012. dt. 17-03-2012. To, The Postmaster General, Mumbai Region, Mumbai-400 001. **Subject :** Request for implementation of justification arrived with Revision case -**Case of Khar Delivery** Post Office of Mumbai City North Division.
41. FNPO/MH/Rule 38/RHT/2012. dt. 17-03-2012. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400 001. **Subject :** Request for approval of Rule 38 Transfer Case of Shri R.H. Thakur, PA, Rashin SO under Ahmednagar Division of Pune Region to Dhule Division of Aurangabad Region.
42. FNPO/Stepping Up/TSI/2011-12. dt. 19-03-2012. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400 001. **Subject :** Stepping Up - Case of Shri T.S. Iswalkar, Ex-SA, BCR, Air Mail Sorting Division, Mumbai-400 099 who has retired from Government Services on Superannuation w.e.f. 30-6-2010 A/N. **Ref.:** Sr. Supdt. of RMS Air Mail, Sorting Division, Mumbai Letter No. A2(3)/AM/Stepping Up/TSI/2011-12 addressed to Senior Accounts Officer O/o the CPMG Mumbai.

43. FNPO/Foreign Post/2012. dt. 19-03-2012. To, Shri S.C. Agarwal, Postmaster (General), MMS & Foreign Post, O/o The Chief Postmaster General, Old GPO Building, Mumbai-400 001. **Subject :** Request to arrange to guard against entry of unauthorised persons in Foreign Post - Case of CED (P) Section .
44. NU/P-IV/RCM Item/Deficit/1/2012. dt. 21-03-2012. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400 001. **Subject :** RCM Item "How to reduce deficit." **Ref.:** Your Office letter No. Union/2-2/92 RCM/2011 dated 20-12-2011.
45. NU/P-IV/Item/Four Monthly Pending/2012. dt. 22-03-2012. To, The Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400 001. **Subject :** Request to stop implementation of decisions taken on **items discussed** in Four Monthly Meeting held on 14-11-2011.
46. NU/P-IV/WA/New Recruit/MR/3/2012. dt. 27-03-2012. To, Shri H.C. Agrawal, IPS, Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject : Grant of Washing Allowance to the newly recruited** Postman and Group 'D'/MTS Staff in Mumbai Region.
47. FNPO/MH/NN/1/2012. dt. 29-03-2012. To, The Postmaster General, Aurangabad Region, Aurangabad Camp PO Compound, Aurangabad-431002. **Subject :** Request for **vigilance enquiry** from Circle Office, Aurangabad in case of irregular working of Controlling Officer in Aurangabad Region, Nanded Division. **Ref.: Item No. 03 of Bi-monthly meeting** of NUPE P-IV.
48. FNPO/MH/NN/1/2012. dt. 29-03-2012. To, Smt. Humera Ahmed, CPMG, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Request for **vigilance enquiry** from Circle Office, Maharashtra in case of irregular working of Controlling Officer in Aurangabad Region, Nanded Division. **Ref.: Item No. 03 of Bi-monthly meeting** of NUPE P-IV.
49. FNPO/MH/BDK/2012. dt. 29-03-2012. To, Shri K.C. Mishraji, IPS, Postmaster General, Pune Region, Pune. **Subject :** Request to arrange to **stop purposeful harassment** made by Divisional Head, Solapur - Case of **Shri B.D. Kamble**, PRO, Solapur HO.
50. FNPO/MH/MVN/Tfr./2012. dt. 29-03-2012. To, The Postmaster General, Nagpur Region, Shankarnagar PO, Nagpur-440010. **Kind Attention : APMG (Staff) Maharashtra Circle. Subject :** Request for consideration of on cost. Transfer Case of **Shri M.V. Nipankar, SPM, HSG-II**, Tumsar to Nagpur.
51. FNPO/MH/MVN/Tfr./2012. dt. 29-03-2012. To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Kind Attention : APMG (Staff) Maharashtra Circle. Subject :** Request for consideration of on cost. Transfer Case of **Shri M.V. Nipankar, SPM, HSG-II**, Tumsar to Nagpur.
52. FNPO/MH/MACP/CC/2012. dt. 29-03-2012. To, The Postmaster General, Aurangabad Region, Camp PO Compound, Aurangabad-431002. **Subject : Non-grant of MACP** due to Caste Scrutiny -Case of Staff of **Postal Store Depot Nasik (Aurangabad Division)**.
53. FNPO/MH/MACP/CC/2012. dt. 29-03-2012. To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject : Non-grant of MACP** due to Caste Scrutiny -Case of Staff of **Postal Store Depot Nasik (Aurangabad Division)**.
54. FNPO/GDS/Gratuity/GRH/2012. dt. 29-03-2012. To, Shri Charles Lobo, Postmaster General, Goa Region, Panjim Goa-403001. **Subject :** Request to **grant eligible gratuity** and severance amount -Case of **Shri Gajanan Ramchandra Hirdekar**, Ex-BPM, Bajar Bhogaon, Tal.: Panhala, Dist. Kolhapur.

55. MH/FNPO/Strike 28/2/2012. dt. 29-03-2012. To, Shri K.C. Mishraji, IPS, Postmaster General, Pune Region, Pune-411001. **Subject :** Proposed action against participants of **28th February, 2012** nationwide Strike.
56. MH/Pune/Favour/2012. dt. 29-03-2012. To, Shri K.C. Mishraji, IPS, Postmaster General, Pune Region, Pune. **Subject :** Request to **check officers** at Regional Office - Case of vested interest to give publicity to **Union Letter of NFPE**.
57. NU/P-IV/Stop Stamp Sale/MTS/1/2012. dt. 29-03-2012. To, The Senior Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-400014. **Subject :** Request to **stop Stamp Sale duty** from **MTS** and **allot it on medical ground and to aged lady staff** those were working **previously as DSV**.
58. NU/P-IV/Merger CO/5/2012. dt. 29-03-2012. To, Smt. Humera Ahmed, IPS, Chief Postmaster General, Maharashtra & Goa Circle, Mumbai-400001. **Subject :** Request to cancel bifurcation of **Mumbai Region** from **Circle Office**.
59. MH/Goa/Narvekar/2012. dt. 29-03-2012. To, Shri Charles Lobo, IPS, Postmaster General, Goa Region, Goa-403001. **Subject :** Hasty and drastic action taken by **ASPOs, Panjim**, Sub-Division of Goa. Case of **suspension of Shri Devidas Narvekar**, Postman, Caranzalem SO.
60. NU/P-IV/New Membership/Authority Letter/2012. dt. 05-03-2012. To, The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** Authority Letter to Sign Authorisation Letters of NUPE Postmen & Group 'D'/MTS Union - Case of **Yavatmal Division**.
61. NU/P-IV/Redeployment/Antop Hill PO/2/2012. dt. 30-03-2012. To, The Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Redeployment of four **additional justified Postman post** in the **Antop Hill PO** from **surplus posts** of Postman in Mumbai City East Division.
62. FNPO/Upgradation/Casual Labour/1/2012. dt. 30-03-2012. To, The Postmaster General, Nagpur Region, Shankar Nagar PO Bldg., Nagpur-440010. **Subject :** Upgradation of **Part Time/Full Time/Contingency** Employees in the regular Pay Band.

North East Circle

1. NU/P-IV/New Membership/Authority Letter/2012. dt. 05-03-2012. To, The Chief Postmaster General, North Eastern Circle, Meghalay Division, Shillong-793001. **Subject :** Authority Letter to Sign Authorisation Letters of NUPE Postmen & Group 'D'/MTS Union - Case of Meghalay Division.

Punjab Circle

1. FNPO/Punjab/Abolition/2012. dt. 17-03-2012. To, The Chief Postmaster General, Punjab Circle, Chandigarh-17. **Subject :** Request to keep the Orders held in abeyance - Case of abolition of 15 posts of PA+TBOP/BCR in Ludhiyana Central Post Office. **Ref.:** Your Office Memo No. Estt/1-13/9/2010-11 dated 10-1-2012

Tamil Nadu Circle

1. 12.11.2011. To Shri K. Ganasekar, Circle Secretary & All India Asst. Sec., NUPE, P-IV Postmen & MTS, Tamilnadu Circle. Royapettai, Chennai 600 014. Sub : Correspondent by one Shri P. Sugumaran, Regional Secretary, CCR, NUPE Postman and MTS, Tamilnadu Circle and All India Org. Sec. Pondicherry Division, Pondicherry 605 001.
2. NU/P-IV/CHQ/General/1/2011 dt. 12.11.2011. To Shri K. Gunasekar, Circle Secretary, Tamilnadu Circle, Royapettah, Chennai 600 014.
3. NU/P-IV/Irregular appointment/Chennai City/South Div.1/2011 dt. 12.11.2011. To Shri K. Gunasekar, Circle Secretary, NUPE, P-IV, Tamilnadu Circle, Chennai 600 014. Sub : Unjustified and irregular appointment of adhoc ordered by the Circle Secretary NUPE PM & MTS T.N. Circle.
4. FNPO/Memorandum/Pondicherry Divn./TNC/1/2011 dt. 28.11.2011. To Chief Postmaster General, Tamilnadu Circle, Chennai 600 001. Sub : Non response by the Sr. Supdt. of PO's Pondicherry Division to the problems of Staff of Pondicherry Division submitted in the joint memorandum by all the Secretaries of the authorised union (affiliated with FNPO)
5. FNPO/TN/Pondicherry/2012. dt. 20-03-2012. To, The Chief Postmaster General, Tamilnadu Circle, Anna Road, Chennai-600 002. **Subject** : Recent Mail arrangement - Case of Pondicherry Division.

Uttar Pradesh Circle

1. NU/P-IV/UP C.C./2011dt. 15-10-2011. To, The Chief Postmaster General, U.P. Circle, 4, Hazratganj, Lucknow-226001. **Subject** : Approval from CHQ to newly elected Circle Body of NUPE P-IV, UP Circle - Conference held on 7 and 8 October 2011.
2. Ref. No. NU/P-IV/Complaints/Mathura/U.P./1/2012 Date : 20.1.2012 To The Postmaster General, Agra Region, Agra-282 001. Sub : complaints from the Divisional Secretary of my union NUPE, P-IV of Mathura Division, Mathura.
3. NU/P-IV/18th AIC/GT/20/2011-2012. dt. 25-03-2012. To, Shri Abdul Haffiz Siddique, General Secretary, NU R-IV, 60/61, Razha Manzil, Basheeratganj, Lucknow-226 004. **Invitation Subject : Request to attend 18th All India Conference and Open Session on 29th April, 2012 at 3.00 pm as Special Guest at Gujarat-385110.**

West Bengal Circle

1. NU/P-IV/Fixation of Group 'D'/MTS/Howrah HO/WB Circle/1/2011 dt. 15-10-2011. **Reminder**
2. To, Shri S.K. Chakraborty, IPS, Chief Postmaster General, West Bengal Circle, Yogayog Bhawan, Kolkatta-700 012. **Subject** : Fixation of pay for less than SSC Qualification NTC Group 'D'/MTS GP Rs. 1800/- in West Bengal Circle.
2. P-IV/CHQ/W.B./1/2011 dt. 25.10.2011. To Shri Biswajit Pal, Divisional Secretary, NUPE, P-IV, Central Kolkata Division, Bowbazar P.O. Kolkata 700 012. Sub : Asking for total number of members in Central Kolkata Division
3. P-IV/CHQ/W.B./1/2011 dt. 25.10.2011. To Shri Biswajit Pal, Divisional Secretary, NUPE,

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- P-IV, Central Kolkata Division, Bowbazar P.O. Kolkata 700 012. Sub : Asking for total number of members in Central Kolkata Division.
4. FNPO/Strike/28th Feb/2012 Date 19-2-2012. To Shri Rajat S. Das, Working President, FNPO, Kolkata Foreign Post, 12 K.S. Roy Road, Kolkata-700001. Sub : All India Strike of dated 28th February 2012.
 5. FNPO/WB/GDS Postman/RDM/2012. dt. 17-03-2012. To, The Chief Postmaster General, West Bengal Circle, Kolkata-70012. **Subject** : Promotion to Postman cadre from GDS on examination for year 2008. Case of **Shri Rahul Dey Moyra, GDS MC, Bansundaria BO via D/Barsat SO**

General Secretary Letters to the Minister

1. NU/P-IV/AIC/16/2011-12. dt. 25-03-2012. To, Shri Sachin Pilot, Hon'ble Minister of State Communication & IT, Government of India, Dak Bhawan, New Delhi-110001. **Invitation.**
2. NU/P-IV/AIC/17/2011-12. dt. 25-03-2012. To, Shri Milind Deora, Hon'ble Minister of State Communication & IT, Government of India, Sanchar Bhawan, Sansad Marg, New Delhi-110001. **Invitation.**
3. NU/P-IV/MH/North/1/2012. dt. 16-03-2012. To, Shri R.R. Patilji, Hon'ble Home Minister, Maharashtra State, Mantralaya, Mumbai. **Subject** : Request to enquire in the case of beating to Postman on duty by a Police Officer - Case of **Shri Narendra S. More**, Police Inspector. **Ref.:** FIR No. 674/12 dated 29-2-12 registered at Police Station Pawai.
4. NU/P-IV/MH/North/1/2012. dt. To, Shri Satishji Patil, Hon'ble State Home Minister, Maharashtra State. **Subject** : Request to enquire in the case of beating to Postman on duty by a Police Officer - Case of **Shri Narendra S. More**, Police Inspector. **Ref.:** FIR No. 674/12 dated 29-2-12 registered at Police Station Pawai.

General Secretary Letters to Secretary General and General Secretaries

1. Dated 2-3-2012. To Shri D. Theagarajan, Secretary General, FNPO. **Subject** : Nomination of new member for RCJCM in West Bengal Circle for next term.
2. Dated 4-3-2012. To Shri D. Theagarajan, Secretary General, FNPO. **Subject** : Nomination of new member for RCJCM in AP Circle for next term.
3. NU/P-IV/18th AIC/GT/10/2011-2012. dt. 25-03-2012. To, Shri D. Theagarajan, Secretary General, FNPO and General Secretary NU R-III, 10/11, Nalaippar Street, Bharathipuram, Radha Nagar, Chromepet, Chennai-600 044. **Invitation. Subject : Request to attend 18th All India Conference and Open Session on 29th April, 2012 at 3.00 pm as Special Guest at Gujarat-385110.**
4. FNPO/Strike/Disaction/2012. dt. 16-03-2012. To, Shri D. Theagarajan, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110 001. **Subject** : Action against non-Striker of 28th FRB Strike call.
5. NU/P-IV/28 February Strike/1/2012. Date 5-4-2012. To Shri D. Theagarajan, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110001. **Subject** : Non-participation in one day Strike on 28-2-2012 - regarding. **Ref.:** Strike/18/2012 dt. 12-3-2012.

6. FNPO/Nomination for RJCM/2/2012 Date 5-4-2012. To Shri D. Theagarajan, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110001.
7. NU/P-IV/18th AIC/GT/09/2011-2012. dt. 25-03-2012. To, Shri G.K. Padmanabhan, FNPO, Secretary (HQ), T-24, Atul Grove Road, New Delhi-110 001. **Invitation. Subject : Request to attend 18th All India Conference and Open Session on 29th April, 2012 at 3.00 pm as Special Guest at Gujarat-385110.**
8. NU/P-IV/18th AIC/GT/19/2011-2012. dt. 25-03-2012. To, Shri D. Kishanrao, General Secretary, NAPE-PIII, New Mahavir Nagar, Vikaspuri 10-D, New Delhi-110 001. **Invitation. Subject : Request to attend 18th All India Conference and Open Session on 29th April, 2012 at 3.00 pm as Special Guest at Gujarat-385110.**
9. Ref. No. NUPE P-IV/WB/CCNPO/2012 dated at Kol. 27 the 1-2-12.
10. Circular No. 7/2012 Date 22-2-2012. Dear Colleagues, FWC Members/CHQ Office Bearers/ Circle Secretaries of FNPO affiliated Unions. **Subject : General Strike on 28th February 2012.**

RTI and Appeals

1. NU/P-IV/RTI Act 2005/1/2010 Dated 15-2-2010. To the Central Public Information Officer, O/o The Secretary, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject : Information under RTI Act, 2005.**
2. Date 21-1-2012. To Public Information Officer, O/o The Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject : Information under RTI Act, 2005.**
3. Date 23-1-2012. To Public Information Officer, O/o The Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject : Information under RTI Act, 2005.**
4. To Smt. Abha Singh, First Appellate Authority (DPS) (HQ), O/o The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Bldg., Mumbai-400001. **Subject : First Appeal under RTI Act 2005. Ref.: G/RTF-2005/HMC/2010-11 dated 28-2-2011 by the SSPO's Mumbai East Division.**
5. NU/P-IV/Union Subscription/Amendment/4/2011/8-3-2011. To The Central Public Information Officer (CPIO), O/o CPMG, Maharashtra Circle, Mumbai GPO Bldg., Mumbai-400001.
6. NU/P-IV/RTI/NPSD/2011 Date 18-3-2011. To The Central Public Information Officer (CPIO), O/o CPMG, Maharashtra Circle, Mumbai GPO Bldg., Mumbai-400001.
7. NU/P-IV Date 22-3-2011. To The Central Public Information Officer (CPIO), (i) Office PMG, Assam Circle, (ii) CPMG U.K. Circle; (iii) CPMG N.E. Circle.
8. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Madhya Pradesh Circle, Bhopal-462012.
9. Date. 22-3-2011. To The Central Public Information Officer (CPIO), O/o the Chief PMG, Kerala Circle, Thiruvananthapuram-695033.
10. Dt. 22-3-2011. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Himachal Pradesh Circle, Kaithu, Shimla-171009.
11. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Punjab Circle, Sandesh Bhawan, Sector 17-E, Chandigarh-160017.

12. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Haryana Circle, 107, The Mall Road, Ambala Cantt.-133001.
13. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Tamil Nadu Circle, Anna Road, Chennai-600002.
14. To The Central Public Information Officer (CPIO), O/o The Chief PMG, West Bengal Circle, Yogayog Bhavan, P-36, C.R. Avenue, Kolkatta-700012
15. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Gujarat Circle, Khanpur, Ahmedabad-380001.
16. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Rajasthan Circle, Sardar Patel Marg, Jaipur-302007.
17. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Bihar Circle, Patna GPO Complex, Patna-800001.
18. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Karnataka Circle, Beaulieu Palace Road, Bangalore-560001.
19. To The Central Public Information Officer (CPIO), O/o The Chief PMG, Andhra Pradesh Circle, Dak Sadan, Abidas, Hyderabad-500001.
20. संदर्भ संख्या परिपत्र/आर टी आई/2011 (1) भोपाल, दि. 29-3-2011. विषय : आर टी आई के संबंध में जानकारी के बाबत।
21. संदर्भ संख्या परिपत्र/आर टी आई/2011 (1) भोपाल, दि. 29-3-2011. विषय : आर टी आई के संबंध में जानकारी के बाबत।
22. Date 18-4-2011. To The Central Public Information Officer, O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., 3rd Floor, Mumbai-400014.
23. No. A-2/RTI 2005/TNR/11, Dated at Beed the 20-4-2011. **Subject** : Information regarding the recruitment process in respect of GDS BPM in Beed, Beed.
24. Date : 30-4-2011. To The Public Information Officer, O/o Director Postal Services - Appellate Authority, Aurangabad Region, Aurangabad Camp PO Comp., Aurangabad-431002. **Subject** : Information under RTI 2005.
25. NU/P-IV/RTI 2005/1/2011 Date 4-5-2011. To The Central Public Information Officer (CPIO), O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., 3rd Floor, Mumbai-400014.
26. NU/P-IV/RTI 2005/1/2011 Date 4-5-2011. To The Central Public Information Officer (CPIO), O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., 3rd Floor, Mumbai-400014.
27. NU/P-IV/RTI 2005/2/2011 Date 4-5-2011. To The Central Public Information Officer (CPIO), O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., 3rd Floor, Mumbai-400014.
28. NU/P-IV/RTI 2005/1/2011 Date 4-5-2011. To The Central Public Information Officer (CPIO), O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., 3rd Floor, Mumbai-400014.
29. No. Estt/12-6/RTI-1/09-10 Dated at Bhopal the 28th April 2011. Department of Posts, India, Office of the Chief Postmaster General, MP Circle, Bhopal-462012. **Subject** : Regarding Supply of Information under RTI Act 2005. **Ref.:** Your letter dated 21-3-2011.

30. No. Estt/12-6/RTI-1/09-10 Dated at Bhopal the 28th April 2011. Department of Posts, India, Office of the Chief Postmaster General, MP Circle, Bhopal-462012. **Subject :** Regarding Supply of Information under RTI Act 2005. **Ref.:** Your letter dated 21-3-2011.
31. No. CR/RTI-2005/126/TN Rahate/11-12 Date 26-4-11. Department of Post Offices, Office of the Sr. Supdt. of Post Offices, Bhopal Division, Bhopal-462003.
32. No. CR/RTI-2005/126/TN Rahate/11-12 Date 26-4-11. Department of Post Offices, Office of the Sr. Supdt. of Post Offices, Bhopal Division, Bhopal-462003.
33. NU/P-IV/RTI/N-PSD/2011 Dt. 13-5-2011. To The Central Public Information Officer (Appellate Authority), C/o Director of Postal Services, Aurangabad Region, Aurangabad.
34. Date 13-5-2011. To The Central Public Information Officer, O/o The Secretary Posts, Dak Bhawan, Sansad Marg, New Delhi-110001.
35. NU/P-IV/Mumbai GPO/RTI Act 2005/1/2011 dt. 13-5-2011. To The Central Public Information Officer, O/o Senior Deputy Director, Mumbai GPO, Mumbai GPO Bldg., Mumbai-400001.
36. Date 13-5-2011. To The Central Public Information Officer, O/o The Secretary Posts, Dak Bhawan, Sansad Marg, New Delhi-110001.
37. Date 13-5-2011. To The Central Public Information Officer, O/o The Secretary Posts, Dak Bhawan, Sansad Marg, New Delhi-110001.
38. NU/P-IV/RTI 2005/2/2011 dt. 18-5-2011. To The Director, Postal Services, Aurangabad Region, Aurangabad-431 002. **Subject :** Information under RTI Act 2005.
39. NU/P-IV/RTI 2005/2/2011 dt. 18-5-2011. To The Director, Postal Services, Aurangabad Region, Aurangabad-431 002. **Subject :** Information under RTI Act 2005.
40. NU/P-IV/RTI 2005/2/2011 dt. 18-5-2011. To The Director, Postal Services, Aurangabad Region, Aurangabad-431 002. **Subject :** Information under RTI Act 2005.
41. Date 1-6-2011. To The Central Public Information Officer, O/o Sr. Superintendent of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-400014. **Subject :** Information under RTI Act 2005. **Ref.:** BII/RTI 2005/2011-12 Dated at Mumbai-14, the 25-4-2011.
42. दिनांक 1-6-11. प्रति, सब पोस्टमास्तर, टॉक रोड पोस्ट ऑफिस, मुंबई-400033. **विषय :** टी.ए. बील अंडव्हान्स संदर्भात.
43. Date 1-6-2011. To The Central Public Information Officer, O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-400014. **Subject :** Information under RTI Act 2005. **Ref.:** BII/RTI 2005/2011-12 Dated at Mumbai-14, the 25-4-2011.
44. Date 14-6-2011. To Shri Pradeep Kumar, DPS (MR) and Appellate Authority, Postmaster General (MR), O/o Maharashtra Circle, Mumbai GPO Bldg., Mumbai-400001. **Subject :** First Appeal under RTI Act 2005. **Ref.:** BII/RTI Act 2005/Vacancy MTS, PM/2011-12 Dt. at Mumbai-14, 23-5-11 by the SSPO's Mumbai City East Division.
45. Date 22-7-2011. To The Public Information Officer, O/o Sr. Superintendent of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-14.
46. Date 22-7-2011. To The Public Information Officer, O/o Superintendent of Post Offices, Ratnagiri Division, Ratnagiri-415612.
47. Date 22-7-2011. To The Public Information Officer, O/o Superintendent of Post Offices, Ratnagiri Division, Ratnagiri-415612.

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48. Date 22-7-2011. To the Public Information Officer, O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-14.
49. RTI Act 2005/09/2011. Date 10-9-2011. To The SP/The SSPO/Director GPO/Director Foreign Post, Thane West Division, Raigad Division, New Mumbai Division, Mumbai City East Division, Mumbai City North Division, Mumbai City North West, Mumbai City North East, Mumbai City South Division, Mumbai City West, Thane Central, Mumbai GPO, Foreign Post, V.D. Bhawan.
50. RTI Act 2005/09/2011 Date 10-9-2011. To The Director, Mbi GPO, Mumbai GPO, Mumbai-400001.
51. RTI Act 2005/09/2011 Date 10-9-2011. To The SP/The SSPO/Director GPO/Director Foreign Post.
52. NU/P-IV/Implementation of CAT/NE/6/2011. Date 17-9-2011. To The Chief Information Officer, Central Information Commission, Block No. 5, 5th Floor, Old In Complex, New Delhi-110067. **Subject :** Request Letter under RTI Act 2005. **Ref.:** NU/P-IV/Implementation of CAT/NE/5/2011 dt. 6-6-11.
53. NU/P-IV/RTI/Reply/1/2011 Date 15-10-2011. To The DPS, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** RTI Information under Act 2005. Case of Mumbai City West Division.
54. NU/P-IV/RTI/Reply/1/2011 Date 15-10-2011. To The DPS, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** RTI Information under Act 2005. Case of Mumbai City West Division.
55. NU/P-IV/RTI/Reply/1/2011 Date 15-10-2011. To The DPS, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** RTI Information under Act 2005. Case of Mumbai City West Division.
56. NU/P-IV/RTI/Reply/1/2011 Date 15-10-2011. To The DPS, Mumbai Region, Mumbai GPO Old Bldg., Mumbai-400001. **Subject :** RTI Information under Act 2005. Case of Mumbai City West Division.
57. Date 12-11-2011. To The Public Information Officer, O/o Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Information under RTI Act, 2005.
58. Date 12-11-2011. To The Public Information Officer, O/o Sr. Supdt. of Post Offices, Mumbai City East Division, Dadar HO Bldg., Mumbai-400014.
59. Date 12-11-2011. To the Public Information Officer, O/o Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Information under RTI Act, 2005.
60. Date 20-11-2011. To the Public Information Officer, O/o Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Information under RTI Act, 2005.
61. Date 20-11-2011. To the Public Information Officer, O/o Postmaster General, Mumbai Region, Mumbai GPO Bldg., Mumbai-400001. **Subject :** Information under RTI Act, 2005.

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62. Date 19-12-2011. To The Director of Postal Services (MR), C/o The Postmaster General, Mumbai Region, Mumbai-400001.
 63. Date 21-8-2010. To The Chief Postmaster General, Andhra Pradesh Circle, Dak Sadan, Abidas, Hyderabad-500001. **Subject :** Information under RTI Act, 2005.
 64. Date 21-8-2010. To The Chief Postmaster General, Assam Circle, 4th Floor, Meghdoot Bhawan, Panbazar, Guwahati-781001.
 65. Date 21-8-2010. To The Chief Postmaster General, Bihar Circle, Patna GPO Complex, Patna-800001. **Subject :** Information under RTI Act 2005.
 66. Date 21-8-2010. To The Chief Postmaster General, Chattisgarh Circle, Raipur-492001. **Subject :** Information under RTI Act 2005.
 67. Date 21-8-2010. To The Chief Postmaster General, Delhi Circle, Meghdoot Bhawan, Link Road, New Delhi-110001. **Subject :** Information under RTI Act 2005.
 68. Date 21-8-2010. To the Chief Postmaster General, Gujarat Circle, Khanpur, Ahmedabad-380001. **Subject :** Information under RTI Act 2005.
 69. Date 21-8-2010. To the Chief Postmaster General, Haryana Circle, 107, The Mall Road, Ambala Cantt-133001. **Subject :** Information under RTI Act 2005.
 70. Date 21-8-2010. To the Chief Postmaster General, Himachal Pradesh Circle, Kaithu, Shimla-171009. **Subject :** Information under RTI Act 2005.
 71. Date 21-8-2010. To The Chief Postmaster General, Jammu & Kashmir Circle, GPO Complex, Residency Road, Srinagar-190001. **Subject :** Information under RTI Act 2005.
 72. Date 21-8-2010. To the Chief Postmaster General, Jharkhand Circle, Doranda HO Complex, Ranchi-834019. **Subject :** Information under RTI Act 2005.
 73. Date 21-8-2010. To The Chief Postmaster General, Karnataka Circle, Beaulieu Palace Road, Bangalore-560001. **Subject :** Information under RTI Act 2005.
 74. Date 21-8-2010. To the Chief Postmaster General, Kerala Circle, Thiruvananthapuram-695033. **Subject :** Information under RTI Act 2005.
 75. Date 21-8-2010. To The Chief Postmaster General, Maharashtra Circle, Mumbai GPO Bldg., 2nd Floor, Mumbai-400001. **Subject :** Information under RTI Act 2005.
 76. Date 21-8-2010. To The Chief Postmaster General, North Eastern Circle, Shillong-793001. **Subject :** Information under RTI Act 2005.
 77. Date 21-8-2010. To The Chief Postmaster General, Orissa Circle, Bhubaneswar-751001. **Subject :** Information under RTI Act 2005.
 78. Date 21-8-2010. To The Chief Postmaster General, West Bengal Circle, Yogayog Bhawan, P-36, C.R. Avenue, Kolkatta-700012. **Subject :** Information under RTI Act 2005.
 79. Date 21-8-2010. To The Chief Postmaster General, Uttarakhand Circle, Dehradun-248001. **Subject :** Information under RTI Act 2005.

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80. Date 21-8-2010. To The Chief Postmaster General, Uttar Pradesh Circle, 4, Hazratganj, Lucknow-226001. **Subject :** Information under RTI Act 2005.
 81. Date 21-8-2010. To The Chief Postmaster General, Punjab Circle, Sandesh Bhawan, Sector 17/6, Chandigarh-160017. **Subject :** Information under RTI Act 2005.
 82. Date 8-9-2010. To The Director, Postal Services (MR), Mumbai GPO-400001. **Subject :** Delay in giving RTI Information, supplied of incomplete information.
 83. Date 30-10-2010. To The Superintendent of Post Offices, Ratnagiri Division, Ratnagiri-415612. **Subject :** Information under RTI 2005. **Ref.:** NU SP-1/RTI/TNR/2010 dated at Ratnagiri 30-9-2010.
 84. Date 30-10-2010. To The Superintendent of Post Offices, Raigad Division, First Floor, Alibaug HO Bldg., Alibaug-402201. **Subject :** Information under RTI-2005. **Ref.:** No. AZ/RTI/2010 dated at Alibaug the 27-9-2010.
 85. Date 3-12-2010. To The Information Officer, O/o Superintendent of Beed Division, Beed-431122. **Subject :** RTI Information 2005.
 86. Date 3-12-2010. To The Information Officer, O/o Superintendent of Beed Division, Beed-431122. **Subject :** RTI Information 2005.
 87. Date 14-1-2011. To The Central Public Information Officer, O/o The Superintendent of Post Offices, Nasik Division, Nasik-422001.
 88. Date 14-1-2011. To The Central Public Information Officer, O/o The Superintendent of Post Offices, 26/110, Mutha Bldg., Bank Colony, Osmanabad Division, Osmanabad-413501.
 89. Date 14-1-2011. To The Central Public Information Officer, O/o The Superintendent of Post Offices, 26/110, Mutha Bldg., Bank Colony, Osmanabad Division, Osmanabad-413501.
 90. To The Central Public Information Officer, O/o The Superintendent of Post Offices, Nasik Division, Nasik-422001.
 91. To The Central Public Information Officer, O/o The Secretary Posts, Dak Bhawan, Sansad Marg, New Delhi-110001.
 92. To The Central Public Information Officer, O/o CPMG, Maharashtra Circle, Mumbai GPO Bldg., Mumbai-400001.
 93. To The Central Public Information Officer (CPIO), O/o Superintendent of Post Offices, Beed Division, Beed-431122.
 94. To The Central Public Information Officer (CPIO), O/o Superintendent of Post Offices, Beed Division, Beed-431122.
 95. Dated 9-12-2009. To The Director (Estt), Dept. of Post, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Information under RTI Act 2005. **Ref.:** Your Office Letter No. 6-1/2009-PE-II CRTI-52) Dated 1/12/2009.

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Details of Reply Received From Secretary (P), Department of Post To General Secretary, All Circles and other departments from the year January 2010 to September 2011

January 2010 to August 2010

Please refer for all the letters dated from January 2010 to August 2010 published in the souvenir during CWC Trivandrum for details. The CWC was held on 21st to 23rd September 2010.

September 2010 to February 2011

Please refer for all the letters dated from September 2010 to February 2011 published in the souvenir during CWC Pondicherry for details. The CWC was held on 10th to 12th March 2011.

March 2011 to September 2011

Please refer for all the letters dated from March 2011 to September 2011 published in the souvenir during CWC Jammu for details. The CWC was held on 19th to 21st October, 2011.

October 2011 to March 2012

Reply Received From Secretary (P) Department of Post to General Secretary

1. No. 102/Union/2011 SPB-I, Ministry of Communications & IT, Department of Posts, SPB-I Section, Dak Bhawan, Sansad Marg, New Delhi. To The Chief Postmaster General, Maharashtra Circle, Mumbai. **Subject :** Stoppage of Injustice and inconvenient Posting Order of DSV to Postman delivery work in Mumbai City East Division.
2. No. 16/12/2012-SR. Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 24th February, 2012. To The Chief Postmaster General, Maharashtra Circle, Mumbai. **Subject :** Alleged violation of CCS (Conduct) Rules 1964 by DPS Maharashtra and Goa Maharashtra Circle.
3. No. 44-21/2010-SPB-I. Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi. Dated 14, February, 2011. **Subject :** Regarding illegal and arbitrary exploitation of the employees (Postmen & Group 'D') in Delhi Circle
4. No. PPND/SW-II/W/Amb/409/494 dt. 8-3-2011. Dak Bhawan, New Delhi-110116. **Subject :** Repair work urgently required to the main wooden doors and wooden windows of CHQ Office of NUPE P-IV at Dalvi Sadan, Civil Lines, P&T Colony, Square Road, New Delhi-110054. **Ref.:** NU/P-IV/CHQ/Repairing/1/2011 dt. 17-2-2011.

5. No. 16/20/2011-SR, dated the 14th March, 2011. Government of India, Ministry of Communications IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. To The Chief Postmaster General, Maharashtra Circle, Mumbai. **Subject :** Alleged irregularity in timely remittance of Union Subscription in Raigad Division for a long period - Case of Maharashtra Circle.
6. No. PPND/SW-II/W/Amb/409/726 dated 19-4-11. Department of Posts, Dak Bhawan, New Delhi-110116. **Subject :** Repair work urgently required to the main wooden doors and wooden windows of CHQ Office of NUPE P-IV at Dalvi Sadan, Civil Lines, P&T Colony, Square Road, New Delhi-110054. **Ref.:** 1. PPND/SW-II/Amb/409/494 dated 8-3-2011; 2. NU/P-IV/Repairing/1/2011 dated 17-2-2011.
7. No. 08/07/2011 SR Dated the 5th April, 2011. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section). **Subject :** Day Long Dharna at Circles/Regions on 6-4-2011 threatened to be observed by National Union of Postal Employees, Postman & Group 'D'/MTS.
8. No. 3-10/2005-PG (Vol.II), Government of India, Ministry of Communications & IT, Department of Posts, (PG&QA Division). **Subject :** Comments/Suggestions on the Draft Citizens Charter of Department of Posts.
9. IR No. 1804/2011-RTI. Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 26th May, 2011. **Subject :** Complaint of Shri T.N. Rahate under Right to Information Act, 2005.
10. No. 17/2/2006-SR (Part), dated the 30 June, 2011. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. To, 1. All Heads of Postal Circle; 2. All Postmasters General; 3. Director of Postal Staff College, Ghaziabad (UP); 4. CGM, (PLI) Directorate, Chankyapuri PO, New Delhi; 5. CGM, BD & M Directorate, Dak Bhawan, New Delhi; 6. CGM MB&O; 7. Postmaster General, Foreign Mails, Mumbai; 8. All Directors, Postal Training Centres; 9. Directors Foreign Mails, Chennai, Kolkata and Delhi; 10. All Directors/Dy. Directors of Accounts (Postal). **Subject :** Election of New Office Bearers of National Union of RMS & MMS Employees Group C elected during 18th All India Conference held from 10th to 13th March, 2011 at Kottakuppam Near Puducherry.
11. No. 16/53/2010-SR Dated the 30 May, 2011. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110 001.. **Subject :** Alleged malpractice/maladministration committed by SPO, Beed and RO Aurangabad, Maharashtra Circle - regarding.
12. I.R. No. 858/Pen/11, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110116. Dated 5-7-2011. **Subject :** Representation/ Letter No. FNPO/Review of Pension/Kolhapur/1/2011 dated 14-6-2011 of Shri T.N. Rahate, President FNPO, National Union of Postal Employees Postmen & Group D/MTS, Group 'C', CHQ, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-54 - regarding review of pension according to 3 tier promotion 10, 20 & 30 as per recommendations of VIth CPC etc.

13. I.R. No. 858/Pen/11, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110116. Dated 5-7-2011. **Subject :** Representation No. NU/P-IV/Harassment/Bihar/1/2011 dt 14-6-2011 of Shri T.N. Rahate, President, FNPO, National Union of Postal Employees Postmen & Group D/MTS Group C, CHQ, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-54 - regarding harassment of the members of NUPE P-IV (FNPO) Union on unjustified ground.
14. No. PPND/SW-II/W/Mum/409/1408 dated 4-8-11. Department of Posts, Dak Bhawan, New Delhi-110116. **Subject :** Request to repair roof of Tank Road Post Office Building of Mumbai, Maharashtra Circle. **Ref.:** NU/P-IV/MHC/TR/Repair/1/2011 dt. 21-5-2011.
15. No. 28-4/2011-D Date 8-2011. Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development & Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Secretary (P)'s meeting with Postal JCA on 27-6-2011, 29-6-2011, 30-6-2011 and 1-7-2011 - Item No. 1 dealing with Mail Network Optimisation Project - Constitution of Committee. This has reference to Directorate reference No. 8-9-2011-SR dated 12-7-2011 regarding the subject cited above.
16. No. 20-16/2011-PAP, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 26-9-2011. **Subject :** Reimbursement of LTC Bill - Case of Shri Jayanta Chakraborty, PA CO., West Bengal Circle.
17. F. No. 8/15/2011-SR Dated the 30th December, 2011. Government of India, Ministry of Communications & IT, Department of Posts, SR Section, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Notice of Indefinite Strike from 17-1-2012 served by Postal Joint Council of Action (PJCA) comprising NFPE, FNPO, AI Postal Extra Departmental Employees Union and National Union of Gramin Dak Sevaks - Meeting of Secretary (Posts) with the Postal Joint Council of Action.
18. D.O. No. 101/2011-CRC-A775 2nd January, 2012. Shri Milind Deora, Honble Minister of Communications & Information Technology, Government of India, 102, Sanchar Bhawan, 20, Ashok Road, New Delhi-110001, India.
19. No. 4-99/MH-12/2009-INV Dated 13th January, 2012. Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110116. **Subject :** Fraud of Rs. 2,02,806/- in SB Account No. 3032896 standing at Grant Road, Post Office committed by Shri J.D. Naik, Dy. SPM during the period 6-3-2009 to 16-3-2009.
20. No. 49011/31/2008-Estt. (C), Government of India, Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training), North Block, New Delhi, Dated 23rd January, 2012. **Office Memorandum Subject :** Recommendations of 6th Central Pay Commission - Applicability of revised Group 'D' Pay Scales to Casual Labourers with Temporary Status.
21. No. 19-19/2009-GDS, Government of India, Ministry of Communications & IT, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 21st Feb, 2012. **Subject :** Consideration of Compassionate Engagement on GDS Posts to dependents of Gramin Dak Sevaks discharged on medical grounds based on proof of invalidation prior to 14-12-2010.

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22. No. 16/12/2012-SR. Government of India, Ministry of Communications & IT, Department of Posts (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 24th February, 2012. **Subject :** Alleged violation of CCS (Conduct) Rules 1964 by DPS Maharashtra and Goa Maharashtra Circle.
 23. No. 16/13/2012-SR. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 27th February, 2012. **Subject :** Alleged suspicious and delayed action regarding irregular GDS appointment by the ASP/SP Nanded Division - Case of Maharashtra Circle.
 24. No. 17-17/2010-GDS, Government of India, Ministry of Communications & IT, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-110116. Dated 9 March 2012. **Subject :** Scheme for engagement of GDS on Compassionate Grounds - Merit points and procedure for selection - revised provisions thereof.
 25. No. 316/SR/12, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 30-3-2012. **Subject :** Consideration of appropriate grade pay of Rs. 2400/-, Rs. 2800/-, Rs. 4200/- etc.
 26. F. No. 8-01/2012-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110116. Date 3rd April, 2012. **Subject :** Rates of Dearness Allowance applicable w.e.f. 1-1-2012 to the employees of Central Government - payment thereof reg.

Bihar Circle

1. No. U-11/24-2003 dated at Patna the 15-7-2011. Department of Posts, India, Office of the Chief Postmaster General, Bihar Circle, Patna. **Subject :** Representation No. NU/P-IV/Harassment/Bihar/1/2011 dated 14-6-2011 of Shri T.N. Rahate, President, FNPO, National Union of Postal Employees, Postmen & Group D/MTS Group 'C', CHQ, Dalvi Sadan, Khurshid Square, Civil Lines, P&T Colony, Delhi-54 regarding harassment of members of NUPE P-IV (FNPO) Union on unjustified ground.

Delhi Circle

1. No. 13CT-258-DA-11 Date 17-2-12. Northern Railway, DRM Office, New Delhi. **Subject :** Complaint against counter No. 18 on 9-6-11.

Haryana Circle

1. No. Staff/164-2/Ambala/08 Dated at Ambala the 23-8-2011. Department of Posts, India, Chief Postmaster General, Haryana Circle, Ambala-133001. **Subject :** Vindictive action by Sr. Postmaster, Ambala GPO against Shri Charanjit Singh, Postman, Ambala GPO. **Ref.:** Your No. NU/P-IV/Vindictive action by Sr. PM Ambala GPO/HNA/1/ dated 15-6-2011.

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2. No. 16/25/2012-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 12th April, 2012. To The Chief Postmaster General, Haryana Circle, Ambala. **Subject :** Alleged non-holding of meetings with Union representatives - Case of Haryana Circle.

Madhya Pradesh Circle

1. क्रमांक यूनियन/2-13/2011, भोपाल, दिनांक 12-2011. मुख्य पोस्टमास्टर जनरल, म.प्र. परिमंडल, भोपाल-462012. **विषय :** रामविलास गुर्जर, पोस्टमैन का वेतन निर्धारण बाबत। **संदर्भ :** आपका पत्र क्रमांक NU/P-IV/Stepping Up/Hoshangabad/MP/1/2011 dated 28-11-2011.
2. क्रमांक यूनियन/2-13/2011, भोपाल, दिनांक 2-1-2012. भारतीय डाक विभाग, कार्यालय मुख्य पोस्टमास्टर जनरल, म.प्र. परिमंडल, भोपाल-462012. **विषय :** इनस्पेक्शन क्वार्टर जबलपुर के संबंध में आवंटन के प्रकरण बाबत। **संदर्भ :** आपका पत्र क्रमांक NU P-IV/MP/1/2011 dated 21-11-2011.
3. क्रमांक यूनियन/2-13/2011, भोपाल, दिनांक 2-1-2012. भारतीय डाक विभाग, कार्यालय मुख्य पोस्टमास्टर जनरल, म.प्र. परिमंडल, भोपाल-462012. **विषय :** जबलपुर संभाग की विभिन्न समस्याओं के निपटान के बाबत। **संदर्भ :** आपका पत्र क्रमांक NU P-IV/2011 dated 12-11-2011.

Maharashtra Circle

1. No. GR/Staff-II/Union/2010-11 Dated at Panaji the 8-2-2011. O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Giving due consideration to the seniority and experience of a GDS in Kolhapur Division in Goa Region to work as GDS BPM. **Ref.:** Your letter No. FNPO/Appointment/GDS BPM/Kolhapur Division/MH/1/2010 dated 19-11-2010, received in this office on 6-12-2010.
2. No. GR/Staff-II/Union/2010-11 Dated at Panaji the 8-2-2011. O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Okaying the request of Smt. Christine Trinadade, OS BPM at Saipem, Candolim, Bardez, Goa-403515. **Ref.:** Your Letter No. NU/P-IV/FNPO/Posting of GDS BPM/Saipem/Goa/1/2010 dated 24-11-2011 received in this office on 6-12-2010.
3. No. GPEI/Disc/SB6/2123 Date 10-2-2011. Office of the Director of Accounts, Nagpur. **Subject :** Discrepancy in GPF Balance of Shri S.B. Golatkar holder of A/c No. 144824. **Ref.:** NU/P-IV/GPF/SB6/Girgaon/1/2010 dt. 10-1-2011.
4. No. Union/25-2/P-IV/2010 Dated at Mumbai-400001 the, 28-2-2011. Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Non-supply of Uniform cloth of approved quality to the eligible employees. **Ref.:** Your Letter No. NU/P-IV/Supply of Uniform/2/2011 dated 28-1-2011.
5. No. GR/Union/Ratnagiri DN./2010-11 Dated at Panaji-10-3-2011. Postmaster General, Goa Region, Panaji-403001. **Subject :** Intentional and malafide harassment to the Union members of FNPO in Ratnagiri Dn. **Ref.:** NU/P-IV/Harassment of Members of FNPO/1/2011 dt. 30-8-2011

6. No. MR/Union/26-2/P-IV/2011 (09) date 4-5-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Regarding irregularity in timely remittance of Union Subscription in Raigad Division for a long period.
7. No. MR./Union/26-2/P-IV/2011 (01) Date 9-5-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Regarding Financial Upgradation under TBOP/BCR/ACP-I, ACP-II erstwhile Group D now classified as Multi Tasking Staff Group C from 1-1-2006 to 31-8-2008. **Ref.:** Your Letter No. NU/P-IV/TBOP/BCR/Group D/Raigad/1/2010 dated 10-1-2011.
8. No. GR/Union/Ratnagiri Dn./2010-11. Dated at Panaji 27-7-2011. Department of Posts, India, The Postmaster General, Goa Region, Panaji. **Subject :** Problems of Ratnagiri Division. **Ref.:** Your Letter No. NU/P-IV/Problems/Ratnagiri Dn./1/2011 dt. 22-7-2011.
9. No. Union/26-2/P-IV/2011 (10) dated at Mumbai-1, the 29-7-2011. Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding Arrogant and autocratic behaviour of the local authorities (ASPs/SPOs/SSPOs) and other higher officers causing mental harassment to the delivery staff, mostly in Arrow Project Offices and Delivery POs desiring 100% delivery. **Ref.:** Your Office Letter No. 25-5/2011/PE-1 dated 4/10 March 2011.
10. No. MR/Union/26-2/P-IV/2011 (32) Dated at Mumbai, the 11/16-8-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Sanction of Medical Bill dt. 1st September 2005 to 29th September 2005 of Shri Mahesh S. Mulki (Overseer), Kalbadevi Main Post Office, Mumbai-400002 - reg. **Ref.:** Your Letter No. NU/P-IV/Medical Bill/MSM/Kalbadevi/2/2011 dated 20-4-2011.
11. No. MR/Union/26-2/P-IV/2011 (38) Dated at Mumbai, the 11/19-8-2011. The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** MACP Upgradation in respect of Shri H.A. Bhangare, Overseer, Marine Lines, Mumbai-400020 under SSPOs Mumbai City South Division. **Ref.:** Your Letter No. NU/P-IV/MACP/HAB/Marine Lines/1/2011 dated 5-8-2011.
12. No. GR/Union/Corrs/Goa Dn/09-10 Dated at Panaji, 12-8-2011. Department of Posts, India, O/o The Postmaster General, Goa Region, Panaji-403001. **Subject :** Regarding dropping of chargesheet against Shri A.S. Harmalkar, Postman, Panaji HO. **Ref.:** Your Office Letter No. NU/P-IV/Goa/Postman/Panaji/4/2011 dt. 1-6-2011.
13. No. PR/Union/Ack./36/2011 dated at Pune, the 17/19-8-2011. Department of Posts, O/o The Postmaster General, Pune Region, Pune-411001. **Subject :** Malafide harassment to the Office Bearer of NU R-III - Case of Shri V.R. Deshpande, Circle Secretary, NU RMS-III. **Ref.:** Your Letter No. FNPO/Harassment/Office Bearer/Pune Region/2011 dated 12-8-2011.
14. No. Union/26-2/P-IV/2010 (13) dated at Mumbai-1, the 18-8-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding proposal for transfer of IPG Stg. work of Mumbai GPO from Postal Unit to RMS Wing with staff. **Ref.:** Your Letter No. FNPO/Mumbai GPO/Shifting/1/2010 dated 25-2-2010.
15. No. Union/26-2/P-IV/2010 (47) dated at Mumbai-1, the 18-8-2011. Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding irresponsible and arrogant behaviour of SSPOs, Goa Division towards the employees (P-IV). **Ref.:** Your Letter No. NU/P-IV/Recovery of Payment/Postman/Goa Region/1/2010 dated 13-8-2010.

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16. No. Union/26-2/P-IV/2011 (07) dated at Mumbai-1, the 24-8-2011. Department of Posts, India, The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding development of plot No. 4 earmarked for Postal Department at Panaji, Goa Region. **Ref.:** Your Letter No. FNPO/Development of Departmental Plot-4/Panaji/Goa Div./MH/1/2011 dated 17-2-2011.
 17. No. Union/26-2/P-IV/2010 (36) dated at Mumbai-01, the 24-08-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001 **Subject :** Regarding request for consideration of Rule 38 Transfer case of Shri M.S. Thakre, Postman, Tagore Nagar PO, N/E Division Mumbai to Chandrapur Division, Nagpur Region. **Ref.:** NU/P-IV/Maharashtra/Postman/5/2010 dated 2-7-2010.
 18. No. GR/Union/Misc./09-10 Dated at Panaji 6-9-2011. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. **Subject :** Regarding request to drop proposal of downgrading and bifurcation of Rajarampuri HSG-II PO. **Ref.:** NU/P-IV/Bifurcation/Rajarampuri PO/Kalkapuri/Goa Region/1/2011 dt. 23-8-2011.
 19. No. GR/Union/Corrs/Goa Dn/09-10 Dated at Panaji, 6-9-2011. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. **Subject :** Regarding conveyance of mail bags from Secretariat PO and vice versa by a lady packer. **Ref.:** Your Office Letter No. NU/P-IV/Problem of Secretariat PO/Goa Division/1/2011 dt. 30-8-2011.
 20. No. Gr/Union/Corrs/Goa Dn/09-10 Dated at Panaji, 6-9-2011. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. **Subject :** Regarding filling up of vacancies in Postmen & Group D cadre in Goa Division. **Ref.:** Your Office Letter No. NU/P-IV/Vacant Post/Goa Division/1/2011 dt. 30-8-2011.
 21. No. NR/SR/6-44/04/2011/10 Dated 6-9-2011. Department of Posts, India, Office of the Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Proposed creation of HSG-I, HSG-II offices in Akola Dn.
 22. No. PR/Union/Ack./40/2011 dated at Pune, the 8-9-2011. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** Violation of Constitution mandate by the AIPEU Postmen & Group 'D', Pune City West Dn. **Ref.:** Your Letter No. NUP-IV/Violation of Constitution/Pune/West Division/2/2011 dated 30-8-2011.
 23. No. Union/2-3/99-2011 dated at Mumbai-1, the 9-9-2011 Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Nomination to RJCM, Maharashtra Circle.
 24. No. MR/Union/26-2/P-IV/2011 (45) Dated at Mumbai, the 12-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Review of delivery Branch of Mahim HO for the year 2010-Regarding. **Ref.:** Your Letter No. NU/P-IV/Review Mahim HO/1/2011 dated 12-8-2011.
 25. No. MR/Union/26-2/P-IV/2011 (46) Dated at Mumbai, the 12-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request for allotment of accommodation in Tank Road PO Bldg., for housing office of Circle Union. **Ref.:** Your Letter No. NU/P-IV/Accommodation/Union/2011/4 dated 30-8-2011.

26. No. MR/Union/26-2/P-IV/2011 (44) Dated at Mumbai, the 12-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Reimbursement of Medical Expenditure incurred as in patient treatment in emergency case - Case of N/W Dn. Shri M.S. Yendhe, Postman, Goregaon East PO.
27. No. Union/26-2/P-IV/2011 (13) dated at Mumbai-1, the 7/12-9-2011. Department of Posts, India, O/o the Chief Postmaster General, Maharashtra Circle, Mumbai-400001 **Subject :** Regarding increasing the advance increment granted for maintaining small family. **Ref.:** Your Letter No. NU/P-IV/Advance Increment/FP/1/2011 dated 22-3-2011.
28. No. Union/26-2/P-IV/2011 (13) dated at Mumbai-1, the 7/12-9-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001 . **Subject :** Regarding increasing the advance increment granted for maintaining small family. **Ref.:** Your Letter No. NU/P-IV/Advance Increment/FP/1/2011 dated 22-3-2011.
29. No. MR/Union/26-2/P-IV/2011 (46) Dated at Mumbai, the 12-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request for allotment of accommodation in Tank Road PO Bldg., for housing office of Circle Union. **Ref.:** Your Letter No. NU/P-IV/Accommodation/Union/2011/4 dated 30-8-2011.
30. No. PR/Union/Ack./46/2011 Dated at Pune, the 18-10-2011. Department of Posts, O/o the Postmaster General, Pune Region, Pune-4110001. **Subject :** Request for transfer under Rule 38 - Case of I.J. Jadhav, Postman, Ahmednagar, MIDC, Ahmednagar. **Ref.:** Your Letter No. NU/P-IV/Transfer/UR-38/IJJ/Ahmednagar/1/2011 dated 15-10-2011.
31. No. MR/Union/26-2/P-IV/2011 (44) Dated at Mumbai, the 12-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Reimbursement of Medical Expenditure incurred as in patient treatment in emergency cases - Case of N/W Dn. Shri M.S. Yendhe, Postman, Goregaon East PO. **Ref.:** Your Letter No. NU/P-IV/Reimbursement of Medical Bills/MR/1/2011 dated 23-8-2011.
32. No. MR/Union/26-2/P-IV/2011 (39) Dated at Mumbai, the 14-9-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Request transfer under Rule 38 on the ground of marriage and facility to the women employees.. **Ref.:** Your Letter No. FNPO/Request Transfer/Under 38/Goa Region/1/2011 dated 28-7-2011.
33. No. Union/26-2/P-IV/2011 (68) Dated at Mumbai, the 20-9-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding granting of financial upgradation (MACP I, II, III) to the eligible employees at the due time. **Ref.:** Your Letter No. NU/P-IV/MACP/Implementation/1/2010 dated 19-11-2011.
34. PR/Union/Ack./46/2011 Dated at Pune, the 18-10-2011. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38. Case of Shri I.J. Jadhav, Postman, Ahmednagar, MIDC, Ahmednagar. **Ref.:** Your Letter No. NU/P-IV/Transfer/UR-38/IJJ/Ahmednagar/1/2011 dated 15-10-2011.
35. No. MR/Union/26-2/P-IV/2011 (30) Dated at Mumbai, the 19-10-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Regarding to stop harassment by Overseer of Kalbadevi HO to members of NUPE P-IV (FNPO) - stop partiality

- discrimination and rude behaviour with FNPO members. **Ref.:** Your Letter No. NU/P-IV/MHC/ Mumbai South Division/1/2011 dated 28-7-2011.
36. No. PR/Staff II/R 38/Postman/Gr D/Solapur/2011 dated 20th October 2011. Department of Posts, Office of Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38 - Case of Shri I.J. Jadhav, Postman, Ahmednagar, MIDC Ahmednagar. **Ref.:** Your Letter No NU/P-IV/Transfer/UR 38/IJJ/Ahmednagar/2011 dated 15-10-2011.
37. No. Union/2-7/2009 Dated at Ahmedabad-380001 the 21-10-2011. Department of Posts, India, Office of the Chief Post Master General, Gujarat Circle, Ahmedabad-380001. **Subject :** MTS fixation of less than education of SSC Standard (NTC) Group 'D' to bring them to the PB-1 with GP Rs. 1800/- as per the instructions given by the VIth CPC - case of Ahmedabad GPO and Gujarat Circle. **Ref.:** Your Number NU/P-IV/Group 'D'/MTS/Pay fixation/2/2012 dated 15-10-2011.
38. No. U/3-2/2011 dated at Hyderabad-1, the 28-10-2011. Department of Posts, India, Office of the Chief Post Master General, A.P. Circle, Hyderabad-1. **Subject :** Anti-Administration and harassment of Staff, Nizamabad HO by Senior Postmaster, Nizamabad HO - Reg. **Ref.:** Your Union Letter No. NU/P-IV dated 30-8-2011.
39. No. MR/Union/26-2/P-IV/2010 (54) Date 31-10-2011. The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** To keep status-quo in the post of Departmental Stamp Vendor and give additional duties according to Order No. 25-20/2008-PE-I dated 25-11-2008 and to give assistance to PA and SA cadre. **Ref.:** NU/P-IV/MH/MR/DSV/3/2010 dated 3-9-2010.
40. No. MR/Union/26-2/P-IV/2011 (22) Dated at Mumbai, the 3-11-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Merger of Speed Post Section in Delivery Department of Mumbai GPO. **Ref.:** No. MH/Merger SPA/ MBIGPO/2011 dated 16-6-2011.
41. No. Union/26-2/P-IV/2011 (26) Dated at Mumbai, the 9-11-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding frequent transfer of Shri M.H. Shaikh now PM Rajapur MDG. **Ref.:** Your Letter No. FNPO/ Transfer/HSG, Postmaster Cadre/1/2011 dated 30-8-2011.
42. No. Union/26-2/P-IV/2010 (22) Dated at Mumbai-1, the 11-11-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding upgradation in scale of (Group 'D') MSC who have completed 16 years of service and 26 years of service between the period 1-6-06 to 31-8-08. Clarification regarding fixation of their pay and upgradation in revised scale of Rs. 5200-20,000+(Grade Pay 1800) of 1-1-20065. **Ref.:** Your Letter No. NU/P-IV/TBOP/BCR/Financial Upgradation/Group D (MSC)/1/2010 dated 30-4-2010.
43. No. Union/2-7/2009 Dated at Ahmedabad-380001 the 11-11-2011. Office of the Chief Postmaster General, Gujarat Circle, Ahmedabad-380001. **Subject :** MTS fixation of less than education of SSC Standard (NTC) Group 'D' to bring them to the PB-I with GPRs. 1800/- as per the instructions given by the VIth CPC - Case of Ahmedabad GPO and Gujarat Circle. **Ref.:** Your Number NU/ P-IV/Group 'D'/MTS/Pay Fixation/2/2011 dated 15-10-2011.

44. E2/MRC/MSM/2005-06 Dated at Mumbai-400001 the 1-11-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai South Division, 5th Floor, New Annexe Bldg., Mumbai GPO, Mumbai-400001. **Subject :** Regarding medical claim case of Shri M.S. Mulki, Overseer Kalbadevi HO for period 1-9-2005 to 29-9-2005. **Ref.:** MR/AC/4-01/97/2011/MSM dated at Mumbai the 14-9-2011.
45. DO No. PR/PMG/Misc/2011. 18th November, 2011-11-18. Col. K.C. Mishra, VSM, Postmaster General, Pune Region. **Subject :** Please refer to your Letter No. NU-PV/Hearing Congratulations/1/2011 dated 12-11-2011 regarding congratulating me for getting the 'Award of Excellence in Public Administration 2010-2011' by Top Manager Consortium, Pune.
46. No. GR/Union/Misc/09-10 dated at Panaji 22-11-2011. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001.
47. No. PR/Staff-I/Union Cpt/Walke/11 Dated at Pune, the 22-11-2011. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** Harassment of staff by Sr. Postmaster HO and discriminatory treatment to the members of FNPO of Solapur Division, specially in Solapur HO. **Ref.:** Your Letter No. FNPO/Harassment of Union Staff/Solapur HO/1/2011 dtd 17-9-2011.
48. क्रमांक यूनियन 5/5-5/बिलासपुर/2011, रायपुर, दिनांक 29-11-2011. भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारतीय डाक विभाग, कार्यालय मुख्य पोस्टमास्टर जनरल, छत्तीसगढ़ परिमंडल, रायपुर-492001. **विषय :** रा.डा. कर्मचारी संघ पोस्टमैन एवं एमटीएस संघ के मान्यता के संबंध में। **संदर्भ :** Your No. NU/P-IV/Non Circulation of Elected Office Bearers/2011 Dated 21-11-2011.
49. No. GR/Mails/Union Item Corr/2011-12 Dated at Panaji the 2nd December 2011. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. **Subject :** Loss of revenue in Kolhapur in posting of Registered newspaper regarding. **Ref.:** Your Letter No. NU/P-IV/Loss of Revenue/Klp Dn./1/2010
50. No. MR/O&M/Union/26-2/P-IV/2011 (63) Dated 14-12-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Case of Shri Dyaneshwar S. Patil, GDS MD, Kalher B.O. Dandekarwadi, Thane Central Division, allotted to North East Division vide BR2 Postman/MG Exam/Direct/2009-10 at Thane the 25-1-2011 by SSPOs Thane Central Division. **Ref.:** Your Letter No. FNPO/Non Allot/GDS to Postman/Thane Central/1/2011 dated 21-11-2011.
51. No. MR/O&M/Union/26-2/P-IV/2011 (61) Dated 14-12-2011. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Shortage of Postman Staff in Chinchbunder HO. **Ref.:** Your Letter No. NU/P-IV/Shortage of Staff/Chinchbunder HO/1/2011 dated 28-11-2011.
52. F.No. 8/15/2011-SR Dated the 22nd December, 2011. Government of India, Ministry of Communications & IT, Department of Posts, SR Section, Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Notice of Indefinite Strike from 17-1-2012 served by Postal Joint Council of Action comprising NFPE, FNPO, All Postal Extra Departmental Employees Union and National Union of Gramin Dak Sevaks - Meeting of Members, Postal Services Board with the Postal Joint Council of Action.

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53. DO No. GR/Union/NUPE/2011 Dated at Panaji 23rd December 2011. Dear Shri Rahate Thank you very much for your letter dated 14-12-2011 regarding maintaining cordial relation with the Union NUPE-IV/FNPO and wish you a very Happy New Year 2012, Charles Lobo.
54. No. GR/Staff-II/Reptn./D. Kerkar/Goa/11-12 Dtd at Panaji, the 23-12-2011. Department of Posts, India, O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Case of O/S GDS MD Shri Dilip Dyaneshwar Kerkar, Calangute SO under Panaji HO - Regarding. **Ref.:** Your Letter No. FNPO/Regular Appointment/GDS MD/Calangute SO/Panaji/Goa/1/2011 dated 9-12-2011.
55. No. PR/Staff II/R 38/Postman/Gr D/Solapur/2011 dated 19th January, 2012. Department of Posts, Office of Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38 to Nashik Division, Aurangabad Region - Case of Shri S.K. Raikawad, PA MIDC Ahmednagar. **Ref.:** Your Letter No. FNPO/Transfer Rule 38/PA/MIDC - Ahmednagar/1/11 dated 9-12-2011.
56. No. B-2/73/Transfer/2011 Dated at Ratnagiri the 16-12-2011. Department of Post India, O/o The Supdt. of Post Offices, Ratnagiri Division, Ratnagiri-415612. **Subject :** Settlement of personnel grievances case of Shri S.M. Sawant, Postman, MIDC, Ratnagiri. **Ref.:** Your Letter No. NU/P-IV/Transfer/SMS/MIDC/Rtg./1/2011 dated 28-11-2011.
57. No. PR/Union/Ack./56/2011 dated at Pune, the 2-1-2012. Department of Posts, Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38 - case of Shri S.K. Raikawad, PA MIDC, Ahmednagar, Ahmednagar Dn to Nashik Dn. **Ref.:** Your Letter No. FNPO/Transfer/UR-38/PA/MIDC/1/2011 dated 9-12-2011.
58. No. AII/GDSMD/DDK/Calangute/Union/Misc/2011-12 dated at Mapusa the 3-1-2012. Sr. Supdt. of Post Offices, Goa Division, Mapusa-403507. **Subject :** Case of O/S GDS MD Shri Dilip Dyaneshwar Kerkar, Calangute SO under Panaji HO - Regarding. **Ref.:** Your Letter No. FNPO/Regular Appointment/GDSMD/Calangute SO/Panaji/Goa/1/2011 dated 9-12-11.
59. No. G-2/Relocation/Caranzalem-Pjm/Union/Misc/2011-12 dated at Mapusa the 3-1-2012. Sr. Supdt. of Post Offices, Goa Division, Mapusa-403507. **Subject :** Relocation of Caranzalem SO beat to Panaji HO. **Ref.:** Your Letter dated 9-12-2011.
60. No. MR/Estt./Establishment Review/Mumbai GPO/2011 dated 10/1/2012. Department of Posts, India, Office of Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Establishment Review case of Mumbai GPO for the year 2011. **Ref.:** NU/P-IV/Review/Mumbai GPO/1/2010.
61. No. PR/Staff II/R 38/Postman/Gr D/Solapur/2011 dated 19th January 2012. Department of Posts, Office of Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38 to Nashik Division, Aurangabad Region - Case of Shri S.K. Raikawad, PA, MIDC, Ahmednagar. **Ref.:** Your Letter No. FNPO/Transfer Rule 38/PA/MIDC - Ahmednagar/1/11 dated 9-12-2011.
62. No. MR/Union/26-2/P-IV/2011 (27) dated at Mumbai-01, the 13-2-2012. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Fixation of pay of the Postman category pre-recruited before 1-1-2006 on par with those recruited post 1-1-2006 who were fixed at the pay of Rs. 8460/- case of New Mumbai Division. **Ref.:** Your Letter No. NU/P-IV/MH/Pay Fixation/New Mumbai/5/2011 dated 22-7-2011.

63. No. PR/Estt II/RH-1/IV Ahmednagar HO Dated at Pune the 2/2012. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** To hold in abeyance implementation of Order No. PR/Estt./RS-34 (Ahmednagar) dated 22-12-2011 regarding reduction of Postman and Sorting Postman in Ahmednagar HO. **Ref.:** Your Letter No. NU/P-IV/held in abeyance/reduce/Postman/Stg. Postman/A.Nagar HO/1/2012 dated 20-1-2012.
64. No. GR/Union/Corrs/Goa Dn/11-12 Dated at Panaji, 14-2-2012. Department of Posts, India, Office of the Postmaster General, Goa Region, Panaji-403001. **Subject :** Complaint against Shri N.T. Kurlapkar, ASP, Margao Sub Division. **Ref.:** Your Office Letter No. NU/P-IV/Mis/Transfer/Marcona/Parsekar/1/2012 dt. 20-1-2012.
65. No. PR/Union/Ack./03/2012 dated at Pune the 21-2-2012. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** Request for transfer under Rule 38. Case of Shri S.D. Korde, Postman, Beed HO to Ahmednagar Division. **Ref.:** Your Letter No. NU/P-IV/Transfer/Rule-38/SDK/Postman/Beed HO/1/2012 dated 30-1-2012.
66. F. No. A-34012/02/2011-DE (Pt), Government of India, Ministry of Communications & IT, Department of Posts, (DE Section), Dak Bhawan, New Delhi-110001. 21st February, 2012. **Subject :** LGO Examination held on 16th October, 2011. I am directed to refer to your letter No. NU/P-IV/LGO/3/2011 dt. 25-10-2011 and 19-01-2012 on the above subject.
67. No. PR/Estt II/RH-1/IV Ahmednagar HO Dated at Pune the 22/2/2012. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** To hold in abeyance implementation of Order No. PR/Estt/RS-34 (Ahmednagar) dated 22-12-2011 regarding reduction of Postman and Sorting Postman in Ahmednagar HO. **Ref.:** Your Letter No. NU/P-IV/held in abeyance/reduce/Postman/Stg. Postman/A.Nagar HO/1/2012 dated 20-1-2012.
68. No. AR/Union/FNPO/Gen. Corr/2012 dated at Aurangabad the 29-2-2012. Department of Posts, India, O/o the Postmaster General, Aurangabad Region, Aurangabad-431002. **Subject :** Request for transfer under Rule 38 - Case of Shri S.D. Korde, Postman, Beed HO to Ahmednagar Division. **Ref.:** Your Letter No. NU/P-IV/Transfer/Rule 38/SDK/Postman/Beed HO/1/2012 dated 30-1-2012.
69. No. PR/Estt II/RH-1/IV Ahmednagar HO Dated at Pune the 2/2012. Department of Posts, Office of The Postmaster General, Pune Region, Pune-411001. **Subject :** To hold in abeyance implementation of Order No. PR/Estt/RS-34 (Ahmednagar) dated 22-12-2011 regarding reduction of Postman and Sorting Postman in Ahmednagar HO. **Ref.:** Your Letter No. NU/P-IV/held in abeyance/reduce/Postman/Stg. Postman/A. Nagar HO/1/2012 dated 20-1-2012.
70. No. GR/Staff-II/Union/Corr/11-12 Dated at Panaji the 6-2-2012. O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Misinformation emanating from the Lower Authority (ASP) Margao Sub Division. **Ref.:** Your Letter No. NU/P-IV/Mis/Transfer/Marcona/Parsekar/1/2012 dated 20-1-2012.
71. No. PR/Union/Ack./01/2012 Dated at Pune, the 2-2-12. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** To hold in abeyance implementation of Order No. PR/Estt./RS-34/(Ahmednagar) dated 22-12-2012 regarding reduction of Postman & Sorting Postman in Ahmednagar HO. **Ref.:** Your Letter No. NU/P-IV/held in abeyance/Postman/Stg. Postman/A'nagar HO/1/2012 dated 20-1-2012.

72. No. AC/4-01/Misc/Corr/MSM/06 dated at Mumbai the 2/14-1-2012. Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Medical claim - case of Shri M.S. Mulki, Overseer, Kalbadevi HO, Mumbai for the period from 1-9-2005 to 29-9-2005 - Appeal to Chief PMG - Regarding. **Ref.:** Your Office Letter No. MR/AC/4-01/97/2011/SMS dated 14-9-2011 and 15-11-2011.
73. No. E2/MRC/MSM/2011-12 Dated at Mumbai-400001 the 3-2-2012. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai City South Division, 5th Floor, New Annexe Bldg., Mumbai GPO, Mumbai-400001. **Subject :** Reimbursement of medical claim, case of Shri M.S. Mulki, Overseer, Kalbadevi HO.
74. No. MR/Union/26-2/P-IV/2012 (01) Dated at Mumbai, the 6-2-2012. Department of Posts, India, O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Backlog in the recruitment of MTS/Group D for the year 2009, 2010 and 2011 in Maharashtra Circle. **Ref.:** Your Letter No. NU/P-IV/Recruitment/MTS/3/2011 dated 12-12-2011.
75. No. Union/26-2/P-IV/2011 (35) Dated at Mumbai-1, the 31-1-2012. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Co-ordination with the Regional Transport Office, Mumbai. Regarding issue of driving licence, proper verification of address with authorised documents. **Ref.:** Your Letter No. NU/P-IV/Delivery of RTO Document/1/2011 dated 15-10-2011.
76. No. Union/26-2/P-IV/2010 (54) Dated at Mumbai-1, the 31-1-2012. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Loss of revenue in Kolhapur Division in posting of Registered Newspapers.. **Ref.:** Your Letter No. NU/P-IV/Loss of revenue/Kolhapur Div./1/2010 dated 20-9-2010.
77. No. Union/26-2/P-IV/2011 (19) Dated at Mumbai-1, the 25-1-2012. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding proposal of Andheri R.S. P.O. Mumbai-400058 to be shifted to Azad Nagar PO, Mumbai-400053 and proposal to shift SSPOs office from Azad Nagar P.O. Mumbai-400053 to Dadar HO Bldg., Mumbai-400014. **Ref.:** Your Letter No. NU/P-IV/Mby. North Division/Andheri RS/Shifting/3/2011 dated 25-7-2011.
78. No. Union/26-2/P-IV/2011 (23) Dated at Mumbai-1, the 24-1-2012. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding request to drop proposal of downgrading and bifurcation of Rajarampuri HSG-II PO. **Ref.:** Your Letter No. NU/P-IV/Bifurcation/Rajarampuri PO/Kolhapur/Goa Region/1/2011 dated 23-8-2011.
79. No. MR/Estt/Appeal/TN Rahate/2011 dt. at Mumbai-1 the 13-7-2011. Office of the Postmaster General, Mumbai Region, Mumbai-400001. **Subject:** Complaint of Shri T.N. Rahate under RTI Act 2005.
80. No. 16/15/2012-SR, Government of India, Ministry of Communications and IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 2nd March, 2012. To The Chief Postmaster General, Maharashtra Circle, Mumbai. **Subject :** Alleged violation of Constitutional Provision made in communication No. 13/2/68-SR dated 16-3-68 by the CPMG, Maharashtra Circle.

81. No. 18-22/2012 - Bldg., Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 29-2-2012. **Subject :** Repair work of main gate of the premises of Dalvi Sadan, Civil Lines, P&T Colony, New Delhi - regarding.
82. No. NR/SR/6-20/02 (39)/2010 Dated at Nagpur-440010, the 5-3-2012. Department of Posts, India, O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Irregular fixation of pay - case of Shri C.J. Yeole EDDA/EDMC, Mangali BO A/c. with Pawani SO under Bhandara HO.
83. No. MR/Union/26-2/P-IV/2011 (54) Dated at Mumbai, the 12-3-2012. Department of Posts, India. O/o The Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Discrimination made by the Authorities regarding transfer under Rule 38 by RO. **Ref.:** Your Letter No. FNPO/Transfer/Ur 38/Discrimination/MR/1/2011 dated 17-9-2011.
84. No. NR/SR/6-9/03/2010/15 Dated at Nagpur-440010, the 12-3-2012. Department of Posts, India, O/o The Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Stepping up cases of seniors drawing less pay than the juniors appointed on or after 1-1-2006 cases of refixation of Shri C.G. Mankar, A.G. Shende & others case in Nagpur City Dn.
85. No. GR/Staff-II/Union/Corr/11-12 Dated at Panaji, the 15-3-2012. Department of Posts, India, O/o Postmaster General, Goa Region, Panaji-403001. **Subject :** Mis-information emanating from the Lower Authority (ASP) Margao Sub Division. **Ref.:** Your Letter No. NU/P-IV/Mis/Transfer/Marcona/Parsekar/1/2012 dated 20-1-2012.
86. No. MR/Estt/1-4/33/Tank Road dated at Mumbai 21-3-2012. O/o Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Review result of Delivery Branch of Tank Road for the year 2010. **Ref.:** MR/Estt/1-4/33/Tank Road Dated 15-1-2011.
87. No. Union/26-2/P-IV/2011 (37) dated at Mumbai-1, the 28-3-2012. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Regarding loadshedding and worn out batteries of UPS at POs in Kolhapur Division in Goa Region. **Ref.:** Your Letter No. NU/P-IV/Load Shading/Kolhapur/MHC/1/2011 dated 12-11-2011.
88. No. B-II/Staff/Stepping Up/Dlg/2012 Dated at Nagpur-10, the 3-4-2012. Department of Posts, India, Sr. Supdt. of Post Offices, Nagpur City Dn., Nagpur-440010. **Subject :** Stepping up cases of seniors drawing less pay than the juniors appointed on or after 1-1-2006 cases of refixation of Shri C.G. Mankar, A.G. Shende & Others - case in Nagpur City Dn.
89. No. PR/Union/Ack./15/2012 Dated at Pune, the 4-4-2012. Department of Posts, Office of the Postmaster General, Pune Region, Pune-411001. **Subject :** Request to arrange to stop purposeful harassment made by Divisional Head, Solapur - Case of Shri B.D. Kamble, PRO, Solapur HO. **Ref.:** Your Letter No. FNPO/MH/BDK/2012 dated 29-3-2012.
90. No. NR/SR/6-20/02/2010/18 dated at Nagpur-440010, the 10-4-2012. Postmaster General, Nagpur Region, Nagpur-440010. **Subject :** Upgradation of Part Time/Full Time/Contingency Employees in regular Pay Band.
91. No. PR/Union/Ackts./2012 Dated at Pune 411001, the 11-4-2012. Postmaster General, Pune Region, Pune-411001. **Subject :** Request to check officers at Regional Office - Case of vested interest to give publicity to Union letters of NFPE. **Ref.:** MH/Pune/Favour/2012 dated 29-3-2012.

Punjab Circle

1. No. Union/1-1/2011 Dated at Chandigarh the 28-3-2012. Department of Posts, Office of the Chief Postmaster General, Punjab Circle, Sandesh Bhawan, Sector 17/E, Chandigarh-160017. **Subject :** Harassment to the BPM Staff Smt. Jasvinder Kaur, BPM, Aharanakalan, Hoshiarpur HO, Hoshiarpur.

Tamil Nadu Circle

1. ML/108-130/2012/Pt Dated at Chennai-600002 the 26-3-12. Chief Postmaster General, Tamil Nadu Circle, Chennai-600002. **Subject :** Recent Mail arrangement - C/O of Pondicherry Division.

Uttar Pradesh Circle

1. No. Union/Misc. Corr./Mathura Dn.2011 Dated at Agra the 28-7-2011. O/o The Postmaster General, Agra Region, Agra-282001. **Subject :** Complaint dated 16-5-2011 against Shri Indra Pal Singh APM (Dely.) Mathura HO by Shri Ballo Lal, Secretary, NUPE Postman & Group 'D' Union.

Reply Received from Secretary General to General Secretary

1. No. Union/2-3/99-2011 dated at Mumbai-1, the 12-12-2011. **Subject :** Nomination of representatives on the Staff Side of the Regional Council.

RTI and Appeals Reply

1. No. East/A-2/RTI-05/TNR/14/2011-12 dated at Mbi-4000014 the 29-2-2012. Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
2. No. East/A-2/RTI-05/TNR/13/2011-12 dated at Mbi-4000014 the 29-2-2012. Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
3. No. East/A-2/RTI-05/TNR/14/2011-12 dated at Mbi-4000014 the 20-2-2012. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
4. No. East/A-2/RTI-05/TNR/13/2011-12 dated at Mbi-4000014 the 17-2-2012. Department of Post, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
5. No. ACIII/Union Subscription/Postman/Gr D/MTS/11-12 dated At Nasik HO 21/2/2012. **Ref.** Your Letter dated 15-2-2012. Department of Posts, India, O/o Senior Postmaster Nasik HO, Nasik-422001. **Subject :** Regarding issue of Fresh Cheque of Union Subscription of Postman/Group D/MTS Officials.

6. No. Estt/RTI Appeal/01/TNR/2011 Mumbai Date 13-2-2012. Department of Posts, India, Chief Postmaster General, Maharashtra Circle, Mumbai-400014. **Subject :** Information Under RTI Act, 2005.
7. No. ACIII/Union Subscription/Postman/Gr D/MTS/11-12 dated At Nasik HO 9/2/2012. Department of Posts, India, O/o Senior Postmaster Nasik HO, Nasik-422001. **Subject :** Union subscription of Postman/Gr D/MTS Officials Reg. **Ref.** Your Office Letter No. CR-1/RTI-Inf/30/09 dtd. 17-8-09.
8. No. BII/Union/CHB HO/2011-2012 dated Mumbai 14 the 9-2-2012. Department of Posts, O/o Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014. **Subject :** Shortage of Postman Staff in Chinchbunder HO. **Ref.:** Your Letter No. NU/P-IV/Shortage of Staff/CHB HO/1/2011 dt. 20-1-2012.
9. No. BII/Union/CHB HO/2011-2012 dated Mumbai 14 the 9-2-2012. Department of Posts, O/o Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014. **Subject :** Shortage of Postman Staff in Chinchbunder HO. **Ref.:** Your Letter No. NU/P-IV/Shortage of Staff/CHB HO/1/2011 dt. 20-1-2012.
10. No. East/A-2/RTI-05/TNR/11/2011 dated at Mbi-4000014 the 24-1-2012. O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC. **Ref.:** ACG-67, Receipt No. 34/3317 dtd. 23-1-2012 at Tank Road PO, Mumbai-400033.
11. No. East/A-2/RTI-05/TNR/11/2011 dated at Mbi-4000014 the 18-1-2012. Department of Post, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
12. No. MR/Estt/Appeal/10/2011 dated at Mumbai 1/2012. Department of Posts, India, Office of Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** 1st Appeal against information given by CPIO i.e. viz. SSPOs Mumbai City East Dn. **Ref.:** Your 1st Appeal dated 19-12-2011.
13. No. GT/RTI/Report/225/FNPO/11-12 Dated at Bnipurthe 22. **Subject :** Disposal under RTI Act 05 - regarding GDS Employees and GDS Posts etc. - cause of TN Rahate, General Secretary, NUPE, Postman & Group D. **Ref.:** NU/P-IV dt. 22-3-11.
14. A1-Estt/GDS-RTI/2010-11 Dated at Muzaffarpur, the 28-12-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Muzaffarpur Division, Muzaffarpur-842002. **Subject :** Supply of Information under RTI Act-2005. **Ref.:** Your Letter No. NU/P-IV dated 22-3-2011.
15. No. MR/Estt/RTI/08/TNR/2011 dated at Mumbai-1, 16-12-2011. Department of Posts, India, Office of Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Information under RTI Act. **Ref.:** Your application under RTI Act 2005 dated 12-11-2011.
16. No. MR/Estt/RTI/08/TNR/2011 dated at Mumbai-1, 9-12-2011. Department of Posts, India, Office of Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Supplying of Information under RTI Act 2005. **Ref.:** Your RTI application dated 18-11-2011.
17. No. South/RTI/114/2011-2012 dated at Mumbai-400001 the 2-12-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai City South Division, 5th Floor, New Annexe Bldg., Mumbai GPO, Mumbai-400001. **Subject :** Information under Right to Information Act-

2005. **Ref.:** 1. Your Application dtd. 10-9-2011 received at this end on 26-9-2011. 2. This office letter of even no. dated 25-10-2011. 3. ACG-67 Book No. 3317, receipt No. 4 dated 30-11-2011 for Rs. 20/- of Tank Road PO received at this end on 2-12-2011 vide your SPANo. EM 859264619 IN.

18. No. East/A-2/RTI-05/TNR/06/2011 dated 25-11-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought for under RTI Act - 2005, case of Shri T.N. Rahate, President P-IV, MHC.
19. No. NE/CR/RTI/264/2011-12 dated at Mumbai-42, the 9-11-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City North East Div. Bhandup (E), Mumbai-42. **Subject :** Information sought under RTI Act-2005.
20. No. West/RTI/18/Sept/11-12 dt. at Mumbai-400014 the 3-11-11. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City West Division, Mumbai-400014. **Subject :** Information sought under RTI Act - 2005. **Ref.:** Your RTI Application dated 10-9-2011.
21. No. RTI/TNR/2011 Thane Dated 2-11-2011. Department of Post, India, O/o Sr. Supdt. of Post Offices, Thane Central Division, Thane-400601. **Subject :** Information under RTI Act - 2005. **Ref.:** Your RTI Application letter dated 10-9-2011.
22. No. CR-II/RTI IW-249/TNR/11-12 Mumbai-400057 the 27-10-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai City North Division. Plot No. 220, Nanda Patkar Marg, Vile Parle East, Mumbai-400057. **Subject :** Information under Right to Information Act-2005. **Ref.:** Your application dated 10-9-2011 received by this office on 27-9-2011.
23. No./BI/RTI/TNR/2011-12 Alibag dated 25-10-2011. Department of Post, India, O/o Supdt. of Post Offices, Raigad Division, Alibag-402201. **Subject :** Information under RTI Act 2005. **Ref.:** Your application dated 10-9-2011 received on 27-9-2011. With reference to your application dated 10-9-2011 received to this office on 27-9-2011, the required information is furnished as under.
24. No. South/RTI/114/2011-2012 dated at Mumbai-400001 the 25-10-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai City South Division, 5th Floor, New Annexe Bldg., Mumbai GPO, Mumbai-400001. **Subject :** Information under Right to Information Act-2005. **Ref.:** Your Application dtd. 10-9-2011 received at this end on 26-9-2011.
25. No. A2/Estt/RTI/11 dated at Panvel the 24-10-2011. Department of Posts, India, Office of the Supdt. of Post Offices, Navi Mumbai Division, Panvel-410206. **Subject :** Information under RTI Act. **Ref.:** Your Letter on the subject mentioned above.
26. NWCCC/RTI Act/TNR/35/2011-12 dtd at Mumbai-101, dated 19-10-2011. Department of Posts, India, O/o The Sr. Supdt. of Post Offices, Mumbai City North West Div., Kandivali (East), Mumbai-400101. **Subject :** Information sought under RTI Act-2005.
27. No. N/PRO/RTI/93/11-12 dated at Mumbai GPO the 19-10-2011. Department of Posts, India, O/o The Director, Mumbai GPO, Mumbai-400001. **Subject :** Information under RTI Act-2005. **Ref.:** Your application dated 10-9-2011.
28. No. All/RTI/RNG/2011 Dtd at Mira Road the 13-10-2011. Department of Post, India, O/o The Supdt. of Post Offices Thane West Division, Mira Road-401107. **Subject :** Information sought by Shri T.N. Rahate, President MH Circle, Camp Tank Road PO, Mumbai-400033.

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29. No. A2/Estt./Bldg./RTI/2011 dated at Alibag the 10-10-2011. Department of Posts, India, O/o The Supdt. of Post Offices, Raigad Division, Alibag-402201. **Subject :** Application for information under RTI Act 2005. **Ref.:** Your application No. RTI Act 2005/09/2011 dated 10-9-2011.
30. No. A1/Estt/RTI/RNG/2011 dtd at Thane the 10-10-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Thane Central Division, Thane-400601. **Subject :** Information sought under RTI Act - 2005. **Ref.:** Your application dated 10-9-2011 and received to this office on 26-9-2011.
31. No. East/CR/RTI-11/TNR/2011 dated at Mumbai-14 the 10-10-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information sought under RTI Act-2005. **Ref.:** RTI Act-2005/09/2011 dtd. 10-9-2011.
32. No. Staff-3/RTI/123/2011 dated at Mumbai 28-9-2011. The Postmaster General (FP & Mktg.), Videsh Dak Bhawan, Mumbai-400001. **Subject :** Information sought for under Right to Information Act, 2005. **Ref.:** Your application under RTI Act, 2005 dated 10-9-2011 (Received in this office on 26-9-2011).
33. BII/RTI Act-2005/Antop Hill/2011-12 dated at Mumbai-14, the 11-8-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Dadar, Mumbai-400014. **Subject :** Information under RTI Act 2005. **Ref.:** Your application dated 22-7-2011.
34. No. N/PRO/RTI/26/2011-12 dated at Mumbai GPO the 4-6-2011. Department of Posts, India, O/o The Director, Mumbai GPO, Mumbai-400001. **Subject :** Information under RTI Act-2005. **Ref.:** Your application dated 13-5-2011 under RTI Act-05.
35. No. East/A-2/RTI-05/01/TNR/2011 dtd at Mbi-14, the 30-5-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn. Mumbai-400014. **Subject :** Information under RTI Act-2005 - regarding Tank Road PO.
36. No. A2/RTI/11 dated at Biharsharif the 27-5-2011. Supdt. of Post Offices, Nalanda Division, Biharsharif. **Subject :** Supply of information under RTI Act 2005 - Case of Shri T.N. Rahate, General Secretary and President FNPO.
37. No. RTI/Estt. Br./Sri T.N. Rahate Dated at Hajipur, the 27-5-2011. Department of Posts, India, O/o The Supdt. of Post Offices, Vaishali Division, Hajipur-844102. **Subject :** Supply of Information under RTI Act 2005. **Ref.:** The Chief Post Master General, Bihar Circle, Patna Letter No. U/RTI/15/2011 dated 18-4-2011.
38. No. A&P-II/RTI-Appeal/TNR/NSK/2011 dated at Aurangabad the 23-5-2011. Department of Posts, Office of Postmaster General, Aurangabad Region, Aurangabad-431002.
39. No. BII/RTI Act-2005/Vfn of membership/11-12 dtd at Mbi-14 the 16-5-2011. Department of Posts, India, O/o Sr. Supdt. of Post Offices, Mumbai City East Dn., Mumbai-14. **Subject :** Information under RTI Act 2005 regarding verification of membership.
40. No. A-2/RTI Inf./TNR. Beed/11 Dated 16-5-2011. Department of Posts, Office of the Supdt. of Post Offices, Beed Division, Beed-431122. **Subject :** Information regarding the recruitment

- process in respect of GDS BPM. New recruited in Beed Division, Beed. **Ref.:** Application under RTI Act 2005 of dated 15-3-2011.
41. No. A-2/RTI 2005/TNR/11, Dated at Beed the 20-4-2011. Department of Posts, Office of the Supdt. of Post Offices, Beed Divn, Beed-431122. **Subject :** Information regarding the recruitment process in respect of GDS BPM in Beed, Beed. **Ref.:** Application under RTI Act 2005 of dated 15-3-2011.
 42. No. Estt/RTI/131/2011 at Mumbai-400001 the 13-4-2011. Department of Posts, India, O/o The Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Supply of Information under RTI Act 2005. **Ref.:** Your application dated 8-3-2011.
 43. No. SR/25/RTI Act-2005/2011 dated at Chennai-600002, the 12-4-2011. Department of Posts, India, O/o The Chief Postmaster General, Tamil Nadu Circle, Chennai-600002. **Subject :** Furnishing of Information under Right to Information Act - 2005 - reg. **Ref.:** Your application dated 20-3-2011.
 44. No. CPT/2-RTI/FWD/CO/24/11 dated at Coimbatore 641002 the 4-5-11. Department of Posts, India, Office of the Postmaster General, Western Region, Coimbatore-641002. **Subject :** Under RTI Act - reg. **Ref.:** 1. This office letter of even number dated 29-4-2011. 2. APMG (Staff), O/o the Chief PMG, Tamilnadu Circle, Chennai-2, letter No. STC/13-179/RTI/11 dated 12-4-11.
 45. BII/Trf-Posting/LR Postman/2010-2011 dated at Mumbai-14, the 23-3-2011. Department of Posts, India, O/o Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014.
 46. BII/Trf-Posting/O/S/Stg. PM/Postman Cadre/2010 dated at Mumbai-14, the 23-3-2011. Department of Posts, India, O/o Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014. **Subject :** Transfer and posting of Sorting Postman, Tank Road PO to Mandvi PO.
 47. No. MR/Estt/1-4/33/Tank Road Dated at Mumbai 25-1-2011. Department of Posts, India, Office of Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Review of delivery Branch of Tank Road for the year 2010. **Ref.:** Your Office Letter No. A/29/Rev. of Tank Road/2010 dated 3-9-2010.
 48. संदर्भ संख्या परिपत्र/आर टी आई/2011 (1) भोपाल, दि. 29-3-2011. विषय : आर टी आई के संबंध में जानकारी के बाबत।
 49. No. MR/Estt/1-4/33/Tank Road PO/2010-11 at Mumbai-1 the 10-3-2011. Department of Posts, India, Office of the Postmaster General, Mumbai Region, Mumbai-400001. **Subject :** Review of Delivery Estt. of Tank Road PO.
 50. No. D-2/Bldg/RTI-2005/Appli.-TNR/10, dated at Beed the 3-1-2011. Department of Posts, Office of the Supdt. of Post Offices, Beed Division, Beed-431122. **Subject :** RTI Information-2005. **Ref.:** Your Application dated 3-12-2010.
 51. No. B2/RTI-Inf./TNR/11 Osmanabad Dt. 15-2-2011. Department of Posts, The Supdt. of Post Offices, Osmanabad Division, Osmanabad-413501. **Subject :** Information under RTI Act 2005. **Ref.:** Your Letter dtd. 14-1-2011.

52. No. CPIO/RTI A-69/2010 dated at Guwahati the 20th October, 2010. Department of Posts, India, Office of the Chief Postmaster General, Assam Circle, Guwahati-781001. **Subject :** Information under Right to Information Act-2005.
53. No. STC/41-43/2010 Dated at Chandigarh the 9-9-2010. Department of Posts, Office of the Chief Postmaster General, Punjab Circle, Sandesh Bhawan, Sector 17/E, Chandigarh-160017. **Subject :** Information under RTI Act 2005.
54. No. Union/1-1/XVI/KW.RTI Dated at Ambala the 10-9-2010. Department of Posts, India, Office of the Chief Postmaster General, Haryana Circle, Ambala-133001. **Subject :** Information under RTI Act 2005 - Members Verification - 2010.
55. क्रमांक आर टी आई/विविध/107/2010 रायपुर दिनांक 1-9-2010. भारतीय डाक विभाग, कार्यालय मुख्य पोस्टमास्टर जनरल, छत्तीसगढ़ परिमंडल, रायपुर-492001. **विषय :** आर टी आई एक्ट 05 के तहत जानकारी प्रदान करने विषयक।
56. No. CPIO/RTI A-147/2010 Dated at Guwahat the 4th May, 2010. Department of Posts, Office of the Postmaster General, Assam Circle, Guwahati-781001. **Subject :** Information under Right to Information Act - 2005 - regarding membership verification of employees. **Ref.:** Your representation No. dated Nil.

New Schemes and Policy of the Department

डाक विभाग को बिजनेस में बदलना चाहते हैं। और डाक विभाग को मिलनेवाली सबसीडी सरकार बंद करने जा रही है इसलिए डाक विभाग नई स्कीम ला रही हैं। उससे डाक विभाग को फायदा होगा लेकिन डाक विभाग जो स्कीम ला रही है उसे लागू करने के कोई प्लान नहीं है, इसलिए डाक विभाग दिन-ब-दिन घाटे में जा रही है।

यांत्रिक युग में आगे बढ़ने की दौड़ में डाक विभाग को भाग लेना है और उसमें डाक विभाग को सही तरह से चलाने के लिए हमें सहयोग देना है। क्योंकि हमारा मूल बिजनेस (डाक बंटवारा) कम होते जा रहा है। इसलिए नये स्कीम अपनाना है। कोरियर-डिलेवरी के साथ पीक अप कर रही है उसके साथ मुकाबला करने के लिए हमें पीक अप पोस्टमैन की ओर से काम अपनाया है, उससे हर पोस्टमैन को साथ देना है और उस स्कीम को आगे बढ़ाना है। **पीक अप आर्टिकल का टाईम फैक्टर मिलेगा।**

डिपार्टमेंट नित नयी योजनाएं ला रही है। पोस्टमैन को स्पीड पोस्ट आर्टिकल पीक अप करना, बीट में स्टेशनरी की बिक्री करना, PLI, RPL जैसी पॉलीस बिजनेस लाना, UTI जैसे बिजनेस लाना यह काम करना पड़ रहा है और प्रसाद वितरण जैसे स्कीम पोस्टमैन के द्वारा की जा रही है और नये उत्पाद की बिक्री करनी पड़ रही है। रेल टिकट बुकिंग करना, इलेक्ट्रीक, टेलिफोन, वॉटर बिल ऐसे बहुत नये स्कीम डिपार्टमेंट ला रही है लेकिन मैन पॉवर नहीं दे रही है किंतु **टाईम फैक्टर दिया जायेगा।**

संगठन ने नये स्कीम के बारे में पोस्टमैन और ग्रुप डी/एमटीएस को टाईम फैक्टर दिया जायेगा।



Ministry of Communications & Information Technology
Government of India

102, Sanchar Bhavan, 20, Ashok Road, New Delhi – 110 001, India

D.O. No. 101/2011-CRC- A775

2nd January, 2012

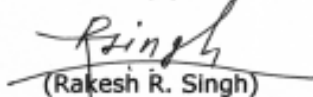
Respected Sir,

I acknowledge with thanks receipt of your detailed representation dated 9th April, 2011 submitted to Hon'ble MoS(C&IT) with respect to New Operational Management of Speed Post items according to Sorting Hubs.

Based on the directive received from the Hon'ble MoS(C&IT), your aforesaid representation has already been forwarded to Dr. Dinesh Arora IAS, Hon'ble Private Secretary to MoS(C&IT) for his kind perusal as well as needful further action thereof. A separate communication to you from the Ministry Officials follows shortly.

With Regards,

Sincerely yours


(Rakesh R. Singh)

First PA to Shri Milind Deora Hon'ble MoS(C&IT)
Camp Office (Mumbai)

16, Khetan Bhavan, 198, J. Tata Road,
Churchgate, Mumbai – 400 020

Tel. +91-22-2202 1525/2202 2942

Fax+91-22-2287 5994

E-mail: mdeoraoffice@gmail.com

Shri T. N. Rahate
Hon'ble General Secretary & President
Federation of National Postal Organizations
Dalvi Sadan, Khurshid Square,
Civil Lines, P & T Colony,
Delhi – 110 054

Dr. Uday Balakrishnan

Member (PLI) Postal Services Board
Chairman, Investment Board
Tel. (O) : (+91-11) 23096080
(+91-11) 23036612
Fax : (+91-11) 23096081
E-mail : memberpli@indiapost.gov.in



भारतीय डाक सेवा
(संचार एवं सूचना प्रौद्योगिकी मंत्रालय)
डाक भवन, संसद मार्ग,
नई दिल्ली-110116
Department of Posts
Ministry of Communications & IT
Dak Bhawan, Sansad Marg,
New Delhi-110116

D.O. No.Member(PLI)/Corrs/2010

July 7, 2010

Dear Shri Rahate,

Thank you for your suggestion that the advertisement of PLI/RPLI may be printed on the umbrella and JD Bag which is being supplied to the eligible staff.

I have passed on your suggestion for implementation.

Regards,

Yours sincerely,

(Dr. Uday Balakrishnan)

Shri T.N. Rahate
President FNPO and
General Secretary,
National Union of Postal Employees Postmen
Dalvi Sadan, Khurshid Square, Civil Lines,
P&T Colony, Dehi 110 054

मंजुला पराशर

सचिव, भारत सरकार

महानिदेशक, डाक एवं अघ्यक्ष, डाक सेवा बोर्ड

Manjula Prasher

Secretary to the Govt. of India

Director General, Posts &

Chairman, Postal Services Board

फोन/Tel.: (+91-11) 2309 6060

ई-मेल/E-mail : secretary-posts@indiapost.gov.in



सत्यमेव जयते

भारतीय डाक विभाग
संचार एवं सूचना प्रौद्योगिकी मन्त्रालय
डाक भवन, संसद मार्ग
नई दिल्ली-110001

Department of Posts, India
Ministry of Communications & IT
Dak Bhawan, Sansad Marg,
New Delhi-110001

January 17, 2012.

My dear Rahate ji

Thank you for your New Year greetings. I take this opportunity to reciprocate with my best wishes to you and your family for a happy, healthy and prosperous new year.

Yours sincerely,

(Manjula Prasher)

Shri T.N. Rahate,
General Secretary, NUPE,
Tank Road PO.,
Mumbai-400 033.

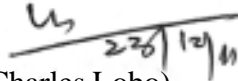
DO NO:GR/Union/NUPE/2011
Dated at Panaji 23rd Dec 2011

Dear Shri Rahate,

Thank you very much for your letter dated 14.12.2011 regarding maintaining cordial relation with the union NUPE-IV/FNPO and wish you a very happy New Year 2012.

With best wishes,

Yours sincerely,


(Charles Lobo)

Shri T.N. Rahate
General Secretary
NUPE-IV & President FNPO
Dalvi Sadan, Khurshid Square,
Civil Lines, P&T Colony,
Delhi - 110054

Some Important Orders

1. No. 10/02/2011-E.III/A. Government of India, Ministry of Finance, Department of Expenditure, New Delhi, the 19th March, 2012. Office Memorandum. **Subject :** Central Civil Services (Revised Pay) Rules, 2008 - Date of next increment in the revised pay structure under Rule 10 of the CCS (RP) Rules, 2008.
2. No. 57-01/2005-BD&MD dt. March 12, 2012. **Subject :** Huge pendency in the payment of Speed Post Delivery incentive bills pertaining to Postmen in Circles - reg.
3. No. 16-03/2012-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dt. 23-2-2-12. **Subject :** Foreign Deputation/Tour of Officials to SAARC Countries and Myanmar - Exemption from the requirement of prior approval of the Screening Committee of Secretaries - Instructions/Guidelines - reg.
4. No. 16-02/2012-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dt. 23-2-2012. **Subject :** Concession to persons re-employed in Government Service. Payment of Travelling Allowance - regarding.
5. No. 6/2/2011-SR dated the 17th February, 2012. Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001. **Subject :** Draft minutes of the meeting of Departmental Council (JCM) held on 10-2-2012 - Vetting thereof.
6. No. ADR/2-16/LGO/2011 dated 9-2-2012. **Subject :** Announcement of result of LGO Examination 2011 held on 16-10-2011.
7. No. 4-01/2012-PAP. Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dt. 6-2-2012. **Subject :** Reimbursement of rent to Government Servants during their stay in State Bhawans Guest Houses run by State Government/Autonomous Organisations, etc.
8. No. 43-4/2012-PE-II dated 1-2-2012. Government of India, Ministry of Communications & IT, Department of Posts, (PE-II Section), Dak Bhawan, New Delhi-110001. **Subject :** Change of designation of EA to Secretary (P).
9. DG Posts No. 30-7/2012-D Dated 1-2-2012. **Subject :** Implementation of Redesigned Network for First Class Mail.
10. No. 58(1)/E.III(B)/2012, Ministry of Finance, Department of Expenditure, E.III-(B) Branch, New Delhi, the 31st January, 2012. **Subject :** Forwarding of representation received from National Union of Postal Employees Postmen & Group D.
11. No. 1-02/2012-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dt. 17-1-2012. **Subject :** Grant of Travelling and daily allowance to Mail Overseers in place of Night Halt Allowance - reg.

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12. No. 08/15/2011-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Parliament Street, New Delhi-110001 dt. 16-1-2012. **Subject** : Notice of Indefinite Strike w.e.f. 17-1-2012 served by Postal Joint Council of Action - Minutes of the meetings taken by Secretary (Posts)/Postal Services Board with the Postal Joint Council of Action on 10-1-2012 and 12-1-2012 in Dak Bhawan.
 13. No. 8-4/2005-Inv, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 dt. 12-1-2012. **Subject** : Tenure Posting of Officials in single handed & double handed Post Offices - Preventive Vigilance Measure.
 14. No. 08/15/2011-SR Dated the 30th December, 2011, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Parliament Street, New Delhi-110001. **Subject** : Minutes of the meetings taken by Members of Postal Services Board with Postal Joint Council of Action on 27-12-2011 in Dak Bhawan.
 15. No. 8/15/2011-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 22nd December, 2011. **Subject** : Notice of Indefinite Strike from 17-1-2012 served by Postal Joint Council of Action comprising NFPE, FNPO, All Postal Extral Departmental Employees Union and National Union of Gramin Dak Sevaks - Meeting of Members, Postal Services Board with the Postal Joint Council of Action.
 16. No. 1-45/2011-Trg, Government of India, Ministry of Communications & IT, Department of Posts, (Training Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 12-12-2011. **Subject** : Draft Postal Training Policy.
 17. No. 44-14/2009-SPB-I, Ministry of Communications & IT, Department of Posts, New Delhi, the 25th November, 2011.
 18. No. BII/Trf-Posting/Stg Postman/O/S/2011-2012 Dated at Mumbai-14, the 24-11-2011. Department of Post, India, O/O Senior Supdt. of Post Offices, Mumbai City East Dn., Dadar, Mumbai-400014.
 19. No. 20-8/2008-SPB, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), New Delhi-110016 dated 17th October, 2011. **Subject** : Guidelines regarding grant of Vigilance Clearance to members of Central Civil Services/Posts.
 20. No. 44-14/2009-SPB-I, Ministry of Communications & IT, Department of Posts, New Delhi, the 16th November, 2011.
 21. No. 28-2/2010-D, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development & Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001 Dated 13-10-2011. **Subject** : Outstation Allowance for RMS Staff - revision of rates thereof.
 22. No. F. No. 113-07/2008-SB, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 dated 12-10-2011. **Subject** : Attestation of Annexure-II (Affidavit) and Annexure-III (Disclaimer on Affidavit) in case of deceased claim case preferred where there is no nomination - a clarification regarding.
 23. No. 1-20/2011-SPG, Ministry of Communications & IT, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 9th November, 2011. **Subject** : Grant of leave - Instructions regarding.

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24. No. 1-20/2011-SPG, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110001 dated 9-11-2011. **Subject :** Grant of Leave to Heads of Circle - Instructions regarding.
 25. No. 1-20/2006-SPG, Government of India, Ministry of Communications & IT, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 8th November, 2011.
 26. No. Union/18-1/2011 Dated at Mumbai, the 8-11-2011. Department of Posts, India, Office of the Chief Postmaster General, Maharashtra Circle, Mumbai-400001. **Subject :** Four Monthly Meeting of FNPO Union with CPMG to be held on 14-11-2011 at 14.00 hours.
 27. No. 1-56/2003-SPG, Government of India, Ministry of Communications & IT, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 4th November, 2011. **Subject :** Promotion and postings to the Grade of Member, Postal Services Board, Indian Postal Service, Group 'A'.
 28. No. 1-10/2010-SPG, Government of India, Ministry of Communications & IT, Department of Posts, (Personnel Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 3rd November, 2011.
 29. No. 1-19/2010-Trg, Government of India, Ministry of Communications & IT, Department of Posts, (Training Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 28-9-2011. **Subject :** Induction Training to PA LGO Candidates.
 30. No. 60/11/2011-SPB-I, Government of India, Ministry of Communications & IT, Department of Posts, (SPB-I Section), Dak Bhawan, Sansad Marg, New Delhi dated 16th September, 2011. **Subject :** Appointment of Officials qualified for Promotion in the LGO Examination in Postal Assistant/Sorting Assistant Cadre against the vacancies of the years 2009-2010.
 31. No. 23-3/2008-PE-II, Ministry of Communications & IT, Department of Posts (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 14th September, 2011.
 32. No. L-40011/13/2011-IR (DU), Government of India, Bharat Sarkar, Ministry of Labour/Shram Mantralaya, New Delhi, Dated 19-9-2011.
 33. D.G. Posts No. 32-1/2011-UPE, dated 29-8-2011. Revision of Stitching Charges of Uniform.
 34. No. 31011/2/2003-Estt (A), Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi, dated the 25th August, 2011. **Subject :** CCS (LTC) Rules, 1988 - Relaxation for travel by air to visit J&K.
 35. No. 113-07/2010-SB, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 23-8-2011. **Subject :** Grant of Savings Bank Allowance to Postal Assistants working in Savings Bank/Certificate Branches - Holding of SB Aptitude Test regarding.
 36. No. 1/2/2010-SR, Government of India, Ministry of Communications & IT, Department of Posts, (SR Section), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 25th August, 2011. **Subject :** Meeting of the Committee held on 1-7-2011 to consider issues relating to the Postmen - Circulation of minutes.
 37. No. 40-6/2011-Plg (Pt), Government of India, Ministry of Communications & IT, Department of Posts, (Planning Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dt. 25-8-2011. All Heads of the Circles. **Subject :** Rationalization and consolidation of urban network.

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38. D.G. Posts No. 1/4/2010-ST, Dated 5th August, 2010.
 39. No. 116-35/2009-SB, SB Order No. 14/2011. Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110016 dated 5-8-2011. **Subject :** Restriction on opening of more than one account in the same scheme in the name of same depositor or acceptance of more than one purchase application of the same scheme in the name of same depositor in one post office on a single day - a further clarification regarding.
 40. No. 1/4/2010-SR, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001. Dated the 5th August, 2011.
 41. No. RE/1-25/MTS/2011 dated at Hyderabad-1, the 3-8-2011. Government of India, Department of Posts, Office of the Chief Postmaster General, A.P. Circle, Hyderabad-1. To the 1. The Postmaster General, Hyderabad/Vijayawada/Vishakapatnam/Kurnool; 2. The SSPOs, Hyd. City/Hyd. SE/Sec'bad Divisions; 3. The SSRM, Hyd. Sorting Dvn., Hyderabad-27; 4. The Chief Postmaster, Hyd. GPO, Hyderabad-1. **Subject :** Filling up of the vacancies of MTS on seniority-cum-selection basis - reg.
 42. No. 2-13/2009-PCC, Government of India, Ministry of Communications & IT, Department of Posts, (Pay Commission Cell), Dak Bhawan, Sansad Marg, New Delhi-1100116, Dated 12th August, 2011. **Subject :** Admissibility of financial upgradation under ACP Scheme of August, 1999 to the cadre of wireman of postal building maintenance staff other than that of Civil/Electrical Wing.
 43. No. 1-4/2009-PAP, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), dated 12 August 2011. **Subject :** Secretary (Postal) has constituted a Committee comprising of following officers to examine the various allowances payable to Postal Employees.
 44. No. 2-19/2011 PAP, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110001 dated 8-8-2011. To All Head of the Circles. **Subject :** Filling of SLP against the HC of Karnataka, Bangalore in WP No. 7593/2003 Ordered dated 18-11-2010 filed by the DOP against the Order of Hon'ble CAT in OA No. 296/2002 filed by Shri S. Mohan Kumar. (Counting of Special Pay for fixation of Pay in TBOP).
 45. No. 51-4/2011-SPB-II, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 dated 1-8-2011. To 1. All Chief Postmasters General; 2. All Postmasters General. **Subject :** Grant of leave to the staff working under the HSG-I Postmaster.
 46. No. 17-17/2010-GDS, Government of India, Ministry of Communications & IT, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-110016 dated 1 August 2011. Chief Postmasters General, Postmasters General, General Managers (Finance), Director of Accounts (Postal). **Subject :** Scheme for engagement of GDS on compassionate grounds - merit points and procedure for selection - revised provisions thereof.
 47. No. AB-14017/63/2007-Estt. (RR), Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi dated 28 July, 2011. **Subject :** On-line processing of Recruitment Rules - Formulation/Amendment.

48. No. 60-10/2011-SPB-I, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, New Delhi-110016 dated 26th July, 2011. **Subject :** Increase in the number of chances to appear in the Limited Departmental Competition Examination (LGO Examination) to fill up the posts of Postal Assistant/Sorting Assistant.
49. No. 38/37/08-P&PW(A), Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare, Lok Nayak Bhawan, New Delhi-110003 dated 22nd July, 2011. **Subject :** Revision of pension/family pension in respect of the pensioners who were in receipt of compulsory retirement pension and compassionate allowance under Rules 40 and 41 of CCS (Pension) Rules, 1972.
50. No. 20-8/2008-SPG, Government of India, Ministry of Communications & IT, Department of Posts, New Delhi-110016 dated 21st July, 2011. To 1. All Heads of Circle; 2. All IPOs Group 'A' Officers in the Directorate. **Subject :** Submission of Immovable Property Return by the Officers of Group 'A' Central Serices as on 1-1-2011 - placing on the public domain regarding.
51. No. 28-2/2010-D, Dated 19-7-2011, Government of India, Ministry of Communications & IT, Department of Posts, Mail Business (Development & Operations) Division, Dak Bhawan, Sansad Marg, New Delhi-110001. To All Chief Postmaster General; All Postmasters General. **Subject :** Outstation Allowance for RMS Staff - revision of rates thereof.
52. No. 1-20/2008-PCC (Pt), Government of India, Ministry of Communications & IT, Department of Posts, (Pay Commission Cell), dated 18 July, 2011. To All Heads of Postal Circles. **Subject :** Grant of Grade Pay of Rs. 1900, Rs. 2000 with effect from 1-1-2006 to those Group 'D' (MTS) who were given TBOP/BCR before 1-1-2006 vis-a-vis applicability of provisions of Para 6 of Annexure I to OM No. MACPS dated 18-9-2009.
53. No. 25-20/2008-PE.I, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001. Dated 12th July, 2011. To All Heads of Circle. **Subject :** Change in designation of Sorting Postman - Clarification.
54. No. 43-32/2008-P.E.-II, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 6th July, 2011. **Subject :** In pursuance of this Office Order No. 43-32/2008-PE.II dt. 21-6-2011.
55. No. 4/6/2008-Estt. (Pay II), Government of India, Ministry of Personnel, P.G. & Pension, Department of Pension & Pensioner's Welfare. dated 13th Sept, 2011. **Subject :** Revision of Special allowance and Cash Handling Allowance as a result of enhancement of Dearness Allowance w.e.f. 1-1-2011.
56. No. 21-1/2010-PE.II, Government of India, Ministry of Communications & IT, Department of Posts, (Establishment Division), Dak Bhawan, Sansad Marg, New Delhi-110016 dated 6-7-2011. **Subject :** Restricted Holiday (R.H.) on the occason birthday of Shri Guru Gobind Singh to be observed on 31-21-2011 - reg.
57. No. A-34012/03/2011-DE, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi dated 30th June, 2011. **Subject :** Result of the Limited Departmental Competitive Examination for promotion to the cadre of Postmaster Grade-I held on 12th June 2011.

58. No. A-34012/01/2011-DE, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi dated 23rd June, 2011. **Subject :** Result of the Limited Departmental Competitive Examination for promotion to the cadre of Postal Service Group 'B' - 2011 held on 29th May, 2011.
59. No. 43-32/2008-PE-II, Government of India, Ministry of Communications & IT, Department of Posts, (Estt. Division), Dak Bhawan, Sansad Marg, New Delhi-110116 dated 21st June, 2011.
60. No. 7-1/2010.Bldg., Government of India, Ministry of Communications & IT, Department of Posts, (Estates Division), Dak Bhawan, Sansad Marg, New Delhi-110116 dated 16-6-2011. To All the Heads of Circle. **Subject :** Post attached quarters - instructions regarding.
61. No. 4-5/2011-Pension, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 dated 18-5-2011. **Subject :** Central Civil Services (Commutation of Pension), Amendment Rules, 2010 (Gazette Notification regarding the amendments in Central Civil Services (Commutation of Pension Rules 1981).
62. No. 1/13/09-P&PW(E), Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare, Lok Nayak Bhawan, New Delhi dated 28th April, 2011. **Subject :** Extension of scope of Family Pension to widowed/divorced/unmarried daughter and dependent disabled siblings of Central Government servants/pensioners - Clarifications - reg.
63. No. 11-12/2011-Trg., Government of India, Ministry of Communications & IT, Department of Posts, (Training Division), Dak Bhawan, Sansad Marg, New Delhi-110001 dated 28-4-2011. **Subject :** Trainer Development Program o Right to Information from 20th to 24th June 2011 to be conducted at ISTM, New Delhi.
64. No. 12011/01/2011-Estt (Allowance), Government of India, Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training, New Delhi dated May 4, 2011. **Subject :** Clarification on increase in certain allowances by 25% as a result of enhancement of Dearness Allowances w.e.f. 1-1-2011.
65. No. 21-8/2010-GDS, Government of India, Ministry of Communications & IT, Department of Posts, (GDS Section), Dak Bhawan, Sansad Marg, New Delhi-1100116 dated 18 April, 2011. To All Chief Postmasters General. **Subject :** The Department of Posts, Gramin Dak Sevaks (Conduct and Engagement) Rules, 2011 - Regarding.
66. No. 141 1/2010-JCA 2, Government of India, Ministry of Personnel, Public Grievances and Pensions, (Department of Personnel & Training), North Block, New Delhi dated 18th April, 2011. **Subject :** Revision of Stitching Charges.
67. No. 60-10/2011-SPB-I, Government of India, Ministry of Communications & IT, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-1100116. dated 10th March, 2011. To All Chief Postmaster General. **Subject :** Revised pattern and syllabus for Departmental Examination in respect of Postal Assistants/Sorting Assistants.
68. AB14017/6/2009-Estt (RR), Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi, the 17th February, 2011. **Subject :** Recruitment Rules Group 'C' posts in Pay Band I with Grade Pay of Rs. 1800 (pre-revised Group D posts).

‘प्रोजेक्ट अँरो’ - कर्मचारियों का सहभाग?

आजकल सरकार और प्रशासन ‘प्रोजेक्ट अँरो’ - (आम आदमी) के नाम पर ढोल और ताशे बजा रही है। अपने डाक विभाग के मा. श्री ज्योतिरादित्य सिंधियाजी ने आम आदमी के सहूलियत के लिए ‘प्रोजेक्ट अँरो’ नामक योजना पूरे देश में लागू करने का संकल्प किया है।

डाक विभाग का ‘संगणकीकरण और यांत्रिकीकरण के माध्यम से आधुनिकीकरण’ यह नारा दिया हुआ है। मेरा संगठन डाक विभाग के आधुनिकीकरण और तांत्रिकीकरण के साथ है, लेकिन इस योजना के अंतर्गत जो अनेक वृत्तियां हैं इसके ऊपर प्रशासन का कोई ध्यान नहीं है। अनेक ऑफिस में बहुत सारे कर्मचारी एक ही प्रिंटर पर काम करते हैं। अतः अनेक कर्मचारियों के बहुमूल्य समय की बर्बादी होती है। बहुत सारे कार्यालयों में रंगबिरंगी काऊंटर खड़े किए हैं, लेकिन डाक वितरण विभाग (Delivery Section) याने जहां डाकिया बैठता है वह जगह पुरानी और घिसीपिटी है। दूसरी जगह सरकार डाकियों को ‘डाक विभाग का राजदूत’ कहकर उसको छलावा दे रही है।

डाकियों के कामकाज का समय सुबह 6.30 बजे शुरू होता है और सुबह 9.00 बजे उसे बीट लगाकर वितरण के लिए बाहर निकलना है। अनेक जगह अपने पोस्टमास्टरजी और बड़े अफसर उसे समय पर वितरण के लिए दबाव डालते हैं, लेकिन मेल कितने बजे आती है? टेबल सॉर्टिंग और जनरल सॉर्टिंग कितने बजे होता है, उसको कितना समय लगता है? डाकिया को बीट लगाने का अवसर मिलता है या नहीं! सुबह घर से 6.00 बजे निकले डाकिया को दोपहर का खाना नसीब होता है या नहीं? आदि अनेक सारे सवाल खड़े हो रहे हैं।

जल्दबाजी में निकली हुई डिलीवरी और प्रशासन का दबाव इस चक्की में डाक विभाग का यह ‘राजदूत’ पिसे जा रहा है।

मैंने महाराष्ट्र सर्कल में गोवा, कोल्हापूर और रत्नागिरी विभाग का प्रत्यक्ष दौरा करके यह महसूस किया है कि जिनके ‘नाम और दम’ पर ये योजना चल रही है, वही लोग इस योजना के भागीदारी से कोसों दूर हैं। कुछ वरिष्ठ अधिकारियों के ध्यान में मैंने यह चीजें लायी हैं। आश्वासन तो मिला है, देखना है आगे क्या होता है।

अनेक डाक घरों में दो से लेकर पांच डाकियों की जगह रिक्त है। डाकिया भारी काम की वजह से दब रहा है। लेकिन सरकार इमारत, कंप्यूटर और तंत्रज्ञान के नाम पर करोड़ों रुपये खर्च कर रही है। अनेक राज्यों में लोड शेडिंग का प्रश्न गंभीर है, लेकिन अपने विभाग के जनरेटर और यूपीएस ‘जस के तस’ पड़े हैं। सन् 2000 से डाक विभाग में ग्रुप डी और डाकियों की 18000 से भी ज्यादा रिक्त पद हैं, लेकिन इस मूलभूत समस्या की ओर सरकार आंख मूंदकर बैठ गयी है, मुझे मालूम है आप सब इन विपरीत परिस्थितियों में भी डाक विभाग का साथ दे रहे हैं, कम से कम जुना-पुराना, गंदा दिखनेवाला डाक कार्यालय आजकल बाहरी तौर से तो चमक रहा है।

मैं और मेरा संगठन इस योजना के सफलता के लिए प्रयत्नशील हैं। ‘प्रोजेक्ट अँरो’ के बारे में हमारी कुछ मांगें, कुछ समस्याएं हैं। जिनके सुलझाने के लिए हम माननीय मंत्री महोदय के साथ चर्चा की कोशिश कर रहे हैं। आशा है कि मंत्री महोदय हमारे इस सकारात्मक कोशिश की सरहना करेंगे। इस डाक विभाग को ‘सुबह 6.00 बजे से शाम 6.00 बजे तक कार्यालय में रहनेवाला मेरा कर्मचारी अपना परिवार समझता है। इस परिवार की भलाई, खुशहाली और प्रगति के लिए कौन सदस्य पीछे रहेगा? अतः मेरा सरकार से निवेदन है कि कर्मचारियों के सहभाग और साझेदारी के बिना यह योजना सफल होने की संभावना कम है।

इससे पहले डाक विभाग ने कई योजनाएं शुरू की थी लेकिन कर्मचारियों के सहभाग के बिना असफल रही है। शायद ये इस योजना का भी अंजाम ऐसा न हो।

U.N.I.**F.N.P.O.****I.N.T.U.C****National Union of Postal Employees Postmen & Group-D/MTS****(Recognised by Government of India)****Central Head Quarters, Delhi-110 054**

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Statement of Income & Expenditure For the Year 1-4-2009 to 31-3-2010

Income		Expenditure	
Particulars	Rs.	Particulars	Rs.
Opening Balance	2,54,736.00	Safaiwala	6,500.00
Quota & Donation April to Dec.09	1,67,096.00	Postage	19,873.00
S.B.I. Bank Interest	2,142.00	Telephone & Mobile	18,109.00
Quota January 2010	59,141.00	CHQ Board Printing	2,500.00
Quota February 2010	11,592.00	Xerox & Typing	59,687.00
Donation February 2010	41,600.00	G/S T.A. D.A.	34,550.00
Quota March 2010	12,400.00	Ex-Office Sec. Exp. (Ex-SC)	7,932.00
		CHQ Rental	2940.00
		F/S TA/DA	300.00
		Stationery	442.00
		All India Conference	33,000.00
		Dt. 1-4-07 to 31-3-09	
		R.T.I.	956.00
		CHQ Exp.	1,788.00
		AIC TA/DA	1,000.00
		Other Expenses	100.00
		Electric Bill	6,240.00
		Postal Prakash	55,072.00
		Court Case	15,000.00
		Letter Drafting (1 year)	6000.00
		Total (A) : Rs. 2,71,989.00	
		K.V.P.	1,50,000.00
		Passbook - State Bank of India	1,23,696.00
		Cash in Hand	3,022.00
Closing Balance	Total : Rs. 5,48,707.00	Closing Balance	Total (B) : Rs. 2,76,718.00
	Total : Rs. 5,48,707.00		Total (A+B) : Rs. 5,48,707.00

Sd/-
Shri T.N. Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri Damodar Sodhi
(Auditor)

Sd/-
Shri S.B. More
(Auditor)

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Statement of Income & Expenditure For the Year 1-4-2010 to 31-3-2011

Income		Expenditure	
Particulars	Rs.	Particulars	Rs.
Opening Balance	2,76,718.00	Safaiwala	10,200.00
Quota April 2010	6,201.00	Postage	30,917.00
Quota May 2010	3,700.00	Telephone & Mobile	13,691.00
Donation May 2010	2,000.00	Xerox & Typing	90,481.00
Quota June 2010	3,343.00	G/S T/A. D/A	37,668.00
Quota July 2010	18,553.00	F/S TA/DA	5000.00
Quota July 2010	5,000.00	Rule Book Purchase	68.00
Quota August 2010	13,996.00	R.T.I. Information	423.00
Donation August 2010	200.00	CHQ Exp.	3,136
Quota September 2010	39,828.00	Cantuation Book	16,000
Donation September 2010	1,800.00	JCM Bulletin	60.00
Quota October 2010	7,610.00	Electric Bill	12,530.00
Quota November 2010	14,489.00	CHQ WebSite (IT)	8,000
Quota December 2010	42,639.00	Computer Repairing	1,800
Quota January 2011	21,961.00	Postal Prakash	39,453.00
Quota February 2011	34,172.00	Water Filter Repairing	610.00
Quota March 2011	81,567.00	Gift (Retirement)	450.00
		Rent Deposit Licence Fee	2,940.00
		CWC Trivandrum T/A D/A	14,700.00
		CWC Chennai T/A D/A	17,198.00
		AIA of Asst. Supdt. Post Donation	500.00
		Letter Drafting (1 year)	6000.00
		Total (A) : Rs. 3,11,825.00	
		K.V.P.	1,50,000.00
		Passbook - State Bank of India	73,513.00
		Cash in Hand	38,439.00
Closing Balance	Total : Rs. 5,73,777.00	Closing Balance	Total (B) : Rs. 2,61,952.00
	Total : Rs. 5,48,707.00		Total (A+B) : Rs. 5,73,777.00

Sd/-
Shri T.N. Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri Damodar Sodhi
(Auditor)

Sd/-
Shri S.B. More
(Auditor)

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Statement of Income & Expenditure For the Year 1-4-2011 to 31-3-2012

Income		Expenditure	
Particulars	Rs.	Particulars	Rs.
Opening Balance	2,61,952.00	Postal Prakash	49,843.00
Quota April 2011	3,143.00	Safaiwala	12,500.00
Quota May 2011	8,187.00	Printing (Receive Book, letter head & Envelopes)	5,100.00
Quota June 2011	9,520.00	Posting	22,628.00
Quota July 2011	13,954.00	Xerox & Typing	72,247.00
Quota August 2011	10,060.00	CHQ Exp.	6,642.00
Quota September 2011	71,492.00	Telephone Bill & Mobile	15,485.00
Quota October 2011	40,593.00	G/S T/A. D/A	46,337.00
Quota November 2011	72,630.00	G/S TA/DA Strike Tour	12,786.00
Quota December 2011	42,475.00	Computer Work	19,000.00
Quota January 2012	29,347.00	Shrirampur Div. (Circle, Div. & Fed.)	4,324.00
Quota February 2012	34,767.00	Ahmednagar (Circle, Div. & Fed.)	1,243.00
Quota March 2012	98,129.00	Nasik Division (Circle, Div. & Fed.)	11,634.00
		F/S TA/DA	14,000.00
		Court Case	15,000.00
		CWC TA/DA Jammu	20,112.00
		Drafting	6,000.00
		Licence Fee (CHQ)	3,000.00
		Computer Repairing (Printer)	1,100.00
		Stationery (Computer Ink & Others)	478.00
		A.A. Enterprises (Hot Blower)	2,200.00
		Total (A) : Rs. 3,41,659.00	
		K.V.P.	1,50,000.00
		Passbook - State Bank of India	1,25,379.00
		Cash in Hand	79,141.00
Closing Balance	Total : Rs. 6,96,179.00	Closing Balance	Total (B) : Rs. 3,54,520.00
	Total : Rs. 6,96,179.00		Total (A+B) : Rs. 6,96,179.00

Sd/-
Shri T.N. Rahate
(General Secretary)

Sd/-
Shri Jagdish Sharma
(Finance Secretary)

Sd/-
Shri Damodar Sodhi
(Auditor)

Sd/-
Shri S.B. More
(Auditor)



आभार



जनरल सेक्रेटरी के पद का कार्यभार संभालने हेतु दिल्ली के अपने साथियों का मुझे पूरा सहयोग प्राप्त हुआ। **श्री डी. त्यागराजन** सेक्रेटरी जनरल, एफ.एन.पी.ओ. तथा वरिष्ठ नेता आदरणीय **श्री जी.के. पद्मनाभनजी, बी.एन. घोष, आर.एन. गाडगिल (गुरुजी), गुरव साहब** का मैं अत्यंत आदरपूर्वक धन्यवाद देता हूं जिन्होंने मुझे समय-समय पर योग्य सलाह दी। हमारे कानूनी सलाहकार **श्री शोयब शकीलजी** के प्रति हार्दिक आभार व्यक्त करता हूं जिनके अथक प्रयासों के फलस्वरूप हम दो एडवांस इंक्वीमेंट केस में सुप्रीम कोर्ट में हमारे हक में फैसला होने की उम्मीद कर सकते हैं। **G.S. NAPE P-III, R-IV, R-III, NU GDS** का भी बहुत सहयोग मिला। **CHQ** उनका भी आभारी है।

वरिष्ठ नेता एवं सलाहकार **श्री बी.एम. घोष साहब** तथा उनके साथी **श्री शेखर मुखर्जी, लखन मुजुमदार, पश्चिम बंगाल सर्कल** के साथियों का आभार व्यक्त करता हूं। **गुलाम रबानी, उपाध्यक्ष CHQ, सर्कल सचिव, आंध्र सर्कल** का भी मुझे हमेशा सहयोग मिला, उनका भी आभारी हूं। सभी सर्कल सचिव, **सी.एच.क्यू कार्यकारिणी** के सभी सदस्यगण और **श्री अशोक शर्मा, सर्कल सचिव, दिल्ली सर्कल, Dy. GS श्री सुबे सिंह एवं श्री सुभाष चौधरी हमेशा बड़े भाई के समान हमें सहयोग करते हैं व श्री वी.के. माथुर, श्री जगदीश शर्मा, श्री दिवाकरजी, दिल्ली और दिल्ली के सभी साथियों ने मुझे भरपूर सहयोग दिया है, मैं उन सभी को धन्यवाद देता हूं।** महाराष्ट्र सर्कल सचिव **स्व. अशोक पवार, श्री के.एम. लामजे, आर.जी. खंडाडे, नागपुर** तथा **R-IV सर्कल सचिव श्री खंदारे, NUPE P-III, सर्कल सचिव श्री बी.एस. काशीद, R-III सर्कल सचिव श्री देशपांडे और अन्य साथियों के प्रति भी आभार व्यक्त करता हूं।**

महाराष्ट्र के सभी साथी और **P-III** के सभी साथियों ने मुझे जो सहयोग दिया है मैं उन सभी के प्रति आभार व्यक्त करता हूं। खासतौर पर **श्री आर.एन. आवटे, एन.के. नाईक, एस.बी. मोरे, वी.के. माथुर** इन्होंने **CHQ** का कामकाज बहुत ही अच्छी तरह से संभाला और सहयोग किया उनका तहे दिल से शुक्रिया अदा करता हूं।

मुझे सारे सर्कल में **NUPE P-IV** सर्कल सचिव और कार्यकर्ताओं का भरपूर सहयोग मिला उनका बहुत-बहुत धन्यवाद।

मुख्य रूप से **आप सभी सदस्यों का मैं आभारी हूं** कि आपने मुझे जनरल सेक्रेटरी के पद पर निर्वाचित कर आपकी सेवा करने का अवसर दिया। सेक्रेटरी पोस्ट **श्रीमती राधिका दोराईस्वामी, श्रीमती मंजुला पराशर, सेक्रेटरी (P), सब मेंबर्स पोस्टल बोर्ड, डी.डी.जी. और सभी सर्कल सी पी एम जी आदि सभी आदरणीय अधिकारियों के प्रति आभार व्यक्त करता हूं जिन्होंने मुझे भरपूर सहयोग दिया है।** खासतौर पर **श्री सुभाष चंदर (Director SR & Legal)** उनका हमेशा सहयोग मिला है, उनका तहेदिल से आभारी हूं।

- **टी.एन. रहाटे, जनरल सेक्रेटरी**

Vote of Thanks

On behalf of all CWC members and on my own behalf I offer my sincere thanks to all our members for their wholeheartedly support for better functioning of our Union from CHQ to branch level. I particularly offer our sincere thanks to respectable senior leader **Shri B.M. Ghosh, Shri G.K. Padmanabhan, Shri R.N. Gadgil (Guruji), Shri Gurav Sir** and our esteemed **S.G. Shri D. Theagarajan** for their active support and guidance and better functioning of our Union.

I also particularly offer our thanks to **Shri Ashok Sharma, Circle Secretary, Delhi, Dy. GS Shri Subey Singh, V.K. Mathur, Jagdish Sharma** and all our brothers of Delhi Circle and **Shri Subhash Chowdhary for his brotherly cooperation and Diwakarji** and all others who have done their best to run the CHQ at Delhi smoothly. It was not possible without their help. I am also thankful to **Shri Gulam Rabbani, VP CHQ, CS AP Circle** for his full cooperation.

I am thankful to **Secretary Post Smt. Radhika Doraiswami, & Smt. Manjula Prasher, Secretary (P), Members Postal Board & DDGs** and all Circle CPMGs and all FNPO General Secretaries and Circle Secretaries **P-IV, P-III, R-IV R-III**. Because of their co-operation and support we were able to solve many problems faced by the Union.

At last I offer my sincere thanks to **Shri Subhash Chander (Director SR & Legal)** for his guidance, support and cooperation to the Union.

(**T.N. Rahate**) General Secretary



प्रतिज्ञा



(F.N.P.O.) एफ.एन.पी.ओ./NUPE P-IV मेरा मातृवत संगठन है।

मुझे अपने संगठन से प्रेम है।

मेरे संगठन के सभासद मेरे बंधु हैं।

मुझे अपने संगठन की गौरवशाली परंपरा पर अभिमान है।

इस परंपरा का पालन करने की यौव्यता प्राप्त करने के लिए

मैं सदैव प्रयत्नशील रहूंगा।

मैं अपने संगठन में ऊंच-नीच के भेद-भाव भरे विचारों को

स्थान नहीं दूंगा और अहंकार व स्वार्थ की प्रवृत्ति का

शिकार नहीं बनूंगा।

मैं अपने संगठन के कर्मठ और बलिदानी नेताओं का

हमेशा स्मरण करूंगा ऐसी प्रतिज्ञा मैं करता हूं।

तथा इसके कल्याण और समृद्धि में ही मेरा सर्वस्व समाया हुआ है।



सभासदों को सूचना

- यूनियन के नियमित सभासद बने रहें।
- अपनी समस्या यूनियन को पहुंचाने तथा उनके निपटारे के लिए लगातार प्रयास करते रहें।
- यूनियन की प्रतिष्ठा बढ़ाने के लिए यूनियन के आदेशों का पालन करें।
- यूनियन के प्रत्येक कार्यक्रम में सहभागी बनना अपना कर्तव्य समझें।
- विभाग के नियमों की जानकारी लेते रहें और अपने को सचेत बनाए रखें।
- यूनियन के अधिकार क्षेत्र एवं क्षमता को ध्यान में रखना चाहिए।
- समस्या के समाधान में होनेवाले विलंब के लिए वस्तुस्थिति का जायजा लें।
- बाहरी परिस्थिति की जानकारी के लिए यूनियन परिपत्रक नियमित रूप से पढ़ें।
- कार्यकर्ताओं और पदाधिकारियों के मनोबल एवं उत्साह को बढ़ाने का सदैव प्रयत्न करें।
- मैं एफ.एन.पी.ओ. जैसी बलशाली संगठन का सदस्य हूं यह स्वाभिमानपूर्वक सभी को बतायें।
- यूनियन के कामकाज के विषय में आपकी सूचना एवं मतं व्यक्त प्रार्थनीय है।